



The Shared Learning Trust

THE STOCKWOOD  
PARK ACADEMY

## Director of Science

The Stockwood Park Academy have an exciting opportunity for a Director of Science to join a flourishing and thriving department from Easter or May 2020. At our academy, we are proud of the unrivalled education experience offered and you will certainly benefit from forward-thinking and supportive leadership, an encouraging and enthusiastic staff body and enterprising students. The Stockwood Park Academy has state of the art facilities, fit for all your teaching needs. Our facilities include sporting and performance equipment which the whole school body are able to enjoy.

The role of Director of Science will suit an outstanding practitioner with a proven track record of improving outcomes within a Science Department. You will work closely with the Curriculum Leader for Science, to drive up attainment and progress. The successful candidate will have good interpersonal skills, be able to collaborate with colleagues, flexibility and enjoy working as part of a team. You will build on existing good practice, strengthen partnerships, and ensure our academy is well supported to deliver an excellent education to all students.

It's incredibly important to us here at The Stockwood Park Academy that all our teachers feel valued, listened to, mentored, challenged and given adequate opportunities to develop. As a Teaching Trust, we offer exceptional teacher training and high-quality professional development programmes catered to your needs. Consequently, we have many success stories of teachers that have joined us and been given excellent CPD and training that has allowed them to climb the career ladder.

If you want to be grow and develop in a successful Academy, come and join us at Stockwood Park! Don't just take it from us, listen to what our teachers have to say: <https://youtu.be/48wDNtQOKzU>

Visits are warmly welcomed.

### Key Duties:

1. Play an active role in the development of the Science curriculum providing specific expertise and guidance and lead on the delivery of mastery programmes and the KS3/4/5 curriculum.
2. Be accountable for the learning and achievement of all students studying Science at The Stockwood Park Academy.
3. To liaise with subject colleagues and TLR holders at The Stockwood Park Academy to support strategic development, share good practice and plan collaborative activities.
4. To ensure that The Stockwood Park Academy is represented positively locally, regionally and nationally within any educational context.

### Job Specifics:

- **Start Date:** Easter or May 2020
- **Salary:** L8 – L10 - £48,808 - £51,311
- **Job Role:** Full time, Permanent

### Why work for The Stockwood Park Academy:

- £30 million state of the art modern facilities with well-equipped classrooms
- You will be working alongside charismatic, supportive and genuine colleagues and Senior Leadership Team who want to see you succeed and thrive
- A staff wellbeing team that implements various strategies to boost staff engagement including various activities, events, conferences and many other staff benefits
- Unparalleled CPD and training opportunities with cross trust and national development programmes
- Excellent opportunities to develop and grow in a successful and expanding Academy

# MEET THE SCIENCE TEAM



## HOW TO APPLY

Closing Date: Monday 24<sup>th</sup> February at 12pm    Interviews: Wednesday 26<sup>th</sup> February 2020

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on <https://www.mynewterm.com/trust/The-Shared-Learning-Trust/135337>

We look forward to hearing from you!

If you have any questions about the role or would like to visit the Academy, please email [academyrecruitment@thesharedlearningtrust.org.uk](mailto:academyrecruitment@thesharedlearningtrust.org.uk).

If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack with particular reference to the person specification, and outline any relevant experience and personal qualities you would bring to the Trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual Trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

# RECRUITMENT TIMELINE

|                  |  |
|------------------|--|
| 6 February 2020  | Position is advertised   |
| 24 February 2020 | Closing date for applications (12pm)<br>References will be requested at this stage |
| 24 February 2020 | Final shortlisting and contact with candidates                                     |
| 26 February 2020 | Interviews   |

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

## SAFEGUARDING

***'We believe in the safeguarding and welfare of children and expect all staff to share this view'.***

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department for Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding.

Safeguarding is defined in paragraph 4 as:

"Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.



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## INFORMATION FOR APPLICANTS:

Director of Science



# WELCOME TO STOCKWOOD PARK ACADEMY



Firstly, let me start by thanking you for taking the time to read our information pack and allowing us the opportunity to tell you more about The Shared Learning Trust.

I first began working for The Shared Learning Trust, as Principal of The Stockwood Park Academy in 2009. Since then, the trust has grown from strength to strength employing some 500 fantastic staff members who serve over 3,700 children within our communities. It is my privilege to be CEO of our family of schools and work with each Principal or Head of School to ensure the best possible education in their own Academy.

Our ethos is simple, to build a collaborative partnership of academies and schools that will provide exceptional educational provision, both in and outside the classroom for all our children. Our academies ensure students are supported, monitored and encouraged to pursue their aspirations through a wide range of enrichment activities and initiatives. The experience will be challenging, rewarding and memorable. Students enjoy their time at our academies and give back to the wider local community. They are role models and young leaders, who contribute to the collegiate ethos with maturity.

