



**#BETTER TOGETHER**





## **WELCOME TO UFFCULME ACADEMY TRUST**

I hope that this recruitment pack will give you an idea of Uffculme Academy Trust, what we stand for and what it might be like to work with us.

We have a simple and compelling vision for education. We believe that our schools should sit at the heart of our communities; that there are no limits to what our children and young people can achieve; and that they should be great places to work and learn.

We are incredibly proud of our Trust and the schools within it. Strong partnerships, collaboration and generosity are the bonds which underpin our collective mission to provide great education for all children no matter what their starting point or their background.

I have been associated with Uffculme Academy Trust for more than 10 years, and I have no doubt that it is a very special organisation. Having moved from Headteacher to Executive Head to CEO, I know first-hand how a strong ethos, ambitious culture and compassionate environment drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions.

We are looking for an individual who shares the same vision and values - if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

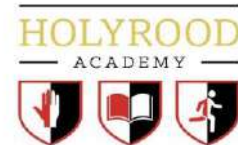


We look forward to receiving your application.

**LORRAINE HEATH, OBE**  
**CHIEF EXECUTIVE OFFICER**



## WELCOME TO HOLYROOD ACADEMY



Dear Applicant,

Thank you for your interest in this post.

Holyrood exists to serve its community as such; we are looking for a permanent, full time Teacher of Science, who shares our commitment to ensuring that the young people we serve receive the best possible standard of education. You will join a positive and hard-working team of staff who are absolutely focussed upon bringing our vision for the Academy to fruition.

We seek to establish a mission for social justice at Holyrood: one that promotes social mobility and allows students to achieve brilliantly, regardless of their background. However, we are also developing a school culture wherein students feel happy, are invested in the wider aspects of school life and are not ashamed to aim extremely high.

We are a school that values the building of positive and compassionate relationships with students, and we place high aspiration, quality classroom delivery and 'feeding the Holyrood culture' at the heart of what we do.

If you would like an informal telephone conversation with me please email your contact details to [dmaccormick@holyrood.uat.ac](mailto:dmaccormick@holyrood.uat.ac) so I can arrange to call you.

If this vision matches your own, we would be delighted to hear from you.

A handwritten signature in black ink, appearing to read 'Dave MacCormick', with a stylized flourish at the end.

Dave MacCormick - Headteacher



Holyrood Academy is an 11-18 Academy in Somerset with approximately 1300 students on roll – including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.

Holyrood was last inspected in 2013 when it achieved an Outstanding rating.

Outcomes have been historically strong and despite the considerable challenges brought by the changes to KS4 programmes of study, we have consistently achieved a positive progress 8 score placing us as reliably one of the top performing secondary schools in Somerset.

Holyrood Academy is part of Uffculme Academy Trust thereby creating opportunities to work as part of a team of highly effective school leaders. It allows each school in the MAT to share good practice and provides exceptional opportunities to learn from each other. All our senior leaders are system leaders and regularly contribute to the leadership programmes of Teaching Schools across the region including those put on by our own Training School WCTSA.

The leadership team at Holyrood Academy consists of a mix of newly appointed and highly experienced senior leaders. All are driven to deliver exceptional experiences and educational outcomes for young people and have firmly bought into the UAT principles of excellence.

Holyrood benefits from a large and beautifully situated site within easy commuting distance of towns such as Taunton and Yeovil as well as the cities of Exeter and Bristol. Chard is on the edge of the Blackdown Hills and close to the Devon and Dorset coastlines.

The Academy occupies a split site; however, both sites are located on the same campus. We are therefore lucky enough to have a great deal of open space and our staff and students enjoy excellent facilities.



### **Additional Information for Science**

At KS<sub>4</sub>, students' currently study either Combined Science or GCSE Biology, Chemistry and Physics. The KS<sub>3</sub> curriculum prepares students for these qualifications by emphasising practical and investigative approaches to learning, setting students' acquired knowledge in a real-world context.

The department's goal is for all students to understand the relevance of their science learning to their everyday lives, and for the majority to want to pursue their science learning further.

In the Sixth form, as well as offering A levels in the single sciences we also offer the BTEC Level 3 Applied Science.



## **THE OPPORTUNITY**

**Teacher of Science – Required for January 2023**

**This is a permanent, full-time position.**

**Although we would welcome applications from teachers who specialise in any of the science subjects, there would be an additional TLR2A available for a Physics specialist to take on the Physics Curriculum Lead**

### **Main Job Purpose**

To provide high quality teaching and promote effective learning for students for whom the teacher is accountable.

