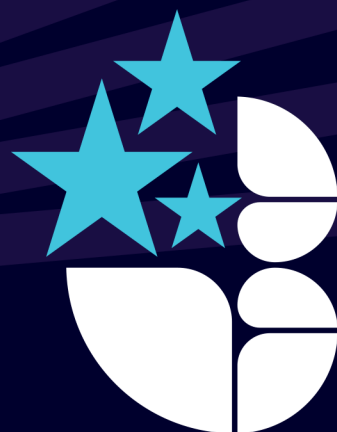


# Teacher of Science

Ash Green School  
April 2024



**ASH GREEN  
SCHOOL**  
*Creative  
Education  
Trust*

## Dear Colleague



Thank you for your interest in the role of Teacher of Science at Ash Green School.

Ash Green School where our G.R.A.C.E values – global citizenship, resilience, aspiration, creativity, and excellence – form the foundation of our students' educational journey. Our goal is to prepare each student for success in their first choice of further education and training by the time they graduate.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Ash Green School, we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling every student to be successful, responsible, resilient, confident and skilled young people. We are passionate about enriching the lives of our students, which is not just academic, but social and emotional.

Our highly qualified teachers and effective support staff are committed to ensuring that our students achieve excellence and develop to be leaders both now and in the future. We always aim for disruption free learning, allowing our teachers to do what they do best.

If you would like to visit the school at any point this is welcomed and encouraged. Please contact Paula Wadhams, PA to the Principal, on [Paula.Wadhams@ashgreenschool.org.uk](mailto:Paula.Wadhams@ashgreenschool.org.uk)

Tours of the school:

To be arranged on request.

Deadline for applications:

Tuesday 7<sup>th</sup> May at 9am

Interviews:

To be confirmed

If you have any questions please do not hesitate to contact Jill Lines, Regional HR Business Partner, [Jill.Lines@ashgreenschool.org.uk](mailto:Jill.Lines@ashgreenschool.org.uk).

I look forward to receiving your application.

*Fuzel Choudhury*

Principal

You can find out more at:

[www.creativeeducationtrust.org.uk](http://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

You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)



# ABOUT ASH GREEN SCHOOL

**Every Moment: High Expectations**  
**Every Lesson: Do Your Best**  
**Every Day: Make A Difference**

Our mantra above conveys and underpins our whole approach, identifying and releasing the potential of each child as they proceed through their seven-year journey, giving them the very best possible opportunities to become a successful person in our 21<sup>st</sup> century global community.

Here at Ash Green School, we are exceptionally proud of unlocking the academic talent that is found within our students and strongly believe each individual will thrive in our high-achieving environment. We provide the very best opportunities for everyone to excel and nurture all the fantastic qualities that are not materialistic or target driven. Success for us is measured by sending out happy, confident and independent young people who are ready for the challenges of university and the world of work.

We provide an education that has an international outlook; opening minds to the world around them and instilling skills of enquiry, reasoning and problem solving. We are passionate about developing oracy; from the start of year seven an extensive vocabulary toolkit is developed, and we offer many opportunities to practice speech making.

Being a community academy within the Creative Education Trust family, we benefit from partnership working and enriching opportunities to assist student development. We are fiercely committed to ensuring the academic, technical, creative and emotional support is of the highest quality for every young person we serve. There is no glass ceiling at Ash Green School.

## Our on-site facilities include:

- Sports fields including 5-a-side football pitches;
- Multi-Use Games Area marked up for netball and football;
- Lecture Theatre with sound system and projector;
- Hall complete with tiered seating;
- Interactive whiteboards in every classroom;
- Open-plan library with wide range of reading materials
- A new spacious 14 classroom block and office's opened in September 2018