## *– We recruit people for attitude and train for skills*

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right teachers and staff help us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants.

### **We aim to recruit staff who:**

- are excited by their role and by the prospect of working with young people, even those who are less motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands rather than complaining;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read; coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes,

Cathy



# ABOUT THE SHARED LEARNING TRUST

- The Stockwood Park Academy, Luton, ages 11-19
- The Chalk Hills Academy, Luton, ages 11-19
- The Linden Academy, Luton, ages 4 - 11
- The Vale Academy, Dunstable, ages 2 – 11
- The Rushmere Park Academy, Leighton Buzzard, ages 2 - 9

Our Academies are supported in their work by our Teaching Trust, based at The Chalk Hills Academy. The structure of our family of schools means that we can be with a child every step of the way, from teaching them to tie their shoelaces right through to congratulating them on their university place or their first job.

Our Trust is vibrant and friendly, supported by 3 state-of-the-art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

## VISION & VALUES – ‘*Strive, Achieve, Believe*’

We are a unique family of 5 schools, sharing our practice and beliefs to enable young people to achieve more than they ever thought possible.

At The Shared Learning Trust, we will provide exceptional opportunities for all to be aspirational and develop a passion and excitement for learning! We will ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our behaviours:

### Strive

We will:

- provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.
- continue to work together to **share** innovative practice and to provide a wealth of opportunities for all pupils and staff
- have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets.
- focus on the development of all of our staff through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

### Achieve

We will:

- aspire to provide exceptional lessons and learning opportunities, incorporating effective use of new technologies, enabling our learners to be successful and innovative.
- share strong Trust approaches to our key issues, for example; teaching, assessment, attendance and curriculum development.
- offer an interesting yet challenging curriculum in each of our academies.
- by our all-through education, guarantee excellent 2-19 provision, with clear progression routes for all.
- continue to expect good behaviour and conduct at all times, allowing all to make progress and achieve excellence.
- place emphasis on collaboration with partners *outside of our Trust* to maximise opportunities for all **in** our Trust.

### Believe

We will:

- enable all of our learners to develop and flourish, through close working and regular communication with our families and local community,
- care for our families beyond the school day, supporting the development of high self-esteem and belief.
- ensure that every child in our Trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom.
- promote can-do attitudes and resilience across the Trust that develop belief and high expectation.

# ABOUT THE STOCKWOOD PARK ACADEMY

Providing the very best education for all our students is the simple goal for The Stockwood Park Academy. Whilst firmly rooted in traditional values, we have made our Academy a vibrant and exciting place with a positive ethos that runs throughout the Academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.



# CPD AND TRAINING- *We invest in you!*

All five Academies at The Shared Learning Trust are a part of our Teaching Trust, which is based at The Chalk Hills Academy. We aim to offer exceptional teacher training and high quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We can cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualification for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As Stockwood Park Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.

## TEACHER TESTIMONIALS

*"What I really felt here more than anywhere else was that the welcome was extremely warm, and the team wanted to develop me and nurture me as a leader, a professional and a teacher. They have given me the opportunity to go on to the national leadership course, which allowed me to nurture my own leadership skills and learn a whole host of different things, which I had not had the opportunity to learn before. At Stockwood, we really believe the CPD should be personalised at whatever level you are at and whatever level you come into the Academy. If you are an NQT or Unqualified, we really nurture the talent you have, and we will help you gain QTS and complete your NQT year. We have also put together a rolling CPD programme every Thursday night so that people are really supported. We believe that nurturing talent upwards is important, whether that's pastoral care, curriculum care, teaching and learning and then moving into SLT. We have middle leader and senior leaders' courses and send people out on National Accreditation. Stockwood Park Academy have really helped me develop my skills and I'm very lucky that I have a team of people that I know I can develop myself and still do my day to day job."*

*Helen Palmer, Assistant Principal for Teaching and Learning*

*"Since the first day I walked into my interview and over the past 4 to 5 years, Stockwood Park Academy have provided many opportunities to me. They have been really supportive, the in-house CPD sessions they provide, the leadership from above and the supportive nature of the teams that I have been a part of has really helped me develop my professional conduct, my character and my ability as a teacher and leader."*

*Joel Toomer, Assistant Principal*

*"I have been at the Academy since 2000, I started as an unqualified teacher and was supported through the Graduate Teacher Programme. Very soon after I gained my QTS, opportunities arose to get into new roles. I started as Gifted and Talented Coordinator, then I became Head of Department for PE and then I wanted to develop into a pastoral role where I became a House Leader. Then came the opportunity to become an Assistant Principal and I was encouraged to go for that role, so I took the leap and now I'm the Assistant Principal for Personal Development, Behaviour Management and Welfare. There is a whole range of CPD on offer with a dedicated Teaching and Learning team who will provide personalised CPD, personalised areas for development for members of staff. In addition to that, they have a number of courses they provide, I've gone on the 'Outstanding Teacher Programme' and developed my own teaching and helped me feel secure in the position I was in. Stockwood Park Academy have already begun supporting with my next step up moving into a Deputy Head or Vice Principal role."*

