

STEM Leader in Science

The Hart School

March 2025



**THE HART
SCHOOL**
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in joining the team at The Hart School.

The Hart School joined Creative Education Trust in September 2013. Working in partnership, The Hart School and the Trust have made much progress in recent years and we were delighted to have been awarded a 'good' judgement from Ofsted in June 2023.

As our academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. It believes that creativity is the ability to make new connections between the things we know, and to turn these connections into ideas and practical action. Connecting knowledge needs to be at the heart of education because it is vital to improving standards and will make young people resourceful and employable in tomorrow's knowledge community.

In addition, in joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops, to collaborate closely with your fellow teaching and support staff and to influence Creative Education Trust's ethos and processes.

The Hart School is an innovative educational establishment and, as such, we provide our students with a learning experience, ensuring that they fulfil their potential. We are focused upon each individual student, guiding them to be the best that they can be and supporting them on their journey to adulthood.

We are looking for ambitious and committed staff who lead by example, help colleagues, have a willingness to develop their leadership skills and encourage students to become leaders themselves.

The pursuit of excellence is demonstrated by an uncompromisingly high drive to succeed and the focus of all staff on the desire to improve teaching and learning within the school.

If you think you have the qualities to help us to achieve our vision, we look forward to receiving your application.

Yours sincerely,

Rachael Sandham
Principal

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

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www.creativeeducationtrust.org.uk

ABOUT THE HART SCHOOL



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in the town of Rugeley in Staffordshire.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all of the children in our care..

Our on-site facilities include:

- Sports fields, outdoor courts and gymnasium
- Dance studio complete with sound system and mirrored wall;
- Dedicated sixth form area including common room and classrooms
- Hall complete with tiered seating, stage lighting and curtains;
- Interactive whiteboards in every classroom;
- Open-plan library with wide range of reading materials
- Fully equipped Design and Engineering classrooms
- Sports Dome



Knowledge Connected

Curricular innovation through our 'Knowledge Connected' programmes promotes creative, integrated and pro-active thinking so that our students are equipped for the challenges of the 21st century

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support, enabling them to ensure that our students are receiving the education they deserve.

The Hart School places a strong emphasis on CPD, for both teaching staff and support staff alike. We run regular programmes of training events and can also provide focused development and cross-academy opportunities.

For our pupils to achieve to their full potential we know that it is essential that our staff thrive professionally. We value teamwork highly and provide ample opportunities for all our teachers to work collaboratively with their colleagues.

As teachers we believe that we never stop learning and we support each other to develop professionally. We share ideas and good practice regularly and encourage everyone to contribute to the professional development programme.

We understand the importance of working with other schools in our trust and beyond. Our middle leaders have benefited from their participation in the Ambition School Leadership, Teaching Leaders Programme, Future Leaders and Teach First extensively and some have embarked on NPQ qualifications. We value subject specific CPD highly and are members of the Prince's Teaching Institute which provides access for our teachers to high quality subject specific professional development.

Newly qualified teachers at The Hart School will benefit from high quality mentoring and access to a customised induction course designed specifically to smooth their progress through the NQT year.



STEM LEADER OF SCIENCE

JOB DESCRIPTION

LOCATION

The Hart School, Rugeley, Staffordshire

SALARY

MPS/UPS plus TLR 2a

PURPOSE AND SCOPE

To teach exceptional lessons that engage and challenge all students, whilst creating a supportive and stimulating learning environment in the classroom.

To lead on STEM across the whole school and implement and embed cross-curricular links between STEM subjects.

To ensure a robust KS3 curriculum is in place and embedded across the faculty.

REPORTING LINES

Director of Faculty for Science

RESPONSIBILITIES IN SCIENCE

- Lead, develop and quality assure a robust key stage 3 science curriculum.
- Strategic analysis of data at key stage three science, leading to improving outcomes in science.
- Monitor and quality assure the effectiveness of teaching and learning practice at key stage three science.
- Implement and embed the feedback strategy at key stage three that monitors students' learning and shows students how to improve.
- Develop and embed creativity at all levels of the key stage three science curriculum to enrich and challenge our learners.

RESPONSIBILITIES IN STEM

- Lead and develop a whole-school enrichment programme for STEM projects.
- Provide enrichment and extra-curricular opportunities for students in STEM.
- Monitor and evaluate the impact of whole-school STEM strategies.
- Lead on STEM programmes, e.g. British Science week.
- Implement and evaluate cross-curricular links between STEM subjects.
- Lead on cross-curricular links.

TEACHING AND LEARNING

- With direction from the Director of Faculty and within the context of the school's curriculum and schemes of work, plan and prepare effective lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Ensure students acquire and consolidate knowledge, skills and understanding appropriate to

the subject taught.

- Ensure that all students achieve the least at chronological age or level or, if well below level, make significant and continuing progress towards achieving at chronological age level.
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities.
- Organise trips and visits to enhance the learning of all students.

ASSESSMENT AND REPORTING

- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy.
- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement.
- Mark, grade and give written/verbal and diagnostic feedback as required.
- Undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures.
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Complete the relevant documentation to assist in the tracking of students.
- To follow department policy regarding department tracking of student progress and use information to inform teaching and learning.

COMMUNICATION

- To communicate effectively and constructively with the parents of pupils as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take an active role in activities such as Open Evenings, Parents' Evenings, Sports days etc

PASTORAL DUTIES

- If required, be a form tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the form tutor group as a whole.

You can find out more at:

www.creativeeducationtrust.org.uk

Contribute to the preparation of action plans and progress files and other reports.

- Alert appropriate staff to problems experienced by students.
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OTHER PROFESSIONAL REQUIREMENTS

- Establish effective working relationships and be an effective role model to pupils through own personal presentation as well as personal and professional conduct.

 - Have high expectations for every pupil and endeavour the opportunity to reach their potential and meet high expectations.

 - Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students.

 - Contribute to wider school life through effective participation in meetings and management systems necessary to coordinate the management of the school.

 - Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.

 - Undertake other various responsibilities as directed by the Head of Department or Principal.
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This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Principal.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guideline

You can find out more at:

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PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Degree in a related discipline Qualified teacher 	<ul style="list-style-type: none"> A Level Teaching experience, preferably in Chemistry
EXPERIENCE	<ul style="list-style-type: none"> Experience of raising attainment in a challenging classroom environment. Experience of reflecting on and improving teaching practice to increase student achievement. Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities. 	<ul style="list-style-type: none"> Successful teaching experience in the Secondary phase Experience of raising standards through leading staff development
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> Passionate about your subject area Have the ability to teach all aspects of Key Stage 3 and 4 Demonstrates the ability to lead and work within teams Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice Thinks strategically about classroom practice and tailoring lessons to students needs Understands and interprets complex student data to drive lesson planning and student attainment Commitment to regular and on-going professional development and training to establish outstanding classroom practice. 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> Leads by example with high professional standards Resilient, energetic and enthusiastic Student focused commitment Has keen organisational skills and the ability to multitask and delegate Will play a full and active role in the wider development of the School Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards Good communication, planning and organisational skills Vision aligned with Creative Education Trust's high aspirations and high expectations of self and others 	<ul style="list-style-type: none"> Evidence of managing CPD effectively in a whole school environment Knowledge and experience of how IT can be used to support learning
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity 	
SAFEGUARDING	<ul style="list-style-type: none"> A thorough understanding of up-to-date safeguarding requirements and best practice 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom. 	