

**Teacher of Science**

**Salary: Lecturers Pay Scale 5-13**

**Permanent**

We are seeking to appoint a Teacher of Science to join our school.

It is a fantastic opportunity to join a specialist school that is on a journey towards excellence. The school holds high expectations for its students, ensuring that a high quality of education is delivered. One of our key aims is that all our students, regardless of the challenges faced, leave school with a positive destination either in college, an apprenticeship or the world of work.

Kickstart Academy is the only provision in Telford and Wrekin for Key Stage 4 students who display difficulties in a mainstream setting due to their SEMH and complex behavioural needs. Our students do not have EHCP’s but present a number of needs that demand our staff to be passionate in their support.

Our school is looking for proactive, driven individual to support our young people and community as our school drives forwards. This post is suitable for a Teacher of Science who holds Qualified Teacher Status and has a passion for Teaching and Learning. It is an exciting opportunity for a dynamic, ambitious and energetic individual who will be working with our skilful team of specialised teachers.

You will need excellent communication skills, attention to detail, high expectations and a willingness to go the extra mile for our school community. The role encompasses a variety of classroom duties, supporting the day-to-day attendance of students and delivering our vocational activities.

One of the key benefits to working within our school is the relationships that you will build with students, staff and parents/carers. The role is so fulfilling in several ways as you see our students flourish under our care and become young adults making a difference in their communities.

Please see Job Description and Person Specification for further information, we look forward to receiving your application.

Closing date for applications: **Wednesday 4 January 2023 at 12 noon**.

Interviews dates to be confirmed

For more information, please contact Mrs Emma Rennie-Gibbons, Headteacher. Email: [emma.rennie@telford.college.ac.uk](mailto:emma.rennie@telford.college.ac.uk)

Return completed application forms to Penny Knight. Email: [penny.knight@telfordcollege.ac.uk](mailto:penny.knight@telfordcollege.ac.uk)

**Learning Community Trust**

As part of our development, we are currently in process of moving into the Learning Community Trust whilst still being associated with Telford College. This is an exciting opportunity for our school as the expertise and support of the Trust will enable us to move forwards quickly.

The expertise and skills the staff have across the trust is invaluable in sharing best practice and our experience in working with children and young people with SEND is greatly valued in our mainstream schools.

The LCT mission is very simple; we are driven to be an outstanding MAT for our community with a clear vision to provide the best possible education for all the children and young people in our Trust, helping them to be successful in all they do both now and in the future.

The Learning Community Trust was established in June 2017 following agreement with the DfE/RSC to establish a MAT in this community. Not only was it approved as a MAT but also an academy sponsor.

The first academy conversions, when LCT became operational were:

• HLC Secondary

• HLC Primary

• Queensway Special School

The Trust now includes Charlton and Ercall Wood secondaries alongside Wrekin View, Lantern and Crudgington primary schools alongside Severndale Specialist Academy. The Trust also supports other schools within the county and beyond.

The MAT spans education from 2 year-olds in our nurseries through primary and secondary education as well as specialist provision for autism and SEMH. There is a well-established partnership between the Trust and Kickstart Academy that has led to significant improvements in all areas of the provision.

LCT keeps the aims at the forefront of all they do, they represent our values as well as their intentions:

* To focus, across our schools, on excellence by achieving the best possible educational outcomes for our children and students by engaging and inspiring them, building their resilience and preparing them for work and adult life
* To drive a collaborative culture across our schools which drives and supports improvement and develops all our staff as leading professionals
* To provide the highest levels of care and support for our children so they can succeed, including those that are the most disadvantaged, vulnerable or with special needs in our community
* To ensure our schools are at the heart of the community they serve and are truly inclusive organisations with equality for all across our community
* To engage positively with our families and wider community, building partnerships and programmes that develop opportunities beyond the school sector. We have four strategic objectives which drive our work:

1. Our learners are engaged and successful

2. We have high quality staff across our Trust

3. We have a culture of continuous improvement

4. Our leadership and Governance is exemplary

The Trust currently has over 4000 students, over 600 staff and we operate a budget of over £23 million, and this makes us a very viable Trust and a significant provider of education in Telford and Wrekin.

**Kickstart Academy**

Kickstart Academy is a Key Stage 4 Pupil Referral Unit in Telford. We are in the process of joining the Learning Community Trust.

The school is currently based in a temporary premises. Telford College, LCT, Local Authority and Government officials are supporting plans to move into a modern purpose, self-contained building on a lovely site with sensory and quiet rooms as well as a Sports Hall and outstanding outdoor spaces.

