



ACHIEVING MORE TOGETHER



Recruitment, retention, and enhancement

Science – OAT Teacher Offer (OTO)

Recruitment, retention, and enhancement: science

January 2023

We, Ormiston Academies Trust (OAT) are one of the largest not-for-profit multi-academy trusts in England. Our aim as a charity, alongside you and our schools, is to help provide local children with a great education. We educate over 30,000 pupils across five OAT regions in over 40 schools – currently 32 secondary schools, six primary schools, four alternative provision schools and one special school. We are one of the longest established trusts and have been sponsoring academies since 2009. Our sole purpose is to provide OAT pupils with excellent learning opportunities inside and outside the classroom.

Together, we support a wide range of communities with diverse and challenging contextual demands. It is our belief that every child, irrespective of their background should have a “brilliant journey” with access to the highest quality teaching and opportunities.

This document sits within the wider recruitment, retention, and enhancement package. This package is designed at providing opportunity for new staff who are thinking of joining the trust and staff who already work for OAT. This document details some of the opportunities that you will have access to as a member of the OAT science family.

Already with OAT?

The OAT teacher Offer (OTO) is a series of opportunities specifically available for staff who are currently employed by an Ormiston Academies Trust school as a full or part time member of staff. All offers made within this document will be funded for and organised by a member of the science team, subject to the terms of the offer.

After reading this booklet, if you would like to engage in any of the offers, please complete this short google form.

<https://forms.gle/hZbY2HvLPdgK52Cu7>

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CPD offer

Opportunity	Typical experience level of staff	Details	Commitment	Delivery Window	Benefits
Stimulating Physics Network partner (SPN)	Acting CL or TLR holder but ANY member of staff can take the lead. <i>Secondary or post-16.</i>	<ul style="list-style-type: none"> ✓ As a stimulating physics network partner, you will be allocated a subject specialism mentor from one of the UK's lead physics support partners. ✓ Working with your mentor you can create opportunities to deliver CPD, review and enhance curriculum and develop wider awareness of physics. 	<ul style="list-style-type: none"> ✓ Three – six face-to-face sessions, subject to the agreed action plan. 	12 months from the start of the partnership.	<ul style="list-style-type: none"> ✓ Bespoke physics CPD. ✓ NO cost to academies. ✓ 12 months ongoing support. ✓ Sustained Physics support.
Developing effective leadership in science (NY329)	Established teachers <i>Secondary</i>	<ul style="list-style-type: none"> ✓ This course offers a series of modules which support leaders of science in such areas as; <ul style="list-style-type: none"> ✓ What it means to lead. ✓ Setting your priorities. ✓ Creating a culture of growth. ✓ Developing teaching and learning, and designing and monitoring curriculum impact. 	<ul style="list-style-type: none"> ✓ Five days (three days residential and two short online sessions of 2.5 hours each). 	Day 1 3 July 2023 Day 2 4 July 2023 Day 3 5 July 2023	<ul style="list-style-type: none"> ✓ Up to £200 for academies towards the cost of cover/ expenses, per day of cover.
UPS mentoring	Teacher who are considering moving onto the Upper pay scale in the next cycle of appraisal.	<ul style="list-style-type: none"> ✓ You will be offered the opportunity to work with a lead practitioner to ensure that your evidence pack meets the expectation of your appraisal targets (as defined by your academy policy), along with support in delivering appraisal driven impacts 	<ul style="list-style-type: none"> ✓ Half termly face-to-face meeting (one hour). 	Start April 2023, in preparation for a 2024 UPS evidence submission.	<ul style="list-style-type: none"> ✓ Personalised professional mentoring. ✓ Access to the lead practitioner network. ✓ Opportunities for increased collaboration.
SKPT (subject knowledge of physics teaching) Or equivalent	Staff currently teaching GCSE physics, or due to start teaching. <i>Secondary</i>	<ul style="list-style-type: none"> ✓ Six modules covering energy, matter, atomic physics, forces, electricity, and waves. ✓ Maximum three modules per calendar year. <p>There will be eight places made available per calendar year.</p>	<ul style="list-style-type: none"> ✓ 1.5 days face-to-face per module. ✓ Up to 20 hours online learning per module. <p><i>Note: each module is accredited separately. It will operate as six mini courses.</i></p>	Summer term, May 2023 – atomic physics and forces. 2024 dates to be confirmed.	<ul style="list-style-type: none"> ✓ Second specialist training. ✓ ³IP and Ogden trust accreditation. ✓ NO cost to academies. ✓ Up to £200 for academies towards the cost of cover, per module. ✓ £50 high street vouchers for the participating staff for each module completed.
PDQs (Professional Development Qualifications)	Any teaching staff <i>Primary, secondary or post-16.</i>	<ul style="list-style-type: none"> ✓ National Professional Qualifications or NPQs are government funded and nationally recognised qualifications aimed at supporting teacher in their own professional development. The four NPQs on offer in year 3 are: <ul style="list-style-type: none"> ✓ Leading teaching (NPQLT) ✓ Leading teacher development (NPQLTD) ✓ Leading behaviour and culture (NPQLBC) ✓ Leading literacy (NPQLL) ✓ Senior leadership (NPQSL) 	<ul style="list-style-type: none"> ✓ 12 months from the start of the qualification (Cohort 5) 	Start October 2023 Registration April/May 2023 (guide)	<ul style="list-style-type: none"> ✓ Opportunity to develop leadership and management skills and work collaboratively with other staff. ✓ Focus on an area of passion and raise its awareness within the academy. ✓ £100 high street vouchers for the lead member of staff up on completion of the summary report.