## 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 21<sup>st</sup> century

# SUPPORT FOR OUR STAFF

## WE ALL PURSUE A STRONG WORK LIFE BALANCE

- Our staff are encouraged to make time for themselves and their families.
- There are no expectations for teachers to answer emails outside of working hours and particularly at weekends.
- Our Senior Managers are constantly working to streamline our systems so that they work better and save more time – we strive to only do things that are going to make a difference.
- We openly consult with staff over significant changes which will impact on their working practices.
- We have a strong culture of peer-to-peer praise through our weekly 'Ash Green Gurus' reward cards.
- We provide all of our staff with a half termly opportunity to participate in expert professional supervision – we encourage our staff to talk, keeping things to yourself is not a sign of strength.
- We have an 'Open Door' to Senior Leadership – no concern is too small.
- We run seasonal events that allow students and staff to show their less serious sides e.g. Own-clothes days, Christmas Jumpers and World Book Day.
- We provide our staff countless opportunities to get involved in the life of the school including Duke of Edinburgh Award and international visits and exchange opportunities. Recent activities include an exchange to China, visits to Ghana, Barcelona, Belgium and the USA.



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# SCIENCE AT CREATIVE EDUCATION TRUST

**Creative Education Trust is an exciting place to add to your Science teacher career journey, whether you are starting out as an ECT or are an experienced practitioner looking for your next leadership responsibility.**

The curriculum is sequenced in a way which allows an overarching narrative to exist across units of work and key stages. We believe that Key Stage 3 should be the powerhouse of knowledge and should embed the core skills and knowledge needed for students to be successful in Key stage 4 and beyond.

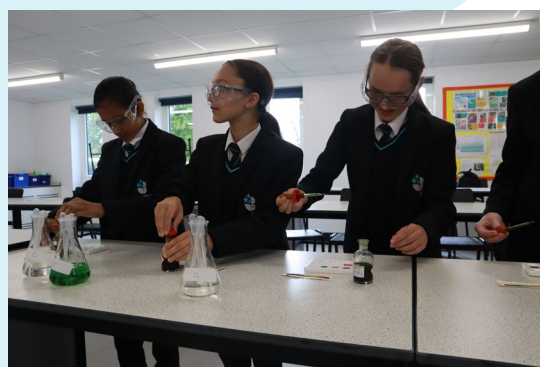
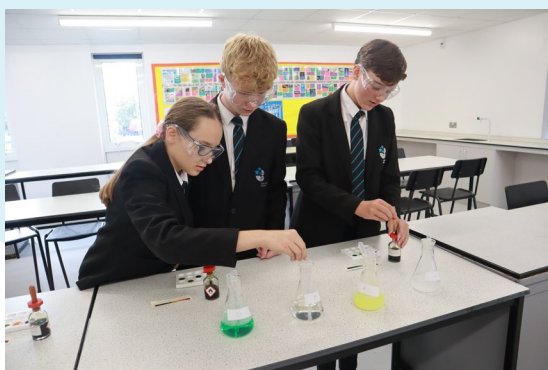
Our Key Stage 3 curriculum includes everything in the National Curriculum and allows students to apply this knowledge to real world applications. For example in Year 7 Ecosystems, students learn about how plastics in the ocean can accumulate in fish, in year 8, they learn about Space X and in Year 9 we look at real world applications of key chemical reactions. It is also important that students 'see' themselves in our curriculum and our work on diversity in the curriculum is a measure of that.

At Key Stage 4 students study the AQA curriculum across all 11 schools and all staff are supported with the curricular delivery and how to ensure students do well with this exam board. All departments use collaborative planning to support with teacher workload.

To help support staff teaching outside of their subject discipline we have Trust produced Go-to Guides which outline the core knowledge that should be delivered, key word list with definitions and questions that could be included in your lesson with answers. As a Head of Department, you will be well supported by the Trust lead through monthly Head of Department communication, termly meetings and on-going leadership coaching conversations. All staff who belong to the Trust can access a range of CPD available including the Curriculum Leaders Course and Evidence Based Education programme as well as ones delivered by your own academy.

Disciplinary skills in science are well embedded from Year 7 with all students completing a minimum core practical in every unit. Many of our schools run Science club which is well attended. We hold an annual STEM Challenge for Year 9 students, in which Year 9 students from all secondary academies compete in a series of challenges to take the STEM prize back to their academy.