The school has a PAN of 48 students. Many of our students have additional needs, primarily SEMH and complex behavioural needs. Our young people are amazing, and you will develop a determination to support their needs, despite their behaviour being challenging at times, they demonstrate wonderful qualities that you will work tirelessly to promote

The school offers an extensive curriculum which includes English, Mathematics, Science, PE, Art and vocational activities. Social skills/education permeates throughout the curriculum. We are preparing our students for life as young adults. All students are encouraged to take a range of examinations which best meet their needs from the differentiated curriculum which is individually designed by the experienced staff team.

We have a team of specialist teachers, support staff and highly experienced pastoral leads who also lead on safeguarding. The new Headteacher was appointed in February 2022 and is focussed on driving forward whole school improvement.

We operate with small class sizes of an average of 7/8 students to offer a nurturing and inclusive environment for all. Kickstart prides itself on its close working relationships with parents and good communications between home and school happens daily.

You will be joining a Trust steeped in a culture of wanting the very best for our children and is very ambitious for its schools. As a school, you will be joining a community that will do anything to make their children’s lives successful whilst preparing them for the next steps in their lives.

The appointment will be subject to enhanced DBS clearance (including a check on the children’s barred list for those working in regulated activity) for the successful applicant. We are committed to Safeguarding and promoting the welfare of children.

We follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education. We are also committed to Equality and Diversity.

Emma Rennie-Gibbons

Headteacher Kickstart Academy

**ROLE PROFILE**

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| **General Details** | |
| **Job Title** | **Science Teacher** |
| **Vacancy Number** | **VN742** |
| **Department** | **Kickstart Academy** |
| **Reporting to** | **Head of Kickstart Academy KS4 PRU** |
| **Responsible for** | **No direct reports** |
| **Place of work** | **Kickstart Academy, Telford College** |
| **Tenure** | **Permanent** |
| **Hours/FTE** | **37 hours per week** |
| **Salary** | **£25,302 - £35,422** |
| **Terms & Conditions** | **Academic** |
| **DBS** | **Enhanced** |
| **Closing Date** | **Wednesday 4 January 2023 at 12 noon.** |
| **Interview Date** | **TBC** |

## The Post

The successful applicant will be a part of a pro-active enthusiastic team striving to ensure our provision is at least good with outstanding features by helping to promote student achievement, driving forward personal behaviour and welfare and leading on key cross curricular aspects whilst also ensuring we raise self-esteem and our pupil’s gain appropriate accredited qualifications.

The purpose of this post is to deliver Science GCSE to 14-16 pupils within Kickstart Academy.

It is therefore essential that applicants have proven experience in delivering this subject and success in delivering it to disaffected and sometimes challenging learners. It would be advantageous if the successful applicant can also lead on an element of ICT across the Pupil Referral Unit too, as a second specialism and also be prepared to take additional responsibility for other areas such as; Personal, development, behaviour & welfare aspects or effective tracking, monitoring & evaluation of progress.

## Main Duties and Responsibilities

The successful applicant will be expected to:

* Deliver an annual teaching load in accordance with the Kickstart Academy contract to students within the PRU. These duties may include general teaching, tutorials, personal tutorship, student assessment, curriculum development counselling, preparing materials and assignments, marking work and examination entries, educational guidance, supervision of student visit programmes, marketing and administration.
* Participate in course development and delivery, which will involve the successful applicant being at the forefront of designing an effective and impactful science offer that will grow in stature and therefore significance over the years to come. This will include short-term and long-term curriculum planning, the preparation of assessment material and the drafting of schemes of work.
* Support the cross circular development plan in looking at selected areas of scope and initiatives that will include possible ICT delivery in tandem with the science input required.
* Support the process of initial assessment leading to the development of individual learning plans, which require a weekly focus in terms of impact evaluation.
* Attend and contribute to relevant course team meetings and take a lead on several themes in tandem with other colleagues in a team-oriented environment.
* Act as a personal tutor to a select group of learners, assisting in professional guidance to help them address their needs and contribute to regular learner reviews.
* Assume the responsibilities of leading a course team as part of personal professional progression as appropriate.
* Participate in the administrative and extra-curricular activities relating to enrolment, marketing, statutory reviews, parents evenings and other such activities.
* Undertake and at times take a led where highlighted on appropriate staff development.
* Liaise whenever appropriate with college colleagues, employers, feeder schools and support agencies.