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Up to £500 STEM bursary funding	Any staff <i>Primary, secondary or post-16.</i>	<ul style="list-style-type: none"> ✓ This funding is paid to the academy for you to use on a science or related STEM project. This project is yours to manage and the outcomes of the project will be shared as part of the national STEMFest finals. 	<ul style="list-style-type: none"> ✓ Minimum six weeks project. ✓ Production of a 500-word summary report. 	Ongoing	<ul style="list-style-type: none"> ✓ Opportunity to develop leadership and management skills. ✓ Focus on an area of passion and raise its awareness within the academy. ✓ £70 high street vouchers for the lead member of staff up on completion of the summary report.
Co-lead international trip	Any staff <i>Primary, secondary or post-16.</i>	<ul style="list-style-type: none"> ✓ This opportunity for up to three members of staff to co-plan and lead and international residential STEM trip. ✓ First trips to run from June 2024. <ul style="list-style-type: none"> ✓ Miami 2024 (one place) ✓ CERN 2024 (two places) ✓ USA (location TBC) 2025 (two places) ✓ Disneyland Paris 2025 (two places) 	<ul style="list-style-type: none"> ✓ Three days equivalent planning, plus the duration of the trip. 	June - Dec 2024 Jan - Dec 2025	<ul style="list-style-type: none"> ✓ Experience planning and leading an international trip using the OAT Evolve system.
Subject Expert Workshops	Any staff <i>Primary, secondary or post-16 (as stated).</i>	<ul style="list-style-type: none"> ✓ These workshops offered over the course of two years will support staff in developing a deeper understanding of their subject or in that of another. 	See the workshop program of study...		
Skills for new technicians (NY601)	Current or new technicians (less than two years in post).	<ul style="list-style-type: none"> ✓ This course will provide a thorough grounding in the science technician profession and is suitable for those new to the role within a school or college. Through a range of intensive hands-on sessions, we will explore the necessary basic skills a science technician needs to effectively prepare practical lessons. 	<ul style="list-style-type: none"> ✓ Six days residential (split over two face-to-face modules). ✓ Food and accommodation included. 	Day 1 - 3/5/23 Day 2 - 4/5/23 Day 3 - 5/5/23 Day 4 - 25/9/23 Day 5 - 26/9/23 Day 6 - 27/9/23 Dates in 2024 to be confirmed	<ul style="list-style-type: none"> ✓ Up to £200 for academies towards the cost of cover, per module.
Technicians supporting triple science (RP776)	Technicians	<ul style="list-style-type: none"> ✓ This course is designed for technicians who support practical work in triple science. You will gain hands on experience of effective and engaging practical ideas in biology, chemistry, and physics. You will also have the opportunity to discuss key learning points behind the practicals, where to find resource materials and how to prepare them. 	<ul style="list-style-type: none"> ✓ One-day residential 	Available dates 24 April 2023 3 July 2023 9 October 2023 11 March 2024 14 October 2024	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover/expenses, per module.
GCSEs for All	Non-teaching staff	<ul style="list-style-type: none"> ✓ This course will allow any non-teaching member of staff the chance to complete AQA combined science at foundation or higher tier. ✓ The qualification will be taught face-to-face by a OAT lead practitioner at one of the two regional locations, TBC. 	<ul style="list-style-type: none"> ✓ 1.5 hours sessions weekly, online. ✓ 1 hour online, self-guided study per week. ✓ 40 weeks over two academic years, sitting formal examinations in May/June 2024. ✓ One day residential in year 1 and one in year 2. ✓ 90% attendance. 	Start May 2022	<ul style="list-style-type: none"> ✓ CV Enhancement. ✓ A deeper understanding of the GCSE content. ✓ Expert delivery of GCSE content included face-to-face residentials. ✓ The choice of two different start times (cohort 1 and cohort 2). ✓ No cost to the school or staff. ✓ GCSE qualification. ✓ Up to £200 for academies towards the cost of cover/expenses, per module. ✓ £100 high street vouchers for the lead member of staff up on completion of each module

