



The Shared Learning Trust

THE STOCKWOOD
PARK ACADEMY

Teacher of Science x 2 – 1 x KS3 Lead

The Stockwood Park Academy are making preparations for September 2020. We are currently looking to recruit two passionate Teachers of Science, one of whom will take responsibility for KS3 students. Our Science department are hard-working and dedicated in improving attainment for all students. If you are appointed as KS3 Lead, you will have a special focus on improving the success of all KS3 students. Science is a subject where you can really captivate students' attention with various exciting experiments and interactive lessons. At The Stockwood Park Academy, we have two corridors dedicated to Science with modern, fully equipped labs and Science Technicians on hand to help. We are looking to appoint a teacher who is motivated to teach engaging and effective lessons with the range of resources we have available.

At The Stockwood Park Academy, we offer a school that will genuinely invest, support and develop you to become an outstanding practitioner and enable you to keep climbing the career ladder. If you are ambitious about excelling in your career and taking on additional responsibilities, we will give you the opportunities that you crave.

It is incredibly important to us here at The Stockwood Park Academy that all our staff are 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 staff that have joined us and been given excellent CPD and training that has allowed them to climb the career ladder.

Key Duties:

- Be able to develop, plan and deliver effective and high quality learning experiences to all students
- Be an aspirational professional who is enthusiastic, influential and committed to working in pursuit of success for the academy and its learners.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.

KS3 Lead

- To plan Key Stage 3 Science schemes of learning which develop and build significantly on prior understanding and knowledge at all levels.
- To plan, monitor and oversee a programme of Key Stage 3 events including 'Personal Best' and 'Extended Learning Day' to encourage student involvement, interest and participation beyond the curriculum.
- To develop a clear Key Stage 3 strategy across the curriculum at The Stockwood Park Academy which is understood by students, staff and wider stake-holders.
- To set high expectations for all KS3 pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.

The successful candidate will have:

- Experience teaching Science
- Ability to use IT to support both the curriculum and work organisation
- Ability to monitor and evaluate teaching and learning.
- Ability to assess the needs of individuals to inform lesson planning.

- Ability to demonstrate the appropriate motivation to work with young people
- Resilience in working with challenging behaviours

Job Specifics:

- **Start Date:** September 20250
- **Salary:** MPS – UPS £24,373 - £40,490
(+ TLR for KS3 Lead position)
- **Job Role:** Full time, 1 year FTC in the first instance

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

The Stockwood Park Academy plan to conduct Skype interviews if the schools remained closed.

HOW TO APPLY

Closing Date: Sunday 12th April at 9pm **Interviews:** TBC (Skype interviews will be arranged)

Please read the information in this pack. If you are interested in this job opportunity, please do 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.

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 and particularly the person specification, and outline any relevant experience and personal qualities you would bring to the Trust. Please do not send a general 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

| | |
|--------------------|--|
| 26 March 2020 | Position is advertised |
| 12 April 2020 | Closing date for applications (12pm) References will be requested at this stage |
| 13 – 16 April 2020 | Final shortlisting and contact with candidates |
| TBC | 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)'s 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.



The Shared Learning Trust

THE STOCKWOOD
PARK ACADEMY

INFORMATION FOR APPLICANTS:

Teacher of Science x 2 – 1 x KS3 Lead



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: | Teacher of Science x 2 – 1 x KS3 Lead |
| Accountable to: | Principal through Director of Science |
| Accountable for: | Strategic development of Key Stage 3 |
| Salary: | MPS – UPS (+ TLR for KS3 Lead role) |

Teacher of Science

SECTION 1 - GENERAL TEACHING DUTIES

To maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the Secretary of State.

Teaching & Learning

1. To manage pupil learning through effective teaching in accordance with the Department's schemes of work and policies.
2. To ensure continuity, progression and cohesiveness in all teaching.
3. To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs and ensure equal opportunity for all pupils.
4. To set homework regularly, (in accordance with the School homework policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
5. To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
6. To work effectively as a member of the Department team to improve the quality of teaching and learning.
7. To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
8. To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting, and Accountability

1. To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
2. To contribute towards the implementation of IEPs as detailed in the current Code Of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
3. To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
4. To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
5. Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should

be reported immediately in accordance with the School policy.

Subject Knowledge & Understanding

1. To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
2. To keep up to date with research and developments in pedagogy and the subject area.

Professional Standards & Development

1. To be a role model to pupils through personal presentation and professional conduct.
2. To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
3. To cover for absent colleagues as is reasonable, fair and equitable.
4. To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
5. To be familiar with the School and Department handbooks and support all the School's policies, e.g. those on Health and Safety, Citizenship, Literacy, Numeracy and ICT.
6. To establish effective working relationships with professional colleagues and associate staff.
7. To strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures.
8. To be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
9. To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
10. To liaise effectively with parent/carers and with other agencies with responsibility for pupils' education and welfare.
11. To undertake any reasonable task as directed by the Head of Department.
12. To be aware of the role of the Governing Body of the School and to support it in performing its duties.
13. To train in basic first aid.
14. To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
15. To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who:
 - have SEN;
 - are gifted and talented;
 - are not yet fluent in English.

