

Teacher of Science

APPLICATION PACK



Dear Colleague

Thank you for your interest in Edgar Wood Academy.

Edgar Wood Academy opened its doors in 2021 after being commissioned by the DfE to serve the community of Middleton and Heywood. Helping our students realise their potential lies at the heart of everything we do by adhering to our values of Resilience, Empathy, Responsibility and Respect.

We believe that the success of a school lies in fostering high quality relationships between students, staff and the wider community and adherence to our values helps strengthen these relationships each and every day.

At Edgar Wood Academy, we work together to support every student to develop, both personally and academically. We aim to ensure that our students have the knowledge and skills to improve the communities that they live in, to enrich the society that they are part of and to make a positive contribution. As part of our Edgar Wood Promise, we have a curriculum which aims to secure outstanding progress, develop students' powerful knowledge and cultural capital, as well as their aspirations to be the best versions of themselves.

We are proud to be part of Altus Education Partnership Trust. The development of the Trust stemmed from a commitment to raising aspirations and improving the life chances of young people throughout the borough of Rochdale.

In September 2022, students at Edgar Wood Academy were the first to experience our new building, and we are extremely lucky to benefit from its state-of-the-art facilities, designed to allow all students to flourish academically, culturally and artistically.

Our passion and commitment to ensuring our students' potential through high-quality teaching, in a safe and caring environment is key to the success of each and every student.

To work at Edgar Wood Academy, you must aspire to be an outstanding colleague, willing to share, learn and keep abreast of current research. Enjoy working as a team and thrive on the challenge of working and contributing to the successful establishment of a school. Be someone who will help us to make a positive difference to the lives of young people in the borough. In return, we promise a supportive and enjoyable working environment, and the resources needed to carry out the role to the highest standards.

I am incredibly excited and privileged to be the Headteacher at Edgar Wood Academy and together, we will work hard to ensure that we deliver a world-class education to the students and community we are proud to serve.

Yours sincerely

A handwritten signature in brown ink, appearing to read "Paul Jones".

Paul Jones
Headteacher

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

1. Complete the Altus Education Partnership application form.
2. Provide a supporting statement of no more than one side of A4 which should address the criteria in the person specification.
3. Send your completed application form by email to recruitment@altusep.com

Deadline

The deadline for the post is **23rd June 2025** (to arrive no later than 12.00 midday).

Interviews are expected to take place **Friday 27th June 2025**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

The post will be paid on the **Teacher Main/Upper Pay Scale**. A new starter incentive payment of £2,000 is available for an exceptional candidate.

Start Date

1st September 2025

For an Application Pack

1. Visit www.altusep.com
2. Contact Sophie Bailey– HR Officer: recruitment@altusep.com
3. Telephone 01706 769836

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Background Information

Edgar Wood Academy

Edgar Wood Academy is an 11-16 year old state-funded secondary school. Working closely with Rochdale Borough Council to meet the estimated shortfall of secondary school places, we opened our doors to welcome year 7 children from the areas of Middleton and Heywood in September 2021.

From September 2022, students at Edgar Wood Academy were the first to experience our new school building on Heywood Old Road, Heywood, with its modern state-of-the-art facilities, designed to allow them to flourish academically, culturally and artistically.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises four academies, including ourselves. The other three academies are:

- **Rochdale Sixth Form College** which opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has raised achievement in the area dramatically and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly one of the highest performing colleges in the country according to the DfE's Performance Tables and National Achievement Rate tables
- **Kingsway Park High School** is an Ofsted rated Good school with a strong track record of providing its students with an excellent education. The Academy recently benefitted from a new teaching block which opened at the end of 2024
- **Bamford Academy** is an Ofsted rated Good school providing a caring and nurturing environment for all of its pupils; it is a popular first choice for many parents and young people in the local community

We are delighted that **Caldershaw Primary School** will join Altus Education Partnership on 1st July 2025.

Altus Education Partnership is now on the cusp of significant and rapid growth, with a high number of schools indicating an interest in joining the Trust, and seven of these schools entering into a Trust Partnership Agreement. This means that while the Trust currently has around 4,500 students and 500 staff over 4 academies, within three years this could easily increase to around 10,000 students, 1,000 staff and 10 or more academies.

Additionally, the Trust has codified and solidified its relationship with a number of key educational partners in the borough. Most notably, and uniquely in the sector, Altus has a Memorandum of Understanding with Hopwood Hall College around the curricula the two colleges offer, and to support transition of students to post-16 education.

Role Description

Job Title:	Teacher of Science – Suitable for ECT's
Reports to:	Head of Science
Contract:	Permanent – Full-time
Salary:	MPS/UPS plus new starter incentive payment of £2,000 for an exceptional candidate.
Start Date:	1 st September 2025

Teacher of Science

Key Focus: Maximise Students' Achievements

All staff are fully expected to contribute to the shared objective of maximising students' achievements and to the achievement of Edgar Wood Academy (EWA).

Primary Purpose

To inspire, motivate and challenge students to achieve their academic potential through high-quality teaching, a culture of high expectations, and inclusive, engaging learning. Staff are expected to contribute to a "you can do it" ethos and help prepare students for greater choice and opportunity in life.

