



Leader of STEM

MPS/UPS TLR 1a



Welcome from the Headteacher



Dear potential applicant,

Having started as Headteacher at St Andrew's in January of this year, I am excited to have joined at a key point in the school's journey. We are not only welcoming girls for the first time in September 2021, but also developing the breadth and depth of our STEM curriculum. With significant investments being made in the school, we are presented with an opportunity for real innovation and change.

St Andrew's is a school that has love at its core. You see it in the relationships between staff and students; both in the classrooms and the corridors; and in the excellent pastoral care that every student is given. I have heard many describe being part of our school community as being like 'family'; both giving and receiving unrelenting love. Our core Christian values run through all that we do, both in daily life and in strategic development.

We have the highest expectations and aspirations for all members of our community, and accept nothing less than an individual's best. We recognise that we are all unique, with unique training and developmental needs – and we aim to give every staff member the best CPD to enable them to reach their career goals, no matter what that goal may be.

Our curriculum is broad and balanced, and enables all students to develop a love of learning alongside focusing on their academic rigour. As we continue to grow, our enrichment offer grows with us –

learning does not happen only within a classroom, and our extra-curricular offer continues to develop to reflect this.

We are looking to appoint a dynamic practitioner who has an aspirational vision that will inspire our young people and staff. Whilst we are working towards excellence in all areas, the MIT (Modern Innovative Technologies) Faculty is very strong, with good strategic leadership. The successful candidate will have a positive and solution focused approach, applying a 'can do' attitude to challenges that may be faced.

It truly is an exciting time to join St Andrew's. With considerable change afoot, there is so much impact to be made as the school goes from strength to strength.

I would have been delighted to show you around the school with lessons in full flow. However, although you would not experience a 'normal' school day due to COVID restrictions, I would be happy to arrange a tour of the building and/or a chance to meet with me and the subject Line Manager. We appreciate the complexity of current site visits, and so are also able to offer a virtual meeting. Please do take some time to explore our website which contains our GCSE options sub-site, student focused website and details of our current curriculum models. To arrange a tour, or a Teams meeting, please contact my PA, Mrs Hyseni, via head@sta-worthing.com or via telephone: 01903 820676.

Finally, thank you for showing a provisional interest in joining our school. I hope you find this pack informative, and that it enables you to begin the process of applying to be a member of our community.

Mia Lowney
Headteacher

Why work at St Andrew's

CPD

We believe that the development of our staff is fundamental to building and maintaining a progressive and innovative school. A staff cohort that are life long learners and have high expectations for themselves promotes this same aspirant culture within the students.

Staff are the most valuable resource within a school, and therefore ensuring that they are well supported and valued can only have positive effects on student learning and experiences.

At St Andrew's we also believe that shared practice enables staff to learn from one another; both from colleagues within our own community and those externally.

Here at St Andrew's, we aim to support staff in gaining the skills and drive to make the next step in their career, whatever that may be.

Enrichment

Education is not simply a collection of grades obtained at the end of an examination course. Education is about holistic growth, cultural development and spiritual exploration.

The Enrichment programme at St Andrew's is continually growing to enable all students access to a range of experiences that may otherwise not be available to them. This includes trips to theatres, galleries and concerts; residential camping trips that develop character; sporting opportunities that aren't within the PE curriculum; charity expeditions abroad; and so much more.

The extra-curricular activities are growing year on year as our vision to ensure every single child has access to culturally rich experiences every academic year becomes more of a reality.

Growth and change

St Andrew's is at an extremely exciting point of change on our journey. Welcoming girls for the first time in September, and therefore becoming a fully inclusive school, accompanies the broadening of our curriculum.

By placing a focus on the growth of STEM across our school as a whole, we believe we are better equipping our students for innovation and problem-solving skills that are crucial in the world of work. A new emphasis on a STEM curriculum will ensure our students develop the skills required to access the future jobs they will be applying for.

Christian Life

Our core values are Trust, Resilience, Patience, Compassion and Kindness.

At St Andrew's we seek to personify agape love in all that we do to embody and share our core values in every interaction and action each day.

Love fundamentally requires respect to be shown and given to all, and responsibility to always be taken for our own actions. This necessitates forgiveness as we learn and grow together.

In accepting that love comes in many forms, and is not always 'soft', we strive to consistently, rigorously and respectfully make wise decisions that nurture, honour and give hope to all.

Our curriculum seeks to develop wisdom and enable all members of our community to reach the full limits of their God-given potential.

"It always protects, always trusts, always hopes, always perseveres. Love never fails."