VISION AND PURPOSE

1. To develop, plan and deliver effective and high quality learning experiences for all students with a clear focus on developing Key Stage 3 Science; content, skills and knowledge.
2. To plan Key Stage 3 Science schemes of learning which develop and build significantly on prior understanding and knowledge at all levels.
3. To plan, monitor and oversee a programme of Key Stage 3 events including 'Personal Best' and 'Extended Learning Day' to encourage student involvement, interest and participation beyond the curriculum.
4. To develop a clear Key Stage 3 strategy across the curriculum at The Stockwood Park Academy which is understood by students, staff and wider stake-holders.
5. To develop opportunities for both students and teachers to improve transition from Key Stage 3 to Key Stage 3.
6. Be accountable for the learning and achievement of all students they teach.
7. To liaise with teaching colleagues at The Trust to support strategic development, share good practice and plan collaborative activities.
8. To ensure that the Trust of The Stockwood Park Academy is always presented positively within and beyond the Academy.

ACCOUNTABLE FOR

Teaching and learning

1. Providing high quality subject and personal development curriculum lessons which:
 - a. Ensure that students acquire new knowledge and skills, develop ideas and increase their understanding
 - b. Enable students to develop their learning habits of concentration, working productively both independently and collaboratively, and producing work which is well presented.
 - c. Ensure students understand the progress they are making through
 - i. well planned lessons
 - ii. modules based on assessment for learning
 - iii. lessons well matched to students' needs with an appropriate level of challenge
 - iv. well organised and skillful use of resources, including time, information learning technology and learning assistants
 - v. homework which reinforces and extends the learning undertaken in class
 - vi. consistent and effective behaviour management

Leadership and management

1. Taking responsibility for ensuring they are up to date in terms of their knowledge of the subject(s) they teach, the related teaching methodologies and the external examination requirements for their subject(s), especially the newly emerging vocational qualifications/diplomas.
2. Leading on KS3 Science strategies across the academy and develop, monitor and quality assure strategies across the curriculum, and devise and oversee tutorial materials.
3. Attending assemblies, register students and assist with supervision before, during and after the working day
4. Attending meetings arranged for staff, with parents and, when appropriate, with outside agencies/providers
5. Supervising and, so far as practicable, teaching students whose teacher is not available
6. Assessing, recording and reporting on the personal development and academic attainment and achievement of students.
7. Ensure that work is always set for classes when absence is foreseeable.

Care, welfare, guidance and support.

1. As a personal tutor
 - maintain an ongoing overview of the personal and academic development of each student,
 - negotiate the individual learning plan for each tutee,

- work with others to identify when intervention is needed e.g. when underachievement is identified, or additional challenge is required
- monitor the effectiveness of additional support, especially from learning mentors and outside agencies
- maintain effective lines of communication with parents at all times.

2. As a subject and personal development curriculum teacher:

- Identify and exploit opportunities within their curriculum or management role which enable them to support individual student outcomes.
- Maintain accurate and comprehensive records of individual student's needs, both in the classroom and in extended school activities.
- Demonstrate how student needs are being met.
- Monitor student engagement, progress and wellbeing to ensure all are supported appropriately.
- Contribute to the assessment and reporting of student development in line with Academy policies and achievement across all skills and competences in and out of school.

Participate in the arrangements to seek and take action on students' views

PERSON SPECIFICATION

The successful candidate will be experienced professional who is energetic, innovative and influential, reliable and committed to working as part of a team. More specifically candidates should be able to demonstrate the following minimum requirements:

| Essential | Desirable |
|---|--|
| <i>Qualifications and Experience:</i> <ul style="list-style-type: none"> • Qualified Teacher Status • A good honours degree or equivalent | <ul style="list-style-type: none"> • Evidence of further subject-based professional development • A minimum of 2 years teaching experience |
| <i>Teaching:</i> <ul style="list-style-type: none"> • Evidence of excellent classroom practice • Excellent understanding of effective and engaging teaching methods • The ability to engage, enthuse and motivate students | <ul style="list-style-type: none"> • Experience of the use of ICT to enhance the teaching and learning process |
| <i>Assessment:</i> <ul style="list-style-type: none"> • An understanding of the use of assessment to inform planning • Evidence of improved student outcomes • Evidence of improved outcomes for students at key stage 3 Science • Evidence and experience of KS3 Science challenges and local/national competitions | <ul style="list-style-type: none"> • |
| <i>Planning:</i> <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Evidence of extended curriculum opportunities in Science |
| <i>Professional Attributes:</i> <ul style="list-style-type: none"> • Highly motivated • Respond well to a challenge • Maintain high professional standards • Excellent communication skills | <ul style="list-style-type: none"> • Willing to develop links with local, national and international Science organisations |

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.