**TRUST DIRECTOR OF SCIENCE**

**APPLICATION PACK**

**CONTENTS**

[WELCOME LETTER FROM THE CEO 3](#_Toc102035449)

[TRUST VISION AND AIMS 4](#_Toc102035450)

[About the Trust 4](#_Toc102035451)

[Vision 4](#_Toc102035452)

[Aims 4](#_Toc102035453)

[JOB ADVERTISEMENT 5](#_Toc102035454)

[JOB DESCRIPTION 7](#_Toc102035455)

[PERSON SPECIFICATION 11](#_Toc102035456)

[HOW TO APPLY 13](#_Toc102035457)

[To Apply 13](#_Toc102035458)

[Visits to the Trust and Schools 13](#_Toc102035459)

[Job Description 13](#_Toc102035460)

[Person Specification 13](#_Toc102035461)

[Closing date: 13](#_Toc102035462)

[Interview Date: 13](#_Toc102035463)

# WELCOME LETTER FROM THE CEO

Dear Applicant

As Chief Executive Officer of Vision Academy Learning Trust, I would like to thank you for your interest in this exciting new role. This is a great opportunity to become our new Trust Director of Science (secondary) within the Trust.

This is an exciting opportunity for an ambitious and inspirational leader who is seeking a new challenge and wishes to join a dynamic and supportive MAT; Vision Academy Learning Trust was established in 2016 and currently consists of 3 secondary schools, 5 primary schools and a teaching school.

Our mission is to provide high quality education in our schools that is supportive, respectful, in an inclusive environment that builds a foundation for life-long learning. The pupils, staff, parents and trustees are very proud of our schools, and are excited by the prospect of working with an innovative and collaborative leader as we begin a new chapter.

We seek to appoint an outstanding and proven Leader of Science who has high aspirations, drive and the enthusiasm and commitment to lead the secondary school improvement activities for Science across the Trust as we move to the next stage in our development and achieve even greater success, progress measures and Ofsted judgement. We are determined to have outstanding student and subject progress, with the very best practice in teaching and learning and to create inspirational learning experiences for all of our students. To be an effective part of this journey it will be essential that the successful candidate believes passionately that every student, regardless of background can make excellent academic and personal progress.

We will need you to be able to continue to drive our schools forward on their journey of improvement whilst keeping the well-being of children and staff at the heart of all our decisions.

Kind regards

A picture containing diagram

Description automatically generated

Simon White

CEO

Executive Headteacher of Vision Academy Learning Trust

# TRUST VISION AND AIMS

## About the Trust

The VISION Academy Learning Trust is a group of secondary and primary schools with a common aim to inspire the imaginations of our students and to support them to develop in ways which stand them in good stead for their future lives and responsibilities as individuals, employees and citizens.

We seek to help each student to achieve the greatest all-round development and success of which he or she is capable and to promote his or her academic, personal, social, moral and spiritual development.

Our schools and academies will support all students to develop responsibility for their learning, ensuring that they continue to be challenged and stimulated by their learning throughout their time at the school.

The name VISION models our strong common ethos as a strong MAT whilst retaining our individual identity as a learning school.

## Vision

The VISION Academy Learning Trust promotes an inclusive ethos, in which diversity of need and ability is acknowledged and nurtured.

Every aspect of academy life is guided by a strong ethical code, deep accountability, encouraging social awareness to help students understand and meet with confidence the challenges of a diverse and changing society and the world of work.

We aim for our parents, students and schools / academies to work closely together to ensure that every student is expected to achieve highly

## Aims

* To ensure that the VISION Academy Learning Trusts ethos and values creates an environment where all pupils are safe, healthy, positively contribute to their whole community, and achieve economic and academic well-being in adult life
* To ensure that all students enjoy attending school and are deeply engaged in their learning.
* To value each member of the VISION ALT MAT community by trusting, supporting and treating each other with dignity and respect.
* Achieve excellence for all students so that they make good progress, and they are able to make informed choices, solve problems and make good decisions.
* To ensure that all students succeed and thrive in school by raising aspirations and tackling disadvantage.
* Ensure that learning is central and will be stretching, rewarding and engaging. All students will be given the opportunity to grow personally, academically and socially.
* Ensure positive relationships with our local community and employers to support the opportunities for preparing our students for life beyond the Trust.
* Continue to work together for the collective good of the Trust in the context of what is best for all.

# JOB ADVERTISEMENT

**Trust Director of Science**

**L10 – L15 (£52,723 - £59,581)**

**Permanent Start Date: September** 2022

This is an exciting opportunity for an ambitious and inspirational Senior Leader who is seeking a new challenge and wishing to join a dynamic and supportive MAT. The Vision Academy Learning Trust was established in 2016 and currently consists of three secondary schools, 5 primary schools and a teaching school.

