



**DIRECTOR OF SCIENCE  
RECRUITMENT INFORMATION PACK**

Delta Academies Trust  
Education House  
Spawd Bone Lane  
Knottingley  
WF11 0EP

## RECRUITMENT INFORMATION PACK

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Dear applicant

We are looking to build an elite team of exceptional leaders and teachers to transform education in the North of England, in line with our vision of 'changing lives'. The successful candidate will join a team of Science specialists who are working in our academies in the distinct areas we serve.

Delta Academies Trust is an educational charity that sponsors a group of over 40 academies with a commitment to securing transformational change and sustainable school improvement. We are looking for highly skilled leaders and teachers who can deliver rapid improvement in Science.

Our vision is to transform education across the North of England and level up the playing field for those children who live in disadvantaged circumstances. Our strong behaviour policy has created a culture and climate conducive to learning and as a result, the 2017 results have seen a very rapid rise. The support from school leaders allows for innovative practitioners to practice their craft. In addition, we have a range of teaching tools and policies that allow the support directors to enhance the practice of colleagues.

We are committed to investing in our staff and we will ensure you have access to high quality professional development through a formal CPD programme. As part of your career development, we will give you the opportunity to work with a wide range of senior leaders, including our CEO, as well as to undertake formal NPQs etc.

This is an exciting time in our development as we continue to work hard to drive improvement in our academies. Through strong and purposeful leadership and high quality teaching and learning we are confident that we can have a positive impact upon the lives of young people, ensuring that all students achieve their potential, realise their aspirations, and are well prepared for the next stage of their lives.

As a Director of Science, you will be joining an ambitious and innovative organisation, we are therefore looking for a creative and committed group-wide subject leader who understands how to bring about improvement and manage change in schools and deliver positive outcomes for our young people. The role of Subject Director is a high profile role and the team usually work in local geographic areas, so travelling is reduced.

Delta Trust academies are fully inclusive, we believe that stretching and challenging the more able, whilst supporting those who need more help, is at the heart of inclusion.

If you share our vision and passion for young people, are passionate about Science and ways to help young people achieve and understand it, you can make the difference at Delta Academies Trust and we would like to hear from you.

Paul Tarn  
Chief Executive

## Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

## Vision

### ***‘Changing lives’***

#### **Mission Statement**

*To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.*

#### **Strategies**

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

## Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the ‘Seven Principles of Public Life’
- Promote environmental awareness and protection locally, nationally and globally

## Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- You will have access to private medical insurance (prices are provided on request).
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

## The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

Completed applications should be returned to [jobssouth@deltatrust.org.uk](mailto:jobssouth@deltatrust.org.uk) or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

### Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

## **DIRECTOR OF SCIENCE**

**Leadership Scale L13 - L17 (£52,928 - £58,388)**

**Full Time /Permanent**

**Required for January 2018**

Do you have the ambition and determination to secure positive outcomes for our young people?

Do you want to work in a forward-thinking and aspirational academy group that places learning at the heart of everything it does?

Delta Academies Trust is a learning institution where difference is recognised and understood, diversity is celebrated and encouraged, strengths are promoted and developed, and weaknesses are supported and overcome.

We are looking to appoint an inspirational Director of Science to work within the Core Improvement Team of educational professionals deployed directly to academies to support the raising of standards.

Working closely within a team of Subject Directors, as well as with the senior leadership teams of each academy, you will provide challenge and support to ensure that academies secure rapid and sustainable improvement in your subject area.

It is desirable for the successful candidate to have examiner experience knowledge and understanding of the Ofsted inspection process, and be able to take a strategic lead on a day-to-day basis to respond to the particular needs and context which may range from leading at a strategic level or running a department. Accreditation of AST / SLE status or similar AST / SLE work experience would be an advantage along with strong organisational and highly effective planning skills, applicants with experience of working at Senior Leadership level are encouraged to apply.

You will be an outstanding teacher, with a track record of excellent results and will have the potential to embed good practice and build capacity. We require a colleague who is committed to high standards of learning and student progress, who can help our students to reach their potential.

For an informal chat about this position, please call Nic Atkinson on 0797 602 7702.

**Closing Date: Monday 16<sup>th</sup> October at 12 noon**  
**Interviews to take place by arrangement**

**An application pack can be downloaded from**

**[recruitment.deltatrust.org.uk](http://recruitment.deltatrust.org.uk)**

**or by contacting our recruitment team on**

**0345 196 0095**

**or email**

**[jobssouth@deltatrust.org.uk](mailto:jobssouth@deltatrust.org.uk)**

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.

