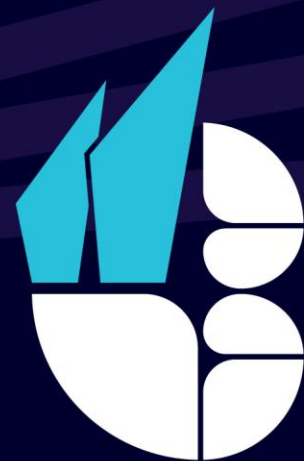


Teacher of Science

Caister Academy

January 2025 or sooner



**CAISTER
ACADEMY**
*Creative
Education
Trust*

Dear Colleague

Thank you for your interest in the role of Teacher of Science at Caister Academy.

This is an exciting opportunity for a dynamic and inspiring teacher to join Caister Academy. The successful candidate will join a team of committed professionals, working within the science department. They will be supported by a strong leadership structure including a Head of Department, Second in Department and a Lead Practitioner, alongside colleagues who are keen to collaborate and develop. This role would be suitable for NQTs.

Caister Academy is one of Norfolk's leading co-educational secondary schools, situated in the coastal village of Caister, just north of Great Yarmouth. It is well regarded for excellence in literature and performing arts, with aspirations to lead nationally in all areas. As part of Creative Education Trust we work in collaboration with other local Academies, and receive development opportunities and support from Creative Education at a national level.

We are looking for a teacher who:

- Has a **passion** for education and a special gift of communicating that passion.
- Is innovative, self-motivating and able to **inspire** others.
- Has the ability to teach **outstanding** lessons across the age and ability range.
- Has the **highest expectation** for the attainment of all young people.
- Enjoys working as part of a team to ensure the **success** of our community.
- Is driven to relentlessly **remove barriers** to students' success.

In return Caister Academy will offer you:

- A **thriving**, innovative learning community, committed to excellence.
- A **supportive**, welcoming community of professionals.
- Extensive **development** and **collaboration opportunities**, through the Creative Education network.

For further details, or an informal discussion about the role with the Director of Science, Jake Sewell, please contact the HR Department at NorfolkHR@creativeeducationtrust.org.uk.

For more information on Creative Education Trust visit www.creativeeducationtrust.org.uk.

Interviews: We will hold interviews as soon as we have received enough applications from suitably qualified applicants. If a successful appointment is not made then we will repeat the process. Please do not hesitate to contact the HR Department if you would like an update on your application and details of a potential interview date.

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.

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 pupils for their transition to adult life and employment.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE, and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

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www.creativeeducationtrust.org.uk

ABOUT CAISTER ACADEMY



Caister Academy is an 11-16 co-educational day school, specialising in Literature and the performing arts. We offer a rigorous, traditional curriculum; supplemented by a broad choice from the arts, technology, and sport; all personalised to the strengths of individual students.

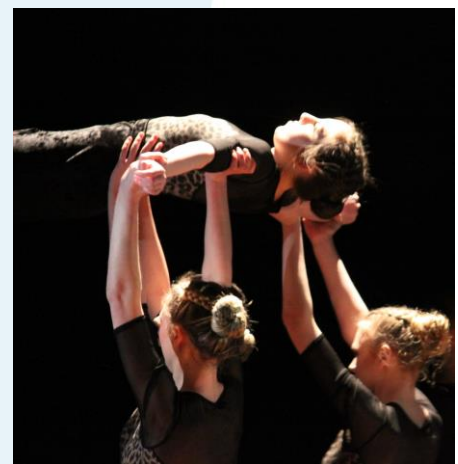
Located half an hour from Norwich, on the beautiful Norfolk coast in the picturesque village of Caister-on-Sea, we have excellent access to the famous Norfolk Broads, local seaside towns, and picture postcard views of the sea. We are proud to serve at the heart of our community, and through our core values of ambition, opportunity, character, and community, seek to do so in all that we do.

In March 2015, we joined the Creative Education Trust. This provides us with immediate access to a national network of support, whilst retaining the autonomy to make the decisions that are best for our students. We work closely with other local Creative Education Trust schools, and as a family, have the resources and support to find and develop the potential of every individual.

We are fortunate to have excellent facilities in many areas, but through the Creative Education Trust, we are currently engaged with Walters & Cohen Architects to develop and deliver a five-year site development and refurbishment plan which will completely modernise all areas of our provision.

