

Teacher of Science

Full time, fixed term

Possible TLR Opportunity

Weavers Academy

'Striving for success, focusing on learning'.

You can find out more at:

www.creativeeducationtrust.org.uk

Dear Colleague



Whether you are just browsing or actively looking, I am pleased that you have shown an interest in Weavers Academy. I understand what a difficult decision moving schools can be so whether you have made up your mind or you are just seeing what is out there, we are happy to talk or meet with you to ensure you make the right choice. We value transparency. This is more to us than a business transaction!

I am excited to be recruiting for the post of Teacher of Science to join us at our forward thinking and positive school, Weavers Academy, Wellingborough.

Having achieved a 2022 Ofsted grading of 'good', in all areas including leadership, inspectors found that pupils are proud of Weavers and as a result behave well in lessons and around the school. The academy has pursued a rigorous and continuous programme of educational improvement which can be seen and measured throughout the academy. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

We are committed to ensuring that all students reach their full educational potential. This comprises of our 4 key curriculum areas in Academic, Ambition and our Co-curricular & Extracurricular programmes. Our curriculum development has resulted in a highly effective and sequenced curriculum that provides a secure platform ready for expert delivery.

Our ethos and values are underpinned by our vision, 'Striving for success, Learning with PRIDE'. 'Learning with PRIDE' helps identify the values that students and staff should embody in order to be successful, lifelong learners. Perseverance, Respect, Independence, Determination and Engagement are values we develop in our students and expect in all staff. This ethos drives us forward, every day.

We are proud of the co-curricular and extra-curricular programmes that all staff play an active part in, that means over 1300 pupils per week have access to high quality and planned additional activities. The options range from skiing to singing, chess to climbing and performance options to provisional driving licence preparation. We are very proud to show you and find out what you might offer!

We have a commitment to staff development, and we have put in place a detailed programme of profession development that provides weekly CPD for staff. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and drive student progress.

You can find out more at:

www.creativeeducationtrust.org.uk

We would welcome applications from staff who are experts in their field and are determined, independent and highly engaged. You will be joining a highly effective team with a collective focus to improve student achievement by providing a positive culture. You will need to be a team member, undertaking duties as required to meet the needs of the school, students and the team.

Yours sincerely

Jon Hunt
Principal

For further information and an application form please visit our website (we are in the process of updating and improving our online provisions): www.weaversacademy.org.uk
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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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 14,500 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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ABOUT WEAVERS ACADEMY



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

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 young people in our care.

Our on-site facilities include:

- Multiple Sports Fields
- Extensive Multi-Use Games Area
- School hall with stage, equipment with auditorial technology
- Drama studio complete with sound system and mirrored wall;
- IT suites with state-of-the art technology;
- Interactive whiteboards in all classrooms;
- Modern and open-plan library with wide range of reading materials
- Brand new gym facilities
- 3 large sport halls
- Bespoke 6th Form Centre
- Leadership Hub



Summary of Weavers Academy's Progress

- The atmosphere in lessons is positive. Pupils respond well to the challenges provided by teachers.
- This is a school where staff care for pupils and are determined that they will succeed.
- The way that behaviour is managed has improved the standard of behaviour across the school.
- **Ofsted GOOD – May 2022**

To see full details of the school performance data please visit:
<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that they excel and give our students the education they deserve.

We are committed to providing our staff with the highest quality support and challenge to ensure that we excel and give our students the opportunities and provision they deserve. Senior leaders are encouraged where possible to sit on the academy council of another CET school which is a very valuable experience.

Each of the Creative Education Trust's schools benefit from a comprehensive programme of support and challenge, including working with former HMIs.

On a Wednesday afternoon, all staff take part in professional development. Each week a priority theme is explored, such as 'Improving Literacy', 'Meeting the needs of students with SEND' and 'Assessment for Learning'. Staff have opportunities to deliver a session for other staff and staff can choose which session to attend to support their own CPD goal.

All teaching staff are invited to join our Exceptional Teaching Group who meet weekly and are committed to developing evidence-informed teaching practice to improve the pedagogy and practice of our staff so that students achieve the best possible outcomes.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. They run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities.

There are also a number of cross-group, phase leader and year-specific forums to facilitate collaboration across the schools.