### **Job Purpose**

- To maximise the achievement of all children in your charge
- To be responsible for these children's safety and welfare
- To assist in the development of the phase/department & other staff within the school
- To deliver agreed teachers standards and expectations

**See the Job Description for a full breakdown of the role and responsibilities.**

**The closing date for this post is 11am on Friday 14<sup>th</sup> October 2022 and interviews will take place the week beginning Monday 17<sup>th</sup> October.**

**If you would like an informal chat about the vacancy please contact Mr Dave MacCormick, Headteacher, ([dmaccormick@holyrood.uat.ac](mailto:dmaccormick@holyrood.uat.ac)) or Mr Jim Cuthbert, Head of Science ([jcuthbert@holyrood.uat.ac](mailto:jcuthbert@holyrood.uat.ac))**

**Please note that the Trust reserves the right to close the vacancy early.**



Post	Teacher of Science
Grade	MPS / UPS (plus additional TLR2a for Physics specialist to take on Physics Curriculum Lead)
Hours	Full Time Permanent
Responsible to	Science Curriculum Team Leader

**Classroom responsibilities:**

- To teach across the age and ability range in line with the Department's Schemes of Work and external examination courses in such a way to challenge and inspire students of all abilities to achieve high standards.
- Plan, prepare and teach lessons according to the students' educational needs with reference to prior attainment, subject targets, SEN and other needs, as required.
- Assess, record and report on the development, progress and attainment of students in line with Academy and department policies and procedures.
- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
- To set and mark work for classes according to Academy and departmental guidelines.
- To set appropriate, quality homework in accordance with the Academy timetable.
- Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.
- To follow Academy procedures for preparing, presenting and assessing students.
- Be a form tutor to a designated group of students supporting them academically and pastorally.
- Take an active part within the Academy's monitoring, evaluation and review programmes, professional development activities and teachers' Performance Management structures and cycle.
- Attend staff briefings and departmental meetings as required.



- Carry out a share of supervising duties in accordance with published schedules.
- Carrying out such other tasks commensurate with the above as may be required from time to time by the Headteacher.

**Knowledge and understanding:**

- Have a sound knowledge and understanding of the concepts and skills in his/her specialist subjects and a detailed knowledge and understanding of the National curriculum programmes of study.
- Understand for his/her specialist subjects the framework of 11-16 and sixth form qualifications and the routes of progression through it.
- Understand and know how national, local comparative and Academy data can be used to set clear targets for students' achievement.
- Understand how students' learning in the subject is affected by their physical, intellectual, emotional and social development.
- Be familiar with subject-specific health and safety requirements, where relevant, and plan lessons to avoid potential hazards.

**TLR 2 Responsibilities as Physics Curriculum Lead (if applicable but not necessary)**

The duties of a teacher awarded a TLR 2 include a significant responsibility that is not required of all classroom teachers, including the responsibilities below

- Continuing to develop an area of the Science curriculum that is knowledge based, coherently planned, and logically sequenced.
- Curating, developing, and quality assuring centralised teaching materials for their area of the Science curriculum. These include area specific schemes of work, assessments, and knowledge organisers.
- Supporting teachers, including non-specialists, to deliver consistently high-quality Science lessons via departmental CPD.
- Be a champion for their area of the Science curriculum delivering exemplar lessons at all key stages.
- Have the highest expectations of staff and all students and promote the academy's vision and values.
- Support the Science CTL and deputy CTL with data analysis, quality assurance, line management of colleagues and retracking students.
- Attend regular Science leadership meetings to help develop departmental strategy.

**Safeguarding**

- Attend all safeguarding training as directed.
- Follow Trust procedures and report any concerns to the relevant DSL





### **Data Protection**

Ensure that legislation and Trust policies and procedures relating to confidentiality and data protection are adhered to.

### **Special Factors**

This role may involve some traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other than the location of your normal working location, will be as per the Trust's travel policy.

The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility, as required.

The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures including Health and Safety and Data Protection requirements and to be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

*This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.*

*The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.*

*Employee signature .....*

*Date .....*



## HOLYROOD ACADEMY PERSON SPECIFICATION TEACHER OF SCIENCE

Good hons degree (2:2 or higher) in a relevant Science specialism	Application
QTS status	Application
At least one good Science A Level	Application
Ability to teach Science to GCSE level	Application
Potential to deliver outstanding outcomes for students	Letter/references/performance data
High level of subject knowledge and enthusiasm for subject	Letter/Interview
Excellent interpersonal skills	Interview/references
Excellent ICT skills	Letter/references
Ability to inspire and enthuse young people	Letter/reference/teaching episode
A genuine love of teaching and rapport with young people	Teaching episode/interview
Commitment to further professional development and learning	Application/letter
A sense of humour	References/interview
Excellent relationships with colleagues	References
Willingness to contribute to the tutorial programme	Letter/interview
Desirable	Assessed through
Evidence of a willingness to contribute to extra-curricular programme	References/letter/interview
Ability to teach a Science at Key Stage 5	Letter/Application/Interview
Evidence of contributing to development of departmental schemes of work	Letter/interview



## About Us

Uffculme Academy Trust is a unique partnership of schools working as a multi academy trust (MAT) across Devon and Somerset.

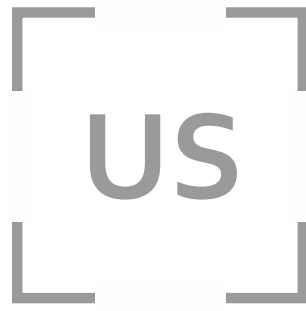
Our mission is to deliver excellent education from the ages of 2-18 so that children and young people fulfil their potential, lead safe happy lives and make a positive contribution to society.

