

Teacher of Science

Ash Green School
September 2021



**ASH GREEN
SCHOOL**
*Creative
Education
Trust*

Dear Colleague

As Principal of Ash Green School, I would like to extend a very warm welcome to you. This is a fantastic time to join our expanding, vibrant and caring learning community. We are committed to ensuring that students are stretched intellectually and that they foster a love of learning, whilst feeling valued, happy and safe. We provide an inspirational education where every young person is ready for life in our global community.

Our students have an appetite for success and our staff are committed to unleashing their potential. We know that academic achievement of the highest order is within our reach and we now look to consolidate this progress and continue to push for further sustained improvement, as we strive to become a truly exceptional school. With this in mind, we are looking for outstanding professionals to join our staff body who demonstrates the ability to achieve above national student outcomes and make a significant difference to the lives of the young people at Ash Green School.

This position of Teacher of Science is a key appointment and the successful candidate will be part of a dynamic team with a wide ranging array of responsibilities. Please complete an application form in full along with a supporting statement, no longer than one side of A4 paper showcasing how you are aligned with our vision, values and purpose. Please use the person specification as a guide for your application.

I would welcome an opportunity to meet with you prior to interview to enable you to meet our students, share in some of their learning and gain an understanding of our ethos and aims therefore I urge you to contact to make Mrs Kelly an appointment.

Meeting with the Principal:

Deadline for applications:

Completed applications to be submitted to:

Please see below to arrange an appointment.

Friday, 16 April 2021 at 9am

Catherine.kelly@ashgreenschool.org.uk

Shortlisting will take place on Friday, 16 April 2021 and interviews will be held on Tuesday, 20 April 2021.

If you have any questions please do not hesitate to contact Mrs Kelly, HR Manager on 024 76366772 Ext: 226 or by email catherine.kelly@ashgreenschool.org.uk

I look forward to receiving your application.

Umbar Sharif

Principal

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 students 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

You can find out more at:

www.creativeeducationtrust.org.uk



ABOUT ASH GREEN SCHOOL

Every Moment: High Expectations
Every Lesson: Do Your Best
Every Day: Make A Difference

Our mantra above conveys and underpins our whole approach, identifying and releasing the potential of each child as they proceed through their seven-year journey, giving them the very best possible opportunities to become a successful person in our 21st century global community.

Here at Ash Green School, we are exceptionally proud of unlocking the academic talent that is found within our students and strongly believe each individual will thrive in our high-achieving environment. We provide the very best opportunities for everyone to excel and nurture all the fantastic qualities that are not materialistic or target driven. Success for us is measured by sending out happy, confident and independent young people who are ready for the challenges of university and the world of work.

We provide an education that has an international outlook; opening minds to the world around them and instilling skills of enquiry, reasoning and problem solving. We are passionate about developing oracy; from the start of year seven an extensive vocabulary toolkit is developed, and we offer many opportunities to practice speech making.

Being a community academy within the Creative Education Trust family, we benefit from partnership working and enriching opportunities to assist student development. We are fiercely committed to ensuring the academic, technical, creative and emotional support is of the highest quality for every young person we serve. There is no glass ceiling at Ash Green School.

Our on-site facilities include:

- Sports fields including 5-a-side football pitches;
- Multi-Use Games Area marked up for netball and football;
- Lecture Theatre with sound system and projector;
- Hall complete with tiered seating;
- Interactive whiteboards in every classroom;
- Open-plan library with wide range of reading materials
- A new spacious 14 classroom block and office's opened in September 2018



Ash Green School is a Good School with Outstanding features

OFSTED MAY 2017: GOOD



To see full details of the school performance data please visit:
[https://www.compare-school-performance.service.gov.uk/school/139068/Ash Green-academy](https://www.compare-school-performance.service.gov.uk/school/139068/Ash-Green-academy)

SUPPORT FOR OUR STAFF

PROFESSIONAL DEVELOPMENT

- We ensure that CPD is closely tailored to the needs of our teachers by linking it closely to their feedback.
- We do not operate a CPD hierarchy, we believe that we can all learn from each other regardless of experience.
- CPD is delivered through structured training days and twilight sessions with days off in lieu.
- Our Pedagogy Improvement Team (PIT) provide in house expertise on all aspects of educational practice, supported by a host of external experts provided by our Sponsor, The Creative Education Trust.
- We tier our support carefully to support teachers who are struggling and provide time for improvements to take hold.
- We work closely with Ambition School Leadership and provide aspiring middle and senior leaders with focused leadership development opportunities paid for by the Creative Education Trust.