Main Duties and Responsibilities

Teaching and Learning

- Plan and deliver engaging, inclusive Science lessons (Biology, Chemistry and/or Physics) in line with curriculum and examination requirements.
- Use a variety of active learning strategies and formative assessment techniques to ensure effective student progress.
- Differentiate lessons to meet the needs of all learners, including those with SEND and EAL.
- Promote student independence, resilience, and critical thinking through well-structured learning activities.
- Create a purposeful and positive classroom environment that promotes respect, equality, and high aspirations.

Assessment and Feedback

- Assess and record students' progress in line with school policies, using data to inform planning and interventions.
- Provide timely, constructive feedback that supports students in progressing towards their academic targets.
- Contribute to the preparation of students for internal and external assessments, including

coursework and public examinations.

- Monitor the effectiveness of learning and adapt teaching accordingly to maximise outcomes.

Classroom Management and Behaviour

- Establish clear expectations for behaviour and learning, promoting a calm and productive learning environment.
- Uphold the school's behaviour for learning policies consistently and fairly.
- Maintain accurate attendance records and contribute to safeguarding procedures.

Curriculum and Planning

- Contribute to the development of schemes of work and curriculum resources within the Science department.
- Ensure that learning is linked to prior knowledge and future progression opportunities.
- Collaborate with departmental colleagues to share good practice and improve outcomes.

Professional Development and Conduct

- Engage in continuous professional development to enhance classroom practice and subject knowledge.
- Participate in performance appraisal and line management meetings, reflecting on practice and responding to feedback.
- Uphold high standards of personal and professional conduct at all times, modelling the values of Edgar Wood Academy and the Altus Education Partnership.

Safeguarding and Student Welfare

- Promote the safety and wellbeing of students at all times, following school safeguarding procedures and statutory guidance.
- Respond professionally to unplanned situations, emergencies, or student disclosures, ensuring student welfare is prioritised.

Wider School Contribution

- Play an active role in the life of the school, including attendance at meetings, parents' evenings, and CPD sessions.
- Support extra-curricular opportunities, such as trips, clubs, and enrichment activities.
- Participate in the daily duty rota and contribute positively to the school community.

General Responsibilities

- Act as an ambassador for Edgar Wood Academy and the Altus Education Partnership.
- Promote the school's vision, ethos, and core values in all aspects of professional life.
- Undertake any additional duties reasonably requested by the Headteacher or Senior Leadership Team.

Person Specification

		Assessed by:		
No.	CATEGORIES	Essential/ Desirable	App Form	Interview
QUALIFICATIONS				
1.	Qualified Teacher Status (QTS)	E	√	
2.	A degree in Science or a related subject	E	√	
3.	PGCE or equivalent teaching qualification	E	√	
4.	Evidence of ongoing professional development	E	√	
5.	Additional qualifications relevant to enterprise or business education	D	√	
EXPERIENCE				
6.	Successful completion of Initial Teacher Training (ITT) leading to QTS.	E	√	
7.	Experience of teaching Science (Biology, Chemistry, and/or Physics) at KS3 during placements or employment.	E	√	
8.	Evidence of having taught or supported with planning and delivering lessons at KS4.	E	√	√
9.	Experience of planning, preparing and delivering well-structured lessons that engage and challenge students.	E	√	√
10.	Experience of assessing, monitoring and reporting on student progress.	E	√	√
11.	Experience of establishing a positive classroom environment with effective behaviour management strategies.	E	√	√
12.	Experience of adapting teaching to meet the needs of different learners, including those with SEND and EAL.	E	√	√
13.	Experience of using assessment data to inform teaching and learning.	E	√	√
14.	Evidence of working collaboratively with colleagues during placements or in a school setting.	E	√	√
15.	Experience of teaching all three science disciplines across KS3 and KS4.	D	√	
16.	Participation in extra-curricular STEM clubs, science fairs or enrichment activities.	D	√	
17.	Evidence of attending or engaging in CPD sessions beyond ITT requirements.	D	√	
18.	Familiarity with schemes of work or exam specifications	D	√	√
ABILITIES, SKILLS AND KNOWLEDGE				
19.	Strong subject knowledge of the GCSE Science curriculum (e.g. AQA or Edexcel)	E	√	√
20.	Ability to plan and deliver high-quality, engaging, and inclusive Science lessons	E	√	√

21.	Ability to assess students' progress effectively and use data to inform teaching	E	√	√
22.	Excellent classroom management and behaviour for learning skills	E	√	√
23.	Understanding of safeguarding and child protection responsibilities	E	√	√
24.	Ability to differentiate lessons and support students with SEND	E	√	√
25.	Strong interpersonal and communication skills	E	√	√
26.	Effective use of ICT to support teaching, assessment, and communication	E	√	√
27.	Ability to work collaboratively as part of a team	E	√	√
28.	Commitment to professional reflection and ongoing improvement	E	√	√
29.	Willingness to contribute to the wider life of the school	E	√	√
30.	Understanding of the vision, values, and ethos of Edgar Wood Academy	E	√	√
PERSONAL CHARACTERISTICS				
31.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	√	√
32.	Willing to be accountable and to take personal responsibility for own actions.	E	√	√
33.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	√	√



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