We seek to appoint an outstanding and proven Leader of Science who has high aspirations, drive and the enthusiasm and commitment to lead the secondary school improvement activities for Science across the Trust as we move to the next stage in our development and achieve even greater success, progress measures and Ofsted judgement. We strive to have outstanding student and subject progress with the very best practice in teaching and learning and create inspirational learning experiences for all of our students. The successful candidate would, likewise, believe passionately that every student, regardless of background can make excellent academic and personal progress and succeed

The Director of Science will be responsible for developing the Science Curriculum, manage the performance of identified subject leaders, delivers teaching and learning improvement activities that drive improved Science secondary outcomes.

The Director of Science will work with the Director of School Improvement and the School Improvement teams to take the strategic lead for implementing the Trust School Improvement plan in specific schools. This will include deployment in key schools to ensure progress is rapid and secured.

**We can offer you:**

* The opportunity to have a profound positive impact on school improvement
* A dedicated hardworking team of staff
* The opportunity to work closely with the Director of School Improvement and our talented Headteachers
* Supportive Trustees and Governors
* The opportunity to take on a high profile role within a highly effective multi academy trust
* Trust benefits

**Role and Requirements**

The key purpose of the Director of Science is to:

* Drive consistent improvement in Secondary Science across Vision Academy Learning Trust
* Lead on the design of curriculum provision and resources for KS3, KS4 and KS5 in Science to ensure well sequenced curriculum to deliver teaching, learning and progress that is at least good in all secondary schools
* Lead the monitoring, quality assurance, evaluation and review of standards and provision within Science departments across the 3 secondary schools within the Trust in order to secure improvements
* Lead the coordination of improvement and engagement strategies both in the classroom and beyond for students vulnerable to not making good progress (SEN and PP) and develop support programmes that improve outcomes for all students
* Play a leading and highly visible role in the improvement of teaching and learning of Science and the academic success of all pupils across secondary schools, ensuring high standards of teaching, learning and achievement

**The successful candidate must:**

* Be an outstanding Subject Leader and able to demonstrate proven and successful Science innovation in their role
* Possess outstanding knowledge of Science education
* Have a proven ability to raise standards with a strong and secure knowledge of proven and sustained Science improvement strategies
* Have an excellent ability to think and plan strategically and creatively to ensure improvements
* Have an exceptional understanding of all science data; ability to analyse forensically and use analysis to inform improvement planning
* Have proven experience of quality learning strategies monitoring pupil progress and interventions to raise attainment and progress outcomes.
* Possess successful experience of leading and / or providing improvement strategies in a school and / or to other schools
* Have a track record of successfully leading improvements as demonstrated by Ofsted judgments and / or student outcomes over time
* Hold a relevant teaching qualification and QTS, ideally with NPQSL and/or a higher education qualification

Vision Academy Learning Trust is committed to safer recruitment and pre-employment checks will be undertaken before any appointment is confirmed. The post is subject to an Enhanced Disclosure Barring Service clearance. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Trust is an equal opportunity employer and encourages applications from as diverse a group as possible.

**For further information about the role and to download an application form, please visit** [**www.valt.org.uk**](http://www.valt.org.uk) **and send your completed application with a 1500 word covering letter to**

Mr S White, CEO,

C/O Trust HR Officer,

Whinstone Primary School

Lowfields Ave,

Thornaby,

Stockton-on-Tees.

TS17 0RJ

**Or email:** [vacancies@valt.org.uk](mailto:vacancies@valt.org.uk)

# JOB DESCRIPTION

|  |  |
| --- | --- |
| **Job Title:** | **Trust Director of Science** |
| **Location:** | **Vision Academy Learning Trust; deployed within Trust schools as required** |
| **Salary Range:** | **L10 – L15** |
| **Reports To:** | **Director of School Improvement** |
| **Job Purpose** | |
| **Responsible for:** Science curriculum, teaching and learning improvement activities; performance of identified subject leaders and Science secondary outcomes.  **Job purpose:** The key purpose of the Director of Scienceis to:   * Drive consistent improvement in Secondary Science across Vision Academy Learning Trust * Lead on the design of curriculum provision and resources for KS3, KS4 and KS5 in Science to ensure well sequenced curriculum to deliver teaching, learning and progress that is at least good in all secondary schools * Lead the monitoring, quality assurance, evaluation and review of standards and provision within Science departments across the 3 secondary schools within the Trust in order to secure improvements * Lead the coordination of improvement and engagement strategies both in the classroom and beyond for students vulnerable to not making good progress (SEN and PP) and develop support programmes that improve outcomes for all students * Play a leading and highly visible role in the improvement of teaching and learning of Science and the academic success of all pupils across secondary schools, ensuring high standards of teaching, learning and achievement. | |