WE ALL PURSUE A STRONG WORK LIFE BALANCE

- Our staff are encouraged to make time for themselves and their families.
- There are no expectations for teachers to answer emails outside of working hours and particularly at weekends.
- Our Senior Managers are constantly working to streamline our systems so that they work better and save more time – we strive to only do things that are going to make a difference.
- We openly consult with staff over significant changes which will impact on their working practices.
- We have a strong culture of peer-to-peer praise through our weekly 'Ash Green Gurus' reward cards.
- We provide all of our staff with a half termly opportunity to participate in expert professional supervision – we encourage our staff to talk, keeping things to yourself is not a sign of strength.
- We have an 'Open Door' to Senior Leadership – no concern is too small.
- We run seasonal events that allow students and staff to show their less serious sides e.g. Own-clothes days, Christmas Jumpers and World Book Day.
- We provide our staff countless opportunities to get involved in the life of the school including Duke of Edinburgh Award and international visits and exchange opportunities. Recent activities include an exchange to China, visits to Ghana, Barcelona, Belgium and the USA.



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

Teacher of Science (Welcome applications from NQTs)

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Ash Green School, Coventry

SALARY

MPS / UPS (Possible TLR for the right Candidate)

THE ROLE

To teach students in allocated classes in order to ensure that their learning and progress is of the highest quality in line with current Teacher Standards; to act as form tutor to ensure the wellbeing, personal development and academic progress of students in the form group.

REPORTING LINES

Director of Science

KEY RESPONSIBILITIES

- To plan, resource and deliver lessons and sequences of lessons to the highest standard, thereby ensuring meaningful learning takes place and pupils make rapid and sustained progress
- To develop one's own teaching practice to a level of advanced proficiency
- To fully implement all academy routines and techniques for creating a culture of high expectations
- To contribute to the enrichment, extra-curricular and raising aspirations programmes
- To provide daily pastoral tutoring to a form group
- To contribute to the effective daily working of the academy.

OUTCOMES AND ACTIVITIES: TEACHING AND LEARNING

- With direction from the Head of Department and within the context of the academy's curriculum and schemes of work, to plan and prepare effective teaching schemes and lessons
- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- To use regular assessments to set targets for pupils, monitor pupil progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils

You can find out more at:

www.creativeeducationtrust.org.uk

- To develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement
- To ensure that all pupils achieve at least expected progress and the majority of pupils make more than expected progress
- To maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- To direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- To implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- To participate in preparing pupils for external examinations.

ACADEMY CULTURE

- To support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures
- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- To help develop a school/department culture and ethos that is utterly committed to achievement and good discipline
- To be alert and active on issues relating to pupil welfare and child protection
- To support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required.

OTHER

- To undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- To undertake, within reason, other various responsibilities as directed by the Head of Department or 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.

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level or above. • Qualified teacher 	
EXPERIENCE	<ul style="list-style-type: none"> • Successful teaching experience in the Secondary phase • Experience of reflecting on and improving teaching practice to increase student achievement • Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities 	<ul style="list-style-type: none"> • Experience of raising standards through leading staff development • Experience of raising attainment in a challenging classroom environment
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Thorough and up to date knowledge of curriculum area • Understanding of the strategies needed to establish consistently high aspirations and standards of results and behavior. • Ability to analyse and interpret data effectively and act upon the information • Knowledge of how to implement inclusive education 	<ul style="list-style-type: none"> • Evidence of raising the achievement of groups of students • Knowledge of curriculum requirements and developments and educational initiatives, including ICT
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice • Effective and systematic behavior management, with clear boundaries, sanctions, praise and rewards • Thinks strategically about classroom practice and tailoring lessons to students needs • Understands and interprets complex student data to drive lesson planning and student attainment • Good communication, planning and organisational skills • Demonstrates resilience, motivation and commitment to driving up standards of achievement • Acts as a role model to staff and students • Commitment to regular and on-going professional development and training to establish outstanding classroom practice. • Vision aligned with Creative Education Trust's high aspirations and high expectations of self and others • Effective team worker and leader • High expectations for accountability and consistency • Genuine passion and a belief in the potential of every student • Motivation to continually improve standards and achieve excellence • Effective listening skills that lead to a strong understanding of others • Relishes accountability and takes personal responsibility for their own actions • Excellent critical thinking skills; has intellectual curiosity and rigour • Proven ability to be able to build trust and mutual respect between pupils, families and staff • Strong interpersonal, written and oral communication skills. 	<ul style="list-style-type: none"> • Evidence of managing CPD effectively in a whole school context.

You can find out more at:

www.creativeeducationtrust.org.uk

	<ul style="list-style-type: none"> • Ability to demonstrate sound balanced judgement with decisiveness, flexibility and integrity • Commitment to and belief in equal opportunities and to equally value all students • Commitment to academic and personal excellence • Committed to the highest standards for child protection • Commitment to and vision for developing links with the local community • Willingness to develop the school's links with other schools and organisations 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student 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. 	

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.