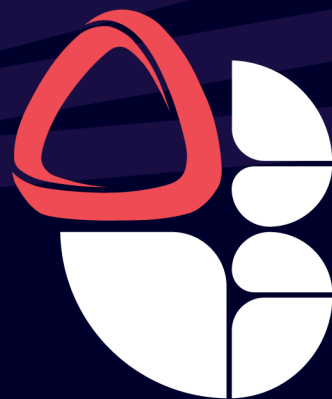


Teacher of Science

The Bulwell Academy

April 2025



**THE BULWELL
ACADEMY**
*Creative
Education
Trust*

Welcome



Thank you for showing an interest in becoming part of our team at The Bulwell Academy.

The Bulwell Academy is a school which encourages students to take responsibility for their actions, make the right decisions and develop a strong sense of self-belief and personal confidence in everything they do, every single day.

The Bulwell Academy is a rapidly growing school with high standards and expectations of every single member of our school community. We want the best for all our children and strive to ensure we give all students the best opportunities possible to achieve their full potential and be successful in life.

We are a school who believes there are no limits to what can be achieved as we encourage all students to aim high and focus on their ambitions and aspirations. Our focus is on what students *get right* and not what they get wrong and this is reflected through our Attitude to Learning Rewards Programme which encourages students to be the best version of themselves and ensures they consider others, show kindness, and have a better understanding of the wider world outside their own community.

We are on an incredibly exciting journey as we aim to be one of the highest performing schools, and we are committed to recruiting the most dedicated, compassionate, and driven professionals to work with our students and as part of our teams. Our fundamental belief is that every child can achieve greatness, fulfil their dreams, and live happy and successful lives.

Our unwavering determination to achieve the highest standards of education, pastoral support, and safeguarding, provides our students and colleagues with every opportunity to succeed. Our values of respect, resilience, creativity, ambition and kindness are the golden thread through everything we do, every day. Our insistence on exemplary student behaviour provides strong foundations upon which all can thrive. Our disruption-free classrooms set the stage for our staff to deliver our knowledge-rich and ambitious curriculum through excellent and enjoyable teaching experiences and purposeful learning.

Always learning together, we strive to be better practitioners every day. We contribute to a needs-based and data-informed CPD strategy, ensuring personal development is relevant, bespoke, and purposeful.

Whether it's progressing to one of the world's best universities or securing places with sought-after apprenticeship providers, we want leavers to be confident, competitive, caring, and happy contributors to society.

If you have the qualities to help us achieve our vision, we look forward to your application.

Chris Keen

Executive Principal

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

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www.creativeeducationtrust.org.uk

ABOUT THE BULWELL ACADEMY

The Bulwell Academy is on an incredibly exciting journey and since joining the Creative Education Trust in May 2018, has been in rigorous pursuit of rapid and sustained improvement for the children it serves.

It is a mixed secondary school at the heart of the Bulwell community, committed to providing exemplary experiences for students in Key Stages 3 and 4 that empower them to access the very best opportunities at post-16 and beyond.

The curriculum, designed in collaboration with experts across the Trust, is brought to life by the incredible facilities that The Bulwell Academy has to offer. Such high-quality facilities support the staff to deliver an inclusive and expansive education, one that allows both students and staff to thrive.

Through support provided by the Trust Executive Team, The Bulwell Academy remains at the frontier of technological procurement and development, providing a resource-rich and exciting environment in which to work.

On-site facilities include:

The Main Hall

This has a generous proscenium arch stage and seating to accommodate 300 seats. There is also a projector to facilitate film and other presentations.

The full-sized internal sports hall

This provides state of the art facilities for a full range of internal team sports and for fitness training and gymnastics.

Pitches and astro-turf

Grass pitches and courts provide for all external team sports and has excellent athletics areas matched to a broad and balanced sports curriculum. The enclosed five-a-side pitches and basketball courts are popular during games lessons and during the break and lunch social times.

Gym

The gym features a wide range of modern sporting equipment, including state of the art exercise bikes and weights for use during and outside school hours, ensuring all Academy students and staff can enjoy an array of sporting facilities

The Teaching and Learning Hub

A large multi-purpose area for staff to focus on Professional Development



Knowledge Connected

Curricular innovation through our 'Knowledge Connected' programmes promotes creative, integrated, and pro-active thinking so that our students are equipped for the challenges of the 21st century.

ON SITE FACILITIES



Science Labs

The science laboratories in the main academy building are equipped for a full range of science teaching in Physics, Chemistry and Biology, with excellent support from a team of professional science technicians.

Restaurant

The restaurant provides a light and airy environment for all students to enjoy the healthy and nutritious meals and snacks prepared on site by a team of catering professionals

Music, Drama and Dance

There is a drama studio which has a high-quality sound and lighting rig. The studio also can transform into a black box theatre; it also acts as the green room for the main hall when larger productions happen. The music faculty has access to a large, well equipped classroom and performance space. Alongside this there are a range of private practice rooms, a recording studio and an accompanying sound booth; all of which are equipped with a range of high-quality technical equipment.