The Trust mission is to give every child in our schools the best possible start in life through excellent education and wide ranging co-curricular opportunities.



Come and join Team Science and be part of this exciting journey!

Pav Aujla, Trust Subject Specialist Lead for Science

You can find out more at:

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# TEACHER OF SCIENCE

## JOB DESCRIPTION AND PERSON SPECIFICATION

### LOCATION

Ash Green School, Coventry

### SALARY

MPS/UPS (£30,000 - £46,525)

### 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 make a significant contribution to the values and the ethos of the school and actively promote and uphold all school policies.

### REPORTING LINES

The post will report to the Head of Department.

### THE ROLE

To contribute to raising standards of student attainment in Science and to ensure outstanding progress.

To support the curriculum leader in the leadership of the Science department.

To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.

To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

To be a role model for the teaching and learning of Science within the School.

## KEY RESPONSIBILITIES

### LEADERSHIP AND MANAGEMENT

- To align with the Schools' vision and ethos of 'striving for success focusing on learning' such that the highest achievements are expected from all members of the school community.
- To support the development of appropriate syllabi, resources, schemes of work, assessments, marking policies and teaching strategies in the Learning Area.
- Promote and uphold the values and ethos of Ash Green School.
- To lead on management systems as required and monitor, evaluate and review data to analyse emerging trends.
- Ensure that Learning walks and work scrutiny are completed on a regular basis and that these feed directly into departmental CPD time.
- Manage performance effectively.

### TEACHING

- To undertake a designated programme of teaching according to your subject specialism.
- To teach, students according to their educational needs, including the setting and marking of work.
- To assess, record and report on the attendance, progress, development and attainment of students in Science and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the learning area.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the Science curriculum.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.

You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

- To mark, grade and give written and verbal feedback as required.
- Ensure that school policies, including the behaviour for learning, anti-bullying and attendance policies are rigorously implemented.
- Work closely with parents and students and respect the contribution that families make.
- Ensure that Child Protection issues relating to students are addressed swiftly and in line with the Child Protection Policy.

## **COMMUNICATION**

- To communicate regularly and effectively with a range of staff to ensure academic outcomes and personal development.
- Communicate effectively with the parents of students as appropriate.

## **SCHOOL ETHOS AND COMMUNITY**

- Work with parents and students to ensure that they have an understanding of the aims of the school, its policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

## **SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST**

- Develop strong, positive relationships with Creative Education Trust colleagues; participating in trustwide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- Undertake any other reasonable duties deemed appropriate to the role.

## **OTHER RESPONSIBILITIES**

- To undertake as required other duties and responsibilities relevant to the job or the seniority of the post as directed by the Principal.

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	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Recent and Relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Masters level degree</li> <li>• NPQML</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Expertise in planning the progression of subject skills within individual and across sequences of lessons.</li> <li>• Proven track record of outstanding Science teaching including marking and assessment.</li> <li>• Knowledge and understanding of the subject requirements for Science.</li> <li>• Successful experience of teaching Science at Key Stage 3 and 4.</li> <li>• Proven track record of delivering strong progress outcomes.</li> <li>• Proven track record of strong, effective behaviour management strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of Teaching AQA Science</li> <li>• Experience of teaching at Key Stage 5</li> </ul>
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Ability to evaluate the quality of pupils' progress using a range of evidence</li> <li>• Proven ability to coach and mentor colleagues effectively</li> <li>• Good organisational skills</li> <li>• Exceptional communication skills</li> <li>• Proven ability to establish productive and collaborative working relationships with staff</li> <li>• Excellent management skills e.g. an ability to lead a team, motivate others, effectively develop staff, hold staff to account</li> <li>• Proven ability to establish productive professional relationships with children, and parents</li> <li>• Resilience to manage one's own work pressure and to capacity to manage effectively the work of others</li> <li>• Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>	

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 guidelines.

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