

**Vacancy Available**



# **Director of Science**

## **Pendle Education Trust**

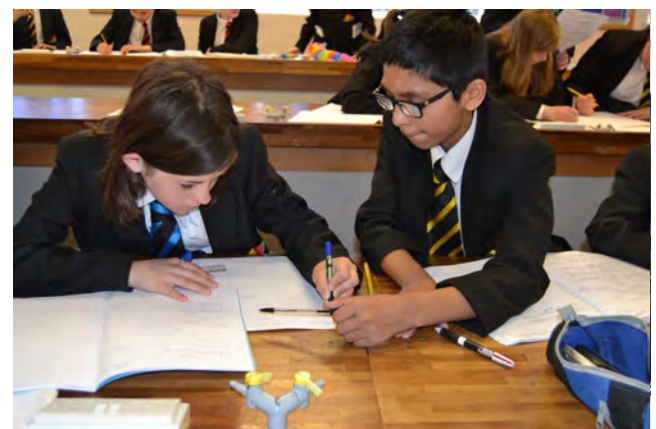
**Salary: Leadership Group Range 8-11**

# Introduction

**Thank you for considering a role with Pendle Education Trust. It is an exciting time to become part of our family as we continue to develop and improve the educational standards of academies.**

Sponsored by 'Outstanding' Nelson and Colne College (NCC), we currently have five Academies within our Trust benefiting from NCC's guidance, support and high expectations in creating the best possible opportunities for young people.

Our aim is simple. We exist to empower, enable and inspire schools to provide a world class education, supporting through exceptional leadership collaboration, innovative thinking and a clear understanding of local needs. The aspirations and success of young people locally remains at our heart, and we look forward to welcoming new additions to our Trust over the coming months and years.



## The Role

**As Director of Science you will effectively lead a team of teachers and hold accountability for continuously raising standards of student attainment by building and sustaining a cohesive team, who develop and deliver consistently good and outstanding teaching and inspirational curriculum experiences across key stages and including within Key Stage 2 for effective transition.**

This is a very exciting opportunity to join a highly motivated leadership team. The current Director of Learning (Science) has been promoted to Assistant Principal within our family and will be available to support you as you settle into the role. There are Directors of Learning for both English and Maths who will provide extra peer support.

This is an opportunity to directly impact on the lives of local children by ensuring that day-in, day-out they receive the very highest standards of teaching and learning in Science, have varied life experiences and are nurtured in a safe and positive educational environment.

As a key member of the Senior Leadership Team (SLT) you will have a vital role in the raising of standards and securing excellent provision, for both students and staff, on our journey of academy improvement. Working in an incredibly supportive environment, the successful applicant will have considerable opportunities for professional development through both recognised qualifications and coaching/mentoring opportunities.

The role requires you to split your time between the two secondary academies. You will be supported to organise this in the way that works best for you and your science teams.

## Part of the Family

The successful applicant for the Director of Science position will split their time between the two secondary academies in the Pendle Education Trust family: West Craven High School and Colne Primet Academy. The two secondary academies work collaboratively and staff share good practice and ideas.

## Why join our Family?

Aside from the exciting opportunity to change local children's lives, joining our Trust will open up a number of additional opportunities to share best practice with our other Academies. We are keen to develop a strong group of inspirational leaders who can contribute to the future success of the Trust. In doing so, we will offer future opportunities for career progression.

There will be considerable opportunities for professional development including the Trust sponsoring you through recognised leadership qualifications. In addition there will be coaching and mentoring opportunities. We have strong links with our sponsor, Nelson and Colne College, to develop skills and potential in all trust staff.

Your terms and conditions of employment will be exactly the same as they are now. Pendle Education Trust implements National Teachers' Pay Standards and the same annual leave; pension arrangements; sick pay entitlement, etc. apply. You really won't notice any change at all to the contract of employment other than Pendle Education Trust will be your employer.

As a Director of Learning you will benefit from the expert, specialist advice of core Trust staff for Human Resources, Finance, Estates, Health and Safety and Network Systems. We support our leadership teams by providing these services responsively and in line with the needs of our academies.

If you would like to talk informally about the role, or visit the school, please contact Stuart Wright - [swright@westcraven.co.uk](mailto:swright@westcraven.co.uk) or via 01282 812 292. **We look forward to hearing from you!**