Our on-site facilities include:

- A large multi-purpose Sports Hall
- A well-equipped technology area
- A Drama studio
- Dance studio complete with sound system and mirrored wall;
- Interactive whiteboards in every classroom;
- Modern and open-plan library with wide range of reading materials



‘Through consistently hard work, sharply identified training and effective support for staff, leaders have ensured that pupils are well prepared for the next stage in their education.’

OFSTED - 2018

Teacher of Science

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Caister Academy, Caister-on-Sea, Gt Yarmouth

SALARY

MPS/UPS

CORE PURPOSE

To provide excellent teaching and support, both in and out of the classroom, to pupils that exemplifies the Academy's core values of Ambition, Opportunity, Character and Community.

REPORTING LINES

Curriculum Team Leader for Science

STRATEGIC DIRECTION AND DEVELOPMENT

- Promote and uphold the values and ethos of Creative Education Trust in the school, such that the highest achievements are expected from all members of the school community.
- Contribute to the development of an established and successful team.
- Successful implementation of subject's concepts, knowledge, and skills.

TEACHING AND LEARNING

- Take responsibility for delivering outstanding academic standards and ensure the highest standards of learning outcomes
- Promote and develop excellence in Teaching and Learning, with a clear focus on pupils' progress and development (moral, spiritual, physical, and social as well as academic).
- Ensure that assessment for learning is embedded in all teaching so that all pupils understand what they need to do to make the best possible progress. Continue to use and develop DIRT strategies for ownership for learning.
- Monitor, evaluate, and review classroom practice; celebrate and promote excellence, challenge under-performance at all levels and ensure appropriate action is taken in accordance with policies and procedures. Reinforce and develop a positive climate for learning with high expectations of all.

• You can find out more at:

www.creativeeducationtrust.org.uk

- Use ICT effectively to support learning activities and develop pupil's competence and independence in use. To ensure that all E-Safety precautions are followed in accordance with policies and procedures.
- Teach engaging and effective lessons that motivate, inspire, and engage pupils using a clear learning framework.
- Maintain regular and productive communication with parents to report on sanctions, praise progress and achievement.
- Promote literacy and numeracy skills.
- Ensure pupils are all informed about their curriculum attainment and progress and can understand targets and improvements.

PUPIL WELFARE

- Deliver a high-quality pastoral framework so that all pupils fulfil their potential.
- Ensuring that good conduct and discipline are consistently maintained, and acceptable standards are understood and applied consistently by all.
- Create and maintain an atmosphere of respect, recognition, celebration, and mutual support in the school, in line with our key values.
- Maintain an environment which feels safe and enables pupils to report any concerns or complaints.
- Promote good attendance as a subject teacher and form teacher.

KEY RESPONSIBILITIES

- To plan and teach engaging and effective lessons that motivate, inspire, and improve pupil attainment whilst reflecting the teaching standards.
- Analyse pupil performance and respond to the outcomes of assessment to ensure quality first teaching and interventions are in place to keep all pupils on track.
- Give pupils personalised feedback
- Contribute to the curriculum planning and design within the team.
- Be fully involved and take responsibility for professional development and performance management.
- Meet Teaching Standards 1-8 and fulfil wider responsibilities

OTHER ACCOUNTABILITIES

- Play an active role in school life and make a positive contribution to the ethos of the academy.

- Understand the key academy policies and implement them when needed.

- Assist in the recruitment of the pupils to the academy by involvement with the transition programme.

- Support pupils in the CET Knowledge Connected days.

- Undertake other relevant responsibilities as directed by the Team Leader, Senior Leadership Team, and the Principal.

- Assist the team with Curriculum Enrichment Days and be able to offer broader enrichment opportunities.

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

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level or above. • Qualified Teacher Status. 	<ul style="list-style-type: none"> • Evidence of continuing professional development.
EXPERIENCE	<ul style="list-style-type: none"> • Experience of teaching across the full age and ability range of an 11-16 school. • Experience in the use of ICT in the classroom with the skill to impart that expertise to others. 	
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Good knowledge of the pedagogy associated with the subject. • An understanding of the social, emotional, and intellectual development of teenagers. • Have an understanding of working with different groups e.g. the most able, the disadvantaged and SEND. 	<ul style="list-style-type: none"> • Knowledge of the subject's specifications.
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Ability to teach to KS3 and KS4. • Ability to work effectively as part of a team. • Ability to work independently and show initiative. • Ability to manage workload and keep a work-life balance. • Ability to work under pressure and keep to deadlines. • Willingness to reflect on personal and professional experiences in a critical and constructive manner. • Willingness to share best practice. • Willingness to provide extra-curriculum opportunities for all learners. 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, pupil 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. 	

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