*Iain Temple, Assistant Principal*



# JOB DESCRIPTION

Job Title                                      Director of Science  
Reporting to                                  Directors of Learning  
Department or Location                  The Stockwood Park Academy  
Salary:

## Vision and Purpose

1. To play an active role in the development of the Science curriculum providing specific expertise and guidance and lead on the delivery of mastery programmes and the KS3/4/5 curriculum.
2. Be accountable for the learning and achievement of all students studying Science at The Stockwood Park Academy.
3. To liaise with subject colleagues and TLR holders at The Stockwood Park Academy to support strategic development, share good practice and plan collaborative activities.
4. To ensure that The Stockwood Park Academy is represented positively locally, regionally and nationally within any educational context.

## Accountable for

1. The vision for the subject team and the high aspirations for the achievement of every student in our Academy
2. The Departmental Improvement Plan based upon the academy-wide quality assurance procedures and collated in the Academy Improvement Plan.
3. Motivation to subject staff (teaching and support) and the creation of a highly effective team, particularly through their personal example, clearly led departmental meetings and thoughtful delegation and deployment.
4. Adherence to the Academy's rigorous procedures for recording, monitoring analysing and acting upon a range of data including student attendance, punctuality, referrals and academic records from all subject areas to:
  - Track student overall attainment and achievement to Academy time-scales;
  - Evaluate the quality and appropriateness of students' overall negotiated individual learning plans;
  - Identify when intervention is necessary (e.g. when underachievement is identified, additional challenge is required and/or links needed to outside agencies); and
  - Linking this data to performance management through whole-class value-added analyses.
5. Action based upon the rigorous analysis of external examination data from Key Stages 2 and 3, GCSE, and GCE.
6. Well-informed advice based on their knowledge of national developments to their senior leadership link, Principal and the Board of Governors regarding curriculum innovation, the learning environment and resources for learning and Health and Safety matters, including risk assessments.
7. High quality mentoring and coaching to the subject team regarding learning and teaching and curriculum planning and delivery, particularly those new to teaching.
8. For good discipline and orderly conduct within the subject area through partnership working with Learning Team Leaders and all members of the Learning Support Team.
9. Good curriculum links to primary schools, work based providers in the local community, and higher education colleges to ensure that the work of the subject curriculum develops within the broader context of lifelong learning.
10. High quality subject teaching schemes are based on personalised learning principles and are in place for the start of each academic year having been revised to reflect new developments/requirements of examining boards and new developments in both curriculum and KS2/3 transition plans.
11. Effective liaison with colleague Directors and Curriculum Leaders to ensure coherence and continuity across all subjects and Key Stages in line with the academy's priorities.
12. Ensure that work is always set for classes when a member of the subject team is absent.
13. Sound financial management within the departmental budgets that have been set, which includes provision for photocopying and resource-management.
14. Collaboration with their Senior Leadership Team link regarding:
  - The arrangements for the performance management and professional development of all members of their subject team; and

- The Academy's arrangements for quality assurance and internal verification of all key stages and examinable year groups; and
  - Their teaching and personal tutoring.
- 16 Undertaking any other professional duties which are reasonably delegated to her/him by the Principal or Chair of the Governing Body and or CEO/Trustees.

*This statement is an addition to, and an amplification of, the duties and responsibilities laid down in the National Teachers Conditions of Service.*

## PERSON SPECIFICATION

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### QUALIFICATIONS

- Qualified Teacher Status
- A good honors degree or equivalent
- Successful middle leadership experience
- Evidence of further subject based professional development
- Minimum of 2 years teaching experience

### TEACHING

- An outstanding classroom practitioner
- Has strategies for raising standards in Secondary Education
- Proven track record of above average progress regarding examination classes
- The ability to engage enthuse and motivate students
- Experience of the use of ICT to enhance the teaching and learning process

### ASSESSMENT

- Can use monitoring strategies to inform intervention and lead to positive learning outcomes.
- Evidence of improved student outcomes

### PLANNING

- The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students
- The ability to set consistently high expectations for all students through class work and homework
- Monitoring the quality assurance procedures to ensure that learning and teaching are at least good across the department, and if not, ensure active mentorships and plans are in place to address underperformance
- Have a good sense of humour
- Has successfully led a team
- Has resilience and the ability to problem solve
- Shows awareness of whole school issues
- Has the ability to translate vision into practice
- Has the ability to lead the development of new ways of thinking about learning and teaching
- Evidence of extended curriculum opportunities within Science
- Has experience of managing budgets