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Subject knowledge workshop delivery schedule

Year 1 starting January 2023 ending January 2024.

Year 2 starting January 2024 ending January 2025.

All courses, unless otherwise stated will be held from 10:00am (9:30am arrival) until 3:00pm. Should any staff need to travel over 2.5 hours to attend the course accommodation and an evening meal will be provided as part of the contracted offer. This is in addition to the £200 bursary for cover/expenses (subject to terms). Venues will alternate between the west/north and the east/south (as stated).

Biology

Lead contact mark.lee@ormistonacademies.co.uk

Delivery partner	Key stage focus	Typical experience level	Details	Commitment	Delivery window	Benefits
OAT/STEM learning	KS2	All teachers	Enhancing your biology offer in KS2 (RC298). <i>This one day residential, will provide both the teachers and leaders of science the skills needed to plan and deliver outstanding biology lessons.</i> <i>The course will focus on Year 4, 5 and 6 national curriculum content, and the skills need to teach Biology in a practical and engaging way.</i>	One day face-to-face.	6 June 2023 13 June 2024	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision ✓ £50 high street vouchers for the lead member of staff up on completion of each module ✓ Up to £200 for academies towards the cost of cover/expenses, per module
OAT/STEM learning	KS3 and KS4	All teachers	Year 1/2 modules: <ul style="list-style-type: none"> ✓ Managing effective practical work in Biology (RC298 (Linked to RP782, RP200)). ✓ Developing challenge in Science. (RC298) This is a cross discipline course and not restricted to biology. ✓ Developing maths in science. (RC298 (Linked to RP366, RP367 and RP368)). This is a cross discipline course and not restricted to biology. 	One day face-to-face per module.	27 June 2023 3 May 2023 or, 3 October 2023 or 11 January 2024 19 June 2023 or, 27 November 2023, or 5 March 2024	<ul style="list-style-type: none"> ✓ Improved subject knowledge.. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover/expenses, per module.
OAT	KS5	Teacher of KS5 biology	Year 1 Module: <ul style="list-style-type: none"> ✓ Teaching A-level biology for the first time