1 Corinthians 13:7 (NIV)

The Role: Leader of STEM

Full time position

Permanent contract to start September 2021

Salary: MPS/UPS + TLR (1a £8291)

We are seeking to appoint an exceptional Leader of STEM, who will be responsible for the development and implementation of a STEM curriculum. This is a new post at St Andrew's and the successful candidate will teach Engineering and Design Technology.

St Andrew's development of STEM is a school priority and is undergoing the first phase of renovation to create state-of-the-art STEM areas with significant investment being made for refurbishment and furnishing this year.

From September, all Key Stage 3 students will have timetabled STEM lessons; aiming to develop student aspirations and skill-sets to enable access to STEM options and careers, and to prepare students to successfully study Engineering or other STEM subjects.

The Leader of STEM will have responsibility for developing a coherent, effective and inspiring approach to the curricular and co-curricular provision of STEM lessons and clubs. The school plans to expand our GCSE option provision from September 2022 to include Engineering and the alignment/modification of the D&T curriculum to support this. STEM classes will be a key focus for the post-holder for the next academic year.

The successful applicant will be responsible for developing and maintaining excellent links with our transition partners, working with our careers lead to promote STEM pathways and have whole-school responsibility for promoting STEM provision across the school.

The Leader of STEM will report to the Head of Faculty for Modern Innovative Technologies (MIT) but will be required to engage with all members of the school to promote, develop and embed the STEM agenda. This is a whole school responsibility, and the position sits as part of the School's extended leadership team.

This role would be ideal for a current Head of Department or Head of Faculty looking for their next step in professional development.

The ideal candidate will be:

- An experienced engineering/D&T teacher
- Able to motivate and inspire other colleagues from different disciplines
- Have experience developing a high-quality curriculum and teaching resources
- Enthusiastic about working with technology to promote learning outcomes for students
- Passionate about removing barriers to accessing STEM careers and promoting gender equality in this field

Are you a passionate and innovative teacher?

Do you inspire students to be the best they can be?

Do you want to help develop a cutting-edge STEM curriculum?

If so, we would love you to be a part of our journey.

Job Description - Leader of STEM

Position objectives

- Provide outstanding leadership of the STEM curriculum so that teaching and learning is consistently excellent.
- Work across the school to develop a curriculum which supports the key skills needed to pursue STEM opportunities at GCSE level and beyond.
- Lead on the provision to offer GCSE Engineering at KS4.
- Align the development of the Technology curriculum to support STEM lessons and curriculum.
- Oversee the STEM curriculum and support within relevant subjects, holding subject specialists to account by liaising with relevant Heads of Faculty.
- The curriculum offer will be supported by a vibrant programme of extracurricular and STEM enrichment activities.
- Inspire and engage staff, with a clear vision for the future direction of STEM provision.
- Undertake regular audits and quality assurance checks within STEM lessons to ensure that the highest standards are being achieved in all aspects of the faculty's work.
- Lead strategic planning and review of the STEM curriculum.

Strategic/Operational Planning

- Ensure that teaching and learning meets the needs of all students, including vulnerable groups and those with additional needs.
- Maintain an up-to-date knowledge of new initiatives and incorporate elements into the STEM curriculum.
- Work with key stakeholders to ensure that the appropriate curriculum development is aligned to maximise the development of STEM skills and the promotion of STEM opportunities/careers
- With the subject specialists, ensure that all statutory requirements of the National Curriculum are met.
- With the subject specialists, incorporate assessment of STEM into all aspects of curriculum planning.
- Performing any duties which may be given by the Head Teacher from time to time as may be reasonably assigned.

Job Description - Leader of STEM

Leadership and Management

- Responsibility for the creation of the STEM Development Plan that will set a clear, strategic vision.
- Advise and develop the curriculum of STEM related subjects at KS3 (e.g. D&T) along with relevant Heads of Faculty
- Responsibility for advising the HOF (MIT) for financial planning of the STEM budget so that it is appropriately and effectively resourced.
- Ensure that the use of financial resources has a clear impact on improving student outcomes.
- Create an environment of open-mindedness, fairness and harmony so that individuals can achieve their potential.
- Work proactively within the Extended Leadership Team to create an open, valuable working relationship that thrives on using the knowledge and expertise of individuals to produce optimal outcomes.
- Provide support and mentoring to staff, enabling them to effectively deliver an engaging curriculum and implement the policies of the school and faculty.
- Develop outreach initiatives with the wider community, to raise the profile of STEM in the community.
- Develop and maintain relationships with transition stakeholders.
- Facilitate, with the subject and non-specialists, a broad range of activities that deepen the learners' experiences within STEM.
- Network with local schools to share best practice and support transition.
- Ensure all teaching is good or better.
- Support subject specialists in securing aspirational targets at GCSE.
- With HOF (MIT) analyse subject trends in order to hold staff to account.
- Hold subject specialists to account, ensuring that aspirational targets at GCSE are met.
- Implement school quality assurance procedures.
- Contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. Implement agreed modification and improvement where required.
- Review methods of teaching and schemes of work.
- Drive the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school and faculty.
- Create a culture of inclusivity and aspiration with staff, ensuring that students in all groups are able to access the curriculum.