|  |
| --- |
| **Main Responsibilities and Duties** |
| **Core Duties**   * To raise standards in Science in targeted schools and across all our schools * To lead the development and implementation of Science curriculum, resources, schemes of work, appropriate syllabuses, marking policies, assessment and teaching strategies * To build a sustainable capacity of Science leadership in all our schools * To ensure that the Science subject knowledge of staff across the Trust is exemplary. * To support high quality teaching and learning across the Trust, with a particular focus on Science * To lead the quality assurance of Science across the Trust * To ensure that quality of work in Science books across the trust is consistently excellent * To account for pupils’ performance in line with Trust procedures. * To provide the CEO, Director of School Improvement and Trust Headteachers, with relevant and accurate information relating to performance of individual school Science departments and development across the Trust’s secondary schools. * To support and participate in the work of the VALT in curriculum development, as appropriate.   **Associated Duties**   * Engage actively in the appraisal review process, addressing targets by agreed timescales. * To participate in the performance review of the Heads of Science across the Trust. * To collaborate as a member of the Standards team in order to build and realise the shared vision of excellence and high standards for all pupils. * To provide the CEO with relevant and accurate information relating to the subject’s performance and development. * To support and participate in the work of VALT, including subject groups as appropriate. * To agree challenging subject targets, including pupil achievement targets, ensuring rigorous monitoring, evaluation and review of progress towards these through subject improvement plans. * To ensure high quality teaching and learning in the departments, following the Trust policy for self- evaluation and review. * To ensure all departments effectively implement agreed Trust strategies. * To lead on effective use of cross Trust and external moderation of pupil work.   **Teaching**  Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly   * Undertake an appropriate allocation of teaching. * To attend all appropriate meetings. * To plan and prepare courses and lessons in line with Trust policy. * To ensure departments teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in the Trust. * To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required. * To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils. * Ensure ICT, Literacy, Numeracy, EM and SMSC are reflected in the teaching/learning experience of pupils. * To undertake assessment of pupils as requested by external examination bodies, subject area and Trust procedures.   **Management of Resources**   * To manage the available resources of space, staff, budget and equipment effectively within the policies and procedures of the Trust. * To ensure the Trust health and safety policies and practices, including risk assessments, throughout the department are in line with legislation and are updated where necessary |

|  |
| --- |
| **General Responsibilities and Duties** |
| * Uphold the values of Vision Academy Learning Trust, modelling exceptional leadership with high expectations for all, deep reflective practice, a focus on improving schools at all levels and professional engagement with Heads, middle leaders and VALT employees. * Actively support the Heads and senior leaders of Vision Academy Learning Trust secondary schools and develop the talent of Vision Academy Learning Trust staff * Develop new partnerships and relationships that will benefit Vision Academy Learning Trust schools * Be an active and effective contributor to the Vision Academy Learning Trust Central Team and when instructed by CEO, contribute to Board meetings * Ability to provide leadership to governors, Head Teachers and teachers on raising standards of achievement and improving the quality of teaching, management and leadership in schools. * Develop effective communication to influence strategic direction and operational objectives * Represent the Trust at meetings with the DfE, RSC and other parties * To promote equal opportunities and celebrate diversity in all aspects of the Trust. * To play a full part in the life of the Trust community, to support its distinctive aims and ethos and to encourage all staff and pupils to follow this example. * To actively promote the Trust’s corporate policies. * To comply with the Trust’s Health and Safety policy and undertake risk assessments as appropriate. * To adhere to the Trust’s safeguarding policy and procedures. * To adhere to the Trust’s Dress Code. * To promote equal opportunities and celebrate diversity in all aspects of the Trust. * To undertake any other duty as specified by the School Teachers’ Pay and Conditions Document (STPCD) not mentioned in the above. * To contribute actively towards the formulation of all Trust policies and procedures, ensuring their consistent implementation. |