**Other Corporate Responsibilities**

* Reflect the vision, mission, aims and values of Kickstart Academy.
* Always strive for continuous improvement in your professional practice and delivery of outcomes.
* Participate in Kickstart Academy’s appraisal process and engage in continuous professional development.
* Be compliant with Data Protection Act arrangements and confidentiality.
* Identify the financial, health and safety, equality, safeguarding, confidentiality or other risks associated with the post’s sphere of responsibility and to define and take positive action to manage these risks.
* Carry out such other duties as may reasonably be required from time to time.
* Carry out all the duties in the context of the practical application of Kickstart Academy’s equal opportunities policy, child protection and safeguarding policy and acting responsibly at all times in order to maintain the health and safety of yourself and others.

*This Role Profile is current as the date shown. It is liable to variation to reflect changes in the job.*

**PERSON SPECIFICATION**

**EVIDENCE KEY**

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| **A =** | Application |
| **I =** | Interview |
| **R =** | References |
| **T =** | Test |
| **P =** | Presentation |
| **C =** | Certificate |
| Or a combination | |

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|  | **Essential** | **Desirable** | **Evidence** |
| 1. Teaching qualification, e.g. Cert Ed, PGCE or DTLLs, DET or a willingness and ability to attain these qualifications with the support of Kickstart Academy | ✓ |  | A/C |
| 2. Possess a specialist qualification, or experience in the teaching of learners with learning disabilities or challenging behaviour | ✓ |  | A/C |
| **3.** Possess an appropriate degree | ✓ |  | A/C |
| **4.** Experience of working in a Pupil Referral Unit, or equivalent | ✓ |  | A/I |
| **5.** Experience of operating within a team with the potential to lead a team | ✓ |  | A/I |
| **6.** Knowledge of current science curriculum developments |  | ✓ | I |
| **7.** Experience of working with learners with challenging behaviour | ✓ |  | A/I |
| **8.** Experience of a learner centred approach and a flexible approach to science curriculum delivery | ✓ |  | A/I |
| **9.** Experience of employing a range of teaching methods according to a diversity of individual needs including multi-sensory approaches and learner centred learning which can allow for differentiation within group teaching | ✓ |  | A/I |
| **10.** Excellent communication & interpersonal skills at individual and group level |  | ✓ | I |

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| **11.** Ability to work on own initiative and manage workload effectively | ✓ |  | I |
| **12.** Willingness to participate in a very comprehensive staff development programme | ✓ |  | I |
| **13.** An understanding of and commitment to diversity and equality of opportunity | ✓ |  | I |
| **14**. Knowledge and/or competencies of health and safety as relevant to the post and a commitment to safeguarding the health and safety of learners and others | ✓ |  | I |
| **15.** Level 2 qualification (GCSE A\* - C, or equivalent) in maths and English or a willingness to attain these qualifications with the support of the College | ✓ |  | A |

**ADDITIONAL INFORMATION**

**Applications**

A curriculum vitae will not be accepted.

All sections of the application form should be completed and returned to the Human Resources, Telford College, Haybridge Road, Wellington, Telford, Shropshire TF1 2NP.

**Selection**

Full consideration is given to every application, but candidates who do not receive an invitation to an interview within 4 weeks of the closing date are asked to assume that they have been unsuccessful. No formal notification is made to candidates not called for interview.

Applicants called for interview will be invited to attend Kickstart Academy to participate in a planned selection programme. Details of this programme will be sent to short-listed candidates.

**Closing Date**

Please return applications by the closing date specified above.

**Conditions of Appointment**

All Appointments to Kickstart Academy are subject to:

* Verification of relevant qualifications
* Receipt of references considered suitable by Kickstart Academy
* Verification that you are legally permitted to work in the United Kingdom
* Disclosure & Barring Service (DBS) Checks

The Kickstart Academy policy is to have an enhanced disclosure check for all posts. As an organisation using the Disclosure & Barring Service (DBS) to assess applicants’ suitability for positions of trust, Kickstart Academy complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed. Kickstart Academy has a written policy on the recruitment of ex-offenders which is available from Human Resources.

**Equality and Diversity**

Kickstart Academy is an equal opportunities employer and encourages applications from all sections of the community.

Kickstart Academy welcomes applications from persons with disabilities and will interview any person with a disability who meets the essential criteria for the role as outlined in the person specification.

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**Safeguarding**

Kickstart Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.