Communication and Liaison

- Communicate effectively with various stakeholders including parents.
- Develop and build STEM links with local businesses.
- Where appropriate, communicate and co-operate with persons or bodies outside the school.
- Follow agreed policies for communications within the school.

Job Description - Teacher of Engineering/DT

Teaching

- Set high standards and expectations which inspire, motivate and challenge students.
- Lead in the delivery of the STEM curriculum and D&T options subjects
- Promote good progress and outcomes for students.
- Demonstrate good subject and curriculum knowledge, including examination specifications.
- Teach to the highest standard.
- Promote a love of learning and children's intellectual curiosity.
- Teach students according to their educational needs, including the setting and marking of class and homework.
- Assess, record and report on the attendance, progress, development and attainment of students, keeping such records as required.
- Provide, or contribute to, oral and written assessments including reports and references relating to individual students and groups of students.
- Ensure that ICT, Reading, Writing, Communication and Maths, and Social, Moral, Cultural and Spiritual developments are reflected in the teaching and learning experience of students.
- Undertake a designated programme of teaching.
- Ensure a high quality learning experience for students which meets internal and external quality standards.
- Prepare and update subject materials.
- Use a variety of delivery methods which will stimulate learning appropriate to student needs

and demands of the syllabus.

- Maintain discipline in accordance with the school's procedures, and encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Undertake assessment of students as requested by external examination bodies, departmental and school procedures, including marking of classwork and homework.

School Ethos

- Play a full part in the life of the school community, supporting its distinctive mission and ethos while encouraging staff and students to follow this example.
- Actively promote the school's corporate policies.
- Comply with the school's health and safety policy and undertake risk assessments as appropriate.

Pastoral

- Undertake the role of form tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the form tutor group as a whole.
- Liaise with the Head of Year to ensure the implementation of the school's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and participation in other aspects of school life.
- Undertake assemblies as required.
- Contribute to the preparation of action plans, progress files, other reports and references.
- Apply the school's behaviour management systems so that effective learning can take place.

Person Specification

SKILLS REQUIRED

Leadership skills: the ability to lead and manage people to work towards a common goal	Essential
Decision making skills: the ability to solve problems and make decisions	Essential
Teamwork: the ability to work collaboratively with others	Essential
Communication skills: the ability to make points clearly and understand the views of others	Essential
Self-management skills: the ability to plan time effectively and organise oneself well	Essential

KNOWLEDGE BASE

Excellent professional knowledge and understanding	Essential
Excellent subject knowledge	Essential
Understanding of national and examination curricular requirements of the subject	Essential
Up to date with professional developments in the subject and other aspects of education	Essential

QUALIFICATION/ATTAINMENT

Qualified teacher status	Essential
Good honours degree	Essential

EXPERIENCE

Experience as a subject teacher covering KS3-4	Essential
Experience of organising or participating in extra-curricular activities	Desirable
Experience of participating in or leading a whole school initiative	Desirable
Experience of a management role e.g. as deputy Head of Department	Desirable

ATTITUDE/APPROACH

Ability to enthuse children and adults	Essential
Possess a positive attitude and approach to change and development	Essential
Flexible and firm with the ability to know when to be either	Desirable
Enjoy rising to the challenges inherent in a school environment	Essential
Lifelong learner	Essential

Application process

How to apply

You will need to complete an Application Form – Teaching Staff to be considered for this vacancy. Please see <https://www.eteach.com/schools/st-andrews-cofe-high-school-for-boys-27432/> for full details. This form should be submitted electronically to hr@sta-worthing.com. All received applications will be acknowledged electronically. In compliance with Safer Recruitment guidelines, CVs cannot be accepted.

Deadlines

Closing date for applications:
9am on Wednesday 3rd March 2021

Interviews:
Week beginning Monday 8th March 2021

We reserve the right to interview suitable candidates before the advertised closing date and recommend that you submit your application as soon as possible.

Meeting the team

We can arrange socially distanced visits to our school so that you can meet the Leadership Team Line Manager and see the facilities we have available. If you would like to arrange a visit, then please email: hr@sta-worthing.com

St Andrew's CE High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to satisfactory reference checks and a DBS check.