You can find out more at:

www.creativeeducationtrust.org.uk

TEACHER OF SCIENCE

JOB DESCRIPTION

LOCATION

Weavers Academy, Wellingborough

SALARY: MPR/UPR + TLR Opportunity

THE ROLE:

- To contribute to raising standards of student attainment and to ensure outstanding progress.
 - To monitor and support the overall progress and development of students as a teacher/form tutor.
 - 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.
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REPORTING LINES

The post will report to the Science Learning Leader

STRATEGIC DIRECTION AND DEVELOPMENT

- To contribute to the Learning Area Raising Achievement Plan and its implementation
 - Promote and uphold the values and ethos of Weavers Academy such that the highest achievements are expected from all members of the school community.
 - To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Learning Area
 - To plan and prepare courses and lessons.
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QUALITY OF EDUCATION

- Undertake a designated programme of teaching.
 - Secure the progress of all students through consistently effective teaching and assessment practices.
 - Make a significant contribution to curriculum planning so that teaching drives learning and progress.
 - Use a variety of teaching strategies to stimulate learning appropriate to student needs and the demands of teaching programmes.
 - Plan to meet the needs of all students including those with SEND and those supported by the pupil premium to close gaps in learning.
 - Undertake assessment of student learning as requested by external bodies, departmental and whole school schedules.
 - Mark, assess and grade work providing written and verbal diagnostic feedback with next steps.
 - To prepare and update subject materials.
 - To mark, grade and give written/verbal and diagnostic feedback as required.
 - To be a form tutor to an assigned group of students.
 - To apply the Behaviour management systems so that effective learning can take place.
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ADDITIONAL RESPONSIBILITIES

- Provide exemplary leadership, being both proactive and reactive to meet the varied behavioural, emotional and social needs of students and to provide pedagogical leadership to staff.
 - To take part in the school's staff development programme by participating in arrangements for further training and professional development.
 - Ensure a high level of ownership of the behaviour, attendance and anti-bullying policies to cultivate the school's ethos.
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You can find out more at:

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- To engage actively in the performance management review process.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To help manage and co-ordinate the work of other staff where appropriate.

EXPERIENCE

- QTS.
- Degree relevant to subject.
- Demonstrable track record of having delivered substantial improvements in student outcomes.
- Evidence of organisational skills and the ability to prioritise competing demands and a substantial workload.
- Demonstrable evidence of working effectively in a team.
- Evidence of effective working with challenging students to improve outcomes.
- A strong track record of behaviour management strategies including de-escalation techniques.

KNOWLEDGE, SKILLS AND QUALITIES

- An in-depth understanding of the statutory provisions and legislation concerning safeguarding.
- Evidence of using analysing data, setting priorities and planning action to address emerging issues.
- The ability to develop a philosophy of high aspiration and expectation for every student including those with SEND and those disadvantaged.

PERSONAL QUALITIES

- Must be adaptable, flexible and changeable.
- Excellent inter-personal skills and the ability to remain constructive under pressure.
- A 'can do' and 'will do' attitude.

- High level interpersonal and communication skills.
- A 'team player', able to implement collaborative techniques to drive change and continuing improvements to standards.
- Relentless drive for setting and meeting challenging targets and goals.

SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues, participating in trust-wide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice,

SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they understand 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.
- This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed. area
- The job description will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the post holder.
- 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 guidelines.

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PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree relevant to the subject 	
KNOWLEDGE, SKILLS & QUALITIES	<ul style="list-style-type: none"> • Expertise in planning the progression of subject skills within individual and across sequences of lessons. • Proven track record of outstanding Science teaching including marking and assessment. • Knowledge and understanding of the subject requirements for Science. • Successful experience of teaching Science at Key Stage 3 and 4. • Proven track record of delivering strong progress outcomes. • Proven track record of strong, effective behaviour management strategies. • 	<ul style="list-style-type: none"> • Experience of teaching a Science at KS5.
INTERPERSONAL SKILLS	<ul style="list-style-type: none"> • High levels of verbal and written communication. • Ability to work under pressure and be able to meet deadlines. 	
SAFEGUARDING	<ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Ability to raise the self-esteem and expectations of children and young people. • Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline. 	

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