

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	Lead Teacher - Science	Location	The Bulwell Academy
Salary	£32,916 to £51,048 (MPS1 – UPS3) additional TLR2B £5,878 per annum	Hours	Full-Time (32.5 hours)
Department	Science	Reports To	Director of Faculty

JOB PURPOSE:

To contribute to raising standards of student attainment in science and to ensure outstanding progress. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. To oversee the strategic direction and development of KS4 science in line with the Academy Improvement plan. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. To be a role model for the teaching and learning of science within the school.

KEY RESPONSIBILITIES AND DUTIES:

Leadership and Management

- To align all staff within the team to the schools' vision and ethos of 'Aspire, Work Hard, Be Kind' that the highest achievements are expected from all members of the school community.
- To lead and manage the development of appropriate curriculum, resources, schemes of work, assessments, marking policies and teaching strategies in the Learning Area.
- Promote and uphold the values and ethos of The Bulwell Academy.
- Provide exemplary leadership, being both proactive and reactive to meet the varied behavioural, emotional and social needs of students and to provide pedagogical leadership to staff.
- To lead and manage the provision of training and development so that the quality of the curriculum and its implementation leads to students knowing more, remembering more and being able to do more over time.
- Contribute to the development of the Trust's Curriculum strategy within the department
- Keep up to date with any changes in learning and teaching related to science, including DfE guidance and curriculum changes and ensure the team is kept well informed.
- To lead and manage high quality training and development for staff which empowers them to lead and initiate improvements
- To lead on management systems as required and monitor, evaluate and review data to analyse emerging trends.
- Ensure that Learning walks and work scrutiny are completed on a regular basis and that these feed directly into departmental CPD time
- Manage performance effectively

Teaching

- To undertake a designated programme of teaching according to your timetable.
- To plan, deliver and assess the undertake a designated programme of teaching according to your subject.
- To teach, students according to their educational needs, including the setting and marking of work.

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- To assess, record and report on the progress, development and attainment of students in science and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the learning area.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the science curriculum.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice regarding punctuality, behaviour, standards or work and homework
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written and verbal feedback as required.
- Ensure that school policies, including the behaviour for learning, anti-bullying and attendance policies are rigorously implemented.
- Work closely with parents and students and respect the contribution that families make.
- Ensure that Child Protection issues relating to students are addressed swiftly and in line with the Child Protection Policy

Communication

- To communicate regularly and effectively with a range of staff to ensure academic outcomes and personal development.
- Communicate effectively with the parents of students as appropriate

School Ethos and Community

- Work with parents and students to ensure that they understand the aims of the school, its policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

Supporting the work of Creative Education Trust

- Develop strong, positive relationships with Creative Education Trust colleagues, participating in trust wide work and projects as appropriate
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- To undertake as required other duties and responsibilities relevant to the job or the seniority of the post as directed by the Principal.

JOB REQUIREMENTS:		
	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status • Recent and Relevant CPD 	<ul style="list-style-type: none"> • Evidence of continual professional development

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EXPERIENCE	<ul style="list-style-type: none"> • Expertise in planning the progression of subject skills within individual and across sequences of lessons • Proven track record of outstanding science teaching including marking and assessment. • Proven track record of delivering strong progress outcomes. • Proven track record of strong, effective behaviour management strategies 	
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Knowledge and understanding of the subject requirements for science 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Ability to evaluate the quality of pupils' progress using a range of evidence. • Proven ability to coach and mentor colleagues effectively • Good organisational skills • Exceptional communication skills • Proven ability to establish productive and collaborative working relationships with staff • Excellent management skills e.g. an ability to lead a team, motivate others, effectively develop staff, hold staff to account • Proven ability to establish productive professional relationships with children, and parents • Resilience to manage one's own work pressure and to capacity to manage effectively the work of others • Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit 	
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity	

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SAFEGUARDING	A thorough understanding of up-to-date safeguarding requirements and best practice
OTHER REQUIREMENTS	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.