**Anita Ghidotti**  
Chief Executive  
Pendle Education  
Trust



**Lynne Blomley**  
Executive Principal  
Pendle Education  
Trust

## Key Responsibilities

- To provide outstanding leadership and promote the vision, values and ethos of the Trust.
- To establish innovative and effective working relationships, promoting a collaborative learning community.
- To ensure the implementation of a rigorous schedule of assessment, tracking and intervention with a forensic understanding of internal and external data to identify and address early under achievement through precise targeted intervention.
- Contribute to and drive forward a shared vision, values, policies and practices across the Academies. Work with Primary Schools and Key Stage 2 teachers to ensure embedded transition from Key Stage 2 to 3 including regular visits, activities and links with primary staff.
- To report to the senior leadership team and governors on standards across the academies with recommendations as necessary on strategies required to address and areas of concern or inconsistency.
- To monitor performance, to identify and share best practice across the academies and take action to address under performance at all levels.
- To provide all subject specialists within the team with regular opportunities to develop professionally and be engaged in inspiring and motivational CPD.
- To lead and be involved in CPD at a whole academy or Trust level.
- To participate fully in Academy appraisal processes, appraise staff, regular review own practice, set personal targets and take responsibility for own development.
- To ensure high standards in relation to communication with stakeholders, including reports and feedback to parents. Ensure all reports meet statutory requirements.
- To ensure effective and efficient management, organisation and deployment of resources.
- To promote a stimulating, safe and effective working environment.
- To create and promote positive strategies for ensuring equality of opportunity of all and ensuring the equal treatment of all students, staff, parents and stakeholders.
- To develop cross curricular literacy and oracy across the academies.

## Trust Responsibilities

- Assist in the task of ensuring that management, finances, organisation and administration of the Academy support its vision and aims and are appropriate to the Academy's present and likely future resources.
- Share the Trust's Vision, Mission, Values and Behaviours and communicate them effectively.
- Participate in Staff Review and Professional Development activities, and be actively involved in the Trust's culture of high expectation.
- Value diversity and promote equality.
- Engage in marketing activities and liaison with employers and the wider community in line with Trust strategies.
- Contribute to cross-Trust events.
- Adhere to Trust policies and procedures including Health and Safety.
- Be responsible for safeguarding and promoting the welfare of children and young people.
- Work flexibly including, where necessary, evenings and weekends. Any other duties that the Principal/Executive Principal consider appropriate.



# Person Specification

## Qualifications and Attainments

Education to degree level

Teaching qualification

Higher degree

Professional qualification in a relevant area

**Essential**

**Essential**

**Desirable**

**Desirable**

## Knowledge

A thorough knowledge and understanding of the major aspects of secondary provision and the issues which impact the sector

**Essential**

A thorough knowledge and understanding of the current national initiatives and curriculum development for Science

**Essential**

Knowledge of new government legislation and curriculum requirements

**Essential**

## Experience

Successful experience of management in a secondary school setting

**Essential**

Experience of responsibility for developing, monitoring and evaluating an aspect of school provision

**Essential**

Experience of sustaining the delivery of high quality teaching and learning

**Essential**

Experience of monitoring and analysing data to drive improvement

**Essential**

A proven record of raising and maintaining outcomes in Science

**Essential**

Experience of leading, managing, coaching and mentoring staff

**Desirable**

## Skills and Abilities

To be flexible and able to take both a proactive and responsive approach to change

**Essential**

To be a good communicator and be able to present to a wide range of audiences

**Essential**

To promote equality of opportunity throughout all aspects of Academy life

**Essential**

To lead others with energy, enthusiasm and tenacity to command respect and to provide an environment where others feel valued and motivated

**Essential**

## Attitudes and Beliefs

Commitment to excellence

**Essential**

Commitment to inclusivity, equality and diversity

**Essential**

Commitment to the role of secondary education in developing children's life chances and enabling them to achieve their full potential

**Essential**

Commitment and passion for excellence in teaching and learning for children at all levels

**Essential**

Commitment to ensuring a healthy and safe environment and the welfare of children and staff

**Essential**

Commitment to quality and to continuous personal and Academy improvement

**Essential**

Commitment to high professional and personal standards of work and conduct

**Essential**

Commitment to the values of Pendle Education Trust

**Essential**

**Role:** **Director of Science** Pendle Education Trust



## Application deadline: Midday on Friday 27th September

You can apply by visiting the Trust's recruitment website at [careers.pendleeducationtrust.co.uk/](https://careers.pendleeducationtrust.co.uk/)

**Interview date: 7th October**

### **Equality of Opportunity**

Equality and Diversity is at the heart of what we do. We ensure children and staff are aware of the value placed upon equality and diversity and will address disadvantage and seek to raise the aspirations of all.

We collect and monitor data to ensure that all groups are treated equally and fairly to identify any under representation.

### **Safeguarding of Children and Vulnerable adults**

We recognise that our staff play a vital role in safeguarding the welfare of children in our care. We have a comprehensive child protection policy to ensure that the welfare of our children is placed at the centre of all of our activities.

All appointments are subject to satisfactory DBS checks and references.

### **Data Protection**

Any personal information we gather for recruitment and selection processes will be kept secure and handled with respect in accordance with the processing principles set out in the Data Protection Act.



## Contact Pendle Education Trust

Tel 01282 440 249

Email [contact@pendleeducationtrust.co.uk](mailto:contact@pendleeducationtrust.co.uk)

### **Pendle Education Trust**

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