Art and Technology

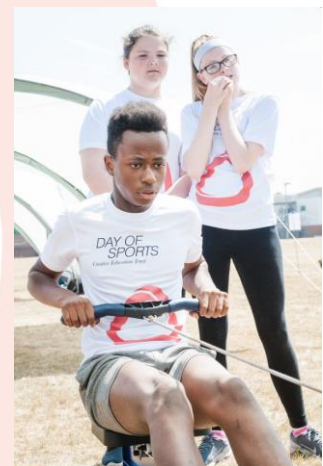
The technology department is equipped with the facilities for all aspects of food, hospitality and catering design, graphics and architecture. The department is also fitted with an interactive learning area complete with 31 computers all installed with the latest version of photoshop. Multiple materials preparation areas enable pupils to successfully make a range of products.

Modern and open-plan Library

A quiet area for independent work and reading for pleasure. It is well resourced with a wide range of materials to meet the curriculum needs and leisure interests of the whole school community (including a collection of staff CPD resources)

The school aims to engender a passion for wider reading and enquiry, which will broaden young people's knowledge and develop a love of reading. The school welcomes readers beginning English, through to those aspiring to University or going into employment.

The Library is open throughout the school day. A Study Club runs after school for learners to obtain support with their work.



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SUPPORT FOR OUR STAFF

We are committed to providing our academy leaders with the highest quality support and challenge to ensure that their schools excel and give our students the education they deserve.

Our Principals and Headteachers have a good deal of autonomy as school leaders within a framework developed collaboratively with our Director of Education and our Director of Standards and Primary Education.

Each of the Creative Education Trust school benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. We run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities. We have an active cross-trust group on the Teaching Leaders programme and use Future Leaders and Teach First extensively.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of our Headteacher is a member of the Headteachers' Forum that meets regularly to help Creative Education Trust develop its ethos and strategy, and to share their professional expertise. As the network of Creative Education Trust schools grows, this forum has increasing value as a means of professional development and problem solving.

There are also a number of cross-group, phase leader and year-specific forums.



You can find out more at:

www.creativeeducationtrust.org.uk

TEACHER OF SCIENCE JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

The Bulwell Academy, Nottingham

SALARY

MPS/UPS

THE ROLE

The Teacher of Science will plan and deliver high quality lessons to ensure that all students achieve their full potential.

REPORTING LINES

The post will report to the relevant Director of Faculty.

STRATEGIC DIRECTION AND DEVELOPMENT

- Promote and uphold the values and ethos of Creative Education Trust in the academy, such that the highest achievements are expected from all members of the school community.
- Contribute to the development of a successful team

TEACHING AND LEARNING

- Plan and prepare effective teaching modules and lessons using the Academy templates.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular and rigorous assessments to set targets for pupils, monitor pupil progress and respond accordingly to the results of such monitoring, ensuring that all students achieve at least national progress.
- Produce and/or contribute to oral and written assessments, reports and references relating to individual and groups of pupils.
- Mark, assess and provide feedback in line with best practice and academy policy at all times, ensuring that assessment for learning is embedded in all teaching so that students understand fully what they need to do to make the best possible progress.
- Monitor, evaluate and review classroom practice; celebrate and promote excellence, challenge under-performance at all levels and ensure appropriate action is taken in accordance with policies and procedures.
- Maintain regular and productive communication with parents, to report on progress, sanctions and

rewards and all other communications.

- Direct and supervise support staff assigned to lessons.
- Actively support and participate in the Academy's extra-curriculum programme by assisting with a range of enrichment and extension activities, as well as departmental trips and visits.

ACADEMY CULTURE

- Support the Academy's values and ethos by contributing to the development and implementation of policies practices and procedures.
- Help create a strong academy community, characterised by consistent, orderly behaviour and respectful relationships.
- Help develop a school/department culture and ethos that is committed to ensuring that students achieve.
- Be active in issues of pupil welfare and support.
- Implement and adhere to the Academy's behaviour management policy, ensuring the health and wellbeing of students is maintained at all times.

OTHER RESPONSIBILITIES

- Be a form tutor, caring for the students' academic and pastoral development
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Supervise students in accordance with published Academy rotas.
- Attend subject/year team/achievement meetings as relevant
- Support Academy policy in the delivery of some cross-curricular areas of PSHCE and citizenship and enterprise
- To take an equitable part in the cover system of the school according to policy and regulations.
- Undertake, and when required deliver or be part of, appraisals and relevant professional development.
- To undertake as required other duties and responsibilities relevant to the job or the seniority of the post as directed by the Principal.

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	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Appropriate Qualified Teacher Status • Recent and Relevant CPD 	<ul style="list-style-type: none"> • Master level degree
EXPERIENCE	<ul style="list-style-type: none"> • Successful experience of teaching at Key Stage 3 and 4 	
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Demonstrable experience of improving student progress in a challenging classroom environment. • Experience of reflecting on an improving teaching practice to increase student achievement • Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities • Knowledge and experience of a range of successful teaching and learning strategies and interventions to meet the needs of all students • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management • Up to date subject knowledge 	
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice • Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards • Thinks strategically about classroom practice and tailoring • Understands and interprets complex student data to drive lesson planning and student attainment • Good communication, planning and organisational skills • Demonstrates resilience, motivation and commitment to driving up standards of achievement • Acts as a role model to staff and students 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity 	
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • 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.

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