|  |
| --- |
| **Supervision and Management** |
| The post holder will be line-managed by the Director of School Improvement |
| **Problem Solving and Creativity** |
| The post holder will be required to:   * Provide advice and deliver challenge on a range of School and Science Improvement activities and issues that often require high-level problem solving skills and innovative, creative solutions; * Use initiative to solve a wide range of issues; e.g. providing creative responses to new developments in learning and teaching; initiating activity when changes to the service would result in improved performance; * Propose and enact constructive ways of responding to strategic and operational drivers and work effectively across the Trust on the ongoing development and delivery of learning and teaching activity to meet the needs of students and other stakeholders; * Take strategic responsibility for promoting innovation in learning and teaching within the wider agenda for enhancement of the student experience; * Identify and work with others at a senior level to identify opportunities and strategies for improving the learning experience of students. |
| **Dimensions** |
| Vision Academy Learning Trust is a Multi-Academy Trust of 8 schools across the age range from Nursery to  Sixth Form. The Trust includes a Teaching Schools.  The Executive Team comprises of the Chief Executive Officer, the Chief Financial and Operating Officer, the Director of School Improvement and Subject Directors |
| **Key Contacts and Relationships** |
| CEO, CFOO, Trustees, Headteachers, Local Governing Committees, Department for Education, Ofsted, Local Authorities. |
| **Working Environment** |
| * Work within the normal academic/leadership environment, with office space and use of a PC/laptop workstation. Travel and work from the various sites of the Trust. * Deployment into assigned schools * Work flexibly, including evenings and other out-of-hours requirements; willingness to travel; requirement to undertake such duties as are reasonably expected by CEO and CFOO |
| **Special Notes or Conditions** |
| * The post holder is subject to the provisions of all child protection legislation, and the Trust’s policies governing staff who work with children and vulnerable adults. * The post holder will have the opportunity to make a significant difference to the deliverability of quality education to students across the Trust. * To undertake any other duties commensurate with your grade, and/or hours of work, as may reasonably be required of you. * To take responsibility for upholding and complying with the Trust’s Equality and Diversity policies and for behaving in ways that are consistent with fair and equal treatment for all. * To comply with all Trust’s Health and Safety policies. * Working hours and leave should be considered analogous to those of serving Headteachers |

# PERSON SPECIFICATION

**Trust Director of Science**

|  |  |  |
| --- | --- | --- |
| **Category** | **Essential** | **Desirable** |
| **Qualifications** | * Degree * QTS * Recent and relevant subject leadership development training * Demonstration of commitment to ongoing professional development | * Masters or higher level qualification such as NPQSL |
| **Knowledge, understanding and skills** | * Proven and successful subject leadership * Outstanding knowledge of Science education * Proven ability to raise standards in Science departments * Strong and secure knowledge of proven and sustained Science improvement strategies * Excellent ability to think and plan strategically and creatively to ensure improvements * Exceptional understanding of all Science data; ability to analyse forensically and use analysis to inform improvement planning * Excellent ability to effective sequence curriculum that support quality teaching and learning and progress * Excellent ability to produce quality lesson plans and intervention packs that supports pupil understanding, application and progress * Proven experience of quality learning strategies monitoring pupil progress and interventions to raise attainment and progress outcomes * Excellent understanding of the components which comprise outstanding teaching and learning * Strong and effective line management experience * Strong knowledge and understanding of external assessment / examination and reporting measures * Understanding of, and ability to implement rigorous self-evaluation * Ability to staff stringently to account for their performance | * A good reputation in the field * Subject outreach to support schools Science progress * SLE |

|  |  |  |  |
| --- | --- | --- | --- |
| **Experience** | * Successful experience of leading and / or providing Science improvement strategies in a school and / or to other schools * Track record of successfully leading Science improvement as demonstrated by Ofsted judgments and / or student outcomes over time * Successful leadership of a school through inspection / external scrutiny processes * Effective development of teams and leaders with impact on standards * Successful challenge of underperforming staff * Leadership of innovation/change management with evidence of positive impact * Leadership of improvement in quality of TLA | | * Ongoing work with a range of external agencies to accelerate improvement |
|  |
|  |
|  |
|  |
|  |
|  |
|  |
| **Interpersonal and communication skills** |  | Excellent written and oral communication skills  Able to present engagingly to a variety of audiences in a range of settings with confidence, accuracy and emotional literacy | |
|  |  | Awareness of the importance of regular and transparent communication with colleagues | |
|  |  | Able to produce high-quality, concise and logical written reports | |

# HOW TO APPLY

## To Apply

**For further information about the role and to download an application form, please visit** [**www.valt.org.uk**](http://www.valt.org.uk) **and send your completed application with a 1500 word covering letter to:**

Mr S White, CEO,

C/O Trust HR Officer,

Whinstone Primary School

Lowfields Ave,

Thornaby,

Stockton-on-Tees.

TS17 0RJ

Or email:[vacancies@valt.org.uk](mailto:vacancies@valt.org.uk)

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

## Visits to the Trust and Schools

Candidates who wish to visit the school prior to completing their application (subject to COVID restrictions), or would like to speak to the Director of School Improvement/CEO should contact the CEO’s PA, Mrs Anne Robinson, a.robinson@valt.org.uk to arrange a convenient time.

## Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

## Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date:Wednesday 18thMay 2022 at 9am.

Interview Date:TBC

Background pattern

Description automatically generated

**Correspondence Address**

Whinstone Primary School,  
Lowfields Avenue,  
Ingleby Barwick,  
Stockton-on-Tees,  
TS16 0RJ

**Telephone**

01642 051020

**Email**

enquiries@valt.org.uk  
chair@valt.org.uk