The Trust is creating and supporting a network of exceptional schools where:

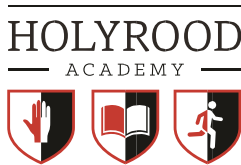
- each school within the Trust sits at the heart of its community,
- aspirations and expectations are high, and achievable, for everyone,
- the culture is joyful and children and staff enjoy coming to work and learn.

We are supportive of learning and development, encouraging our staff to broaden their skills and knowledge through CPD.

If you are looking to work in a fast-paced environment, share our values and can help us to make Uffculme Academy Trust an even greater place to work and learn, then we would love to hear from you.



**AXE VALLEY ACADEMY** is an 11-16 school, with 590 students, based in Axminster, Devon – a beautiful market town based in East Devon. With its quaint villages and unspoilt countryside, and just a few miles inland from the Jurassic Coast World Heritage Site, Axminster is the perfect place to live and work, with the best of Devon and Dorset on its doorstep.



**HOLYROOD ACADEMY** is an 11-18 Academy in Somerset with approximately 1330 students on roll including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.



**NEROCHE PRIMARY SCHOOL** is truly an exceptional place of learning – it is a single form of entry school with one class for each year group. We have over 210 pupils from Reception to Year 6 as well as over 40 children on role in our preschool setting.



**UFFCULME PRIMARY SCHOOL** is a single form of entry school with one class for each year group, with over 220 pupils from Reception to Year 6. We place great emphasis on knowing children as individuals and identifying their individual needs. We provide a safe and happy environment in which all children can reach their full potential.



**UFFCULME SCHOOL** was the founding school of the Uffculme Academy Trust and exemplifies our key values. A truly outstanding 11-16 school with approximately 1060 students on roll, based between Taunton and Exeter, near the rolling Blackdown Hills and close to the M5 motorway.



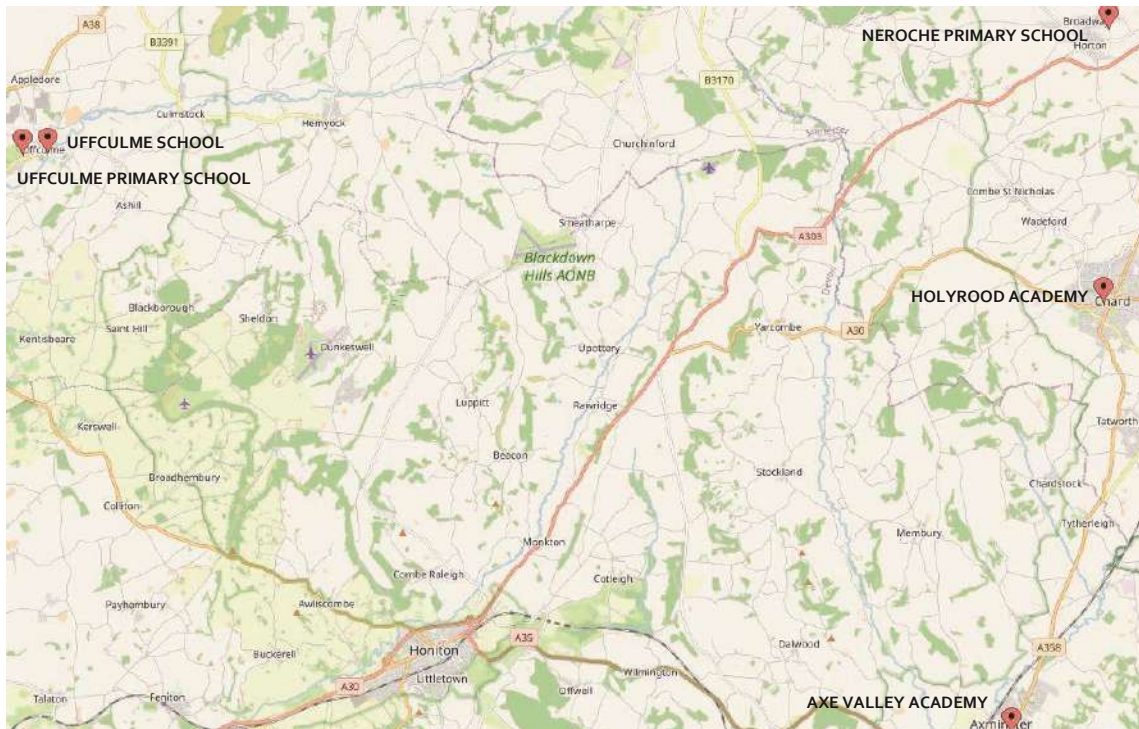
**WEST COUNTRY TRAINING ALLIANCE** demonstrates the value the Trust places on developing our staff and growing our own talent. WCTSA are a strategic partner of the South West Institute for Teaching (SWIFT) and provide high-quality continuous professional development, Initial Teacher Training (ITT) and support for school improvement. WCTSA is based at Uffculme School, which acts as the lead school for our School Direct ITT programme.



## LOCATIONS

All our schools are situated in the beautiful countryside of Devon and South Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



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TWITTER @TrustUffculme / LINKEDIN @UffculmeAcademyTrust



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