## **JOB DESCRIPTION DIRECTOR OF SCIENCE**

<b>Post:</b>	<b>Director of Science</b>
<b>Salary:</b>	Leadership Scale L13 - L17
<b>Hours:</b>	Full Time
<b>Responsible to:</b>	Senior Director of Science and Director of Education

### **Purpose of the role:**

The Director of Science is part of a team of lead professionals that take responsibility for the quality of individual subject provision, curriculum teaching and assessment. Directors of Science are jointly accountable for subject performance improvement, attainment and progress in their discreet subject areas. The Director of Science will work across the Trust Academies, and have a target group of assigned Academies in a geographical area where they work closely with the Senior Leadership and Subject Leadership Teams to accelerate improvement and raise standards. Directors of Science plan and teach high quality lessons, deliver intervention programmes and challenge and support subject teams to achieve stretching targets for outcomes. Directors of Science analyse performance data to ensure that students are appropriately targeted for support and work across the Trust to ensure consistency of subject quality and delivery throughout the network of Academies.

### **Duties and Responsibilities will include:**

To promote and be committed to Delta Academies Trust's aims and objectives

To maintain and contribute to the development of strategies on Science

To promote and be committed to securing high expectations for learning and the raising of achievement within our academies.

To assist with the effective operation of Science teams by, individually and with others to:

- deliver highly effective teaching and impactful intervention
- design curriculum plans appropriate to curricular and exam board requirements
- developing schemes of work, resources, teaching and learning strategies
- mark work, assess, record and report student progress
- provide a stimulating learning environment
- have due regard for maintaining health and safety and security in the area s/he uses
- contribute to department and academy enrichment programmes
- contributing to review, monitoring and evaluation and the development of working practices
- participating in working groups and projects
- taking part in other professional development activities

Working with the Science departments in Delta Trust academies to improve attainment, classroom practice, and professional development;

- leading the Science team as a model of outstanding teaching
- raising student aspirations at all levels
- raising attainment across the department through leading improvements in teaching and learning

Working with other teachers on classroom organisation and teaching methods/providing model lessons;

- leading continuing professional development activities
- holding workshops on classroom management, differentiation
- pace and challenge, co-coaching
- matching teaching approaches to student learning styles
- demonstrating model lessons
- team teaching
- developing strategies with colleagues to use with students experiencing difficulties
- keeping abreast of the new teaching and learning strategies
- identifying educational research to enhance existing practices
- developing action planning based on the needs of the department

Producing high quality teaching materials:

- updating existing and create new schemes of work and supporting their introduction
- leading the introduction of new technologies, such as video conferencing, white board technology, the internet and the academy learning platform
- sharing good practice with members of staff

Advising on Professional Development;

- designing and delivering professional development activities
- participating in the planning and delivery of focused in-service training days

Helping teachers experiencing difficulties;

- observing and feeding back on the teaching of colleagues experiencing difficulties

- providing a structured programme of advice and support
- give constructive criticism

If required, mentoring Newly Qualified Teachers;

- providing a weekly discussion and overseeing personal action planning

Initial Teacher Training:

- providing exemplar lessons for trainee teachers
- contributing to the assessment of students' teaching practice
- participating in the training of teachers within teacher training institutions
- acting as mentor to trainee teachers

Intervention;

- provide workshops for students on key borderline grades
- provide targeted support for disaffected or more able students
- support strategies for helping particular groups such as underachieving boys

Other specific duties

- To undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description

**PERSON SPECIFICATION  
DIRECTOR OF SCIENCE**

	<b>Ess</b>	<b>Des</b>	<b>MOA</b>
<b>KNOWLEDGE/QUALIFICATIONS</b>			
Graduate with qualified teacher status	*		A/C
Hold AST / SLE status or equivalent		*	A/I
An awareness of current issues in Science education	*		A/I
Knowledge of national curriculum requirements at KS3	*		A/I
Knowledge of courses and requirements at KS4 and KS5	*		A/I
Understanding of use of data to assess and inform teaching and learning	*		I
Experience of exam board Science marking		*	A/I
<b>EXPERIENCE</b>			
Experience of leading, developing and enhancing the teaching practice of other staff		*	A/R
Experience of teaching A level Science		*	A/I
An excellent classroom practitioner that can model best practise	*		I/R
Relevant management experience		*	A/I
Teach intervention groups at KS3 and KS4	*		A/I
<b>SKILLS</b>			
Excellent classroom practitioner	*		A/I/R
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour/classroom management	*		A/I/R
An ability to demand high standards	*		A/I/R
Ability to lead	*		A/I/R
Ability to work independently and be a team player	*		A/I/R
Ability to develop and support other staff to develop a variety of teaching strategies	*		A/I/R
Ability to enthuse and direct students and staff towards raising expectations and levels of achievement	*		A/I/R
The ability to meet deadlines	*		A/I
Good ICT skills	*		A

BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Flexible and committed to work across our group of partnership schools	*		A/I
Takes the initiative	*		I/R
Is self-motivated	*		I/R
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the Delta Academies Trust Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A commitment to the ethos and values of the Delta Academies Trust	*		A/I
To display a responsible and co-operative attitude to working towards the achievement of the Delta Academies Trust aims and objectives	*		A/I
An ability to respect sensitive and confidential work	*		I
Commitment to own personal development and learning	*		I
The post holder will require an enhanced DBS	*		C

Key: MOA=Method of Application, A=Application, I=Interview and assessment, R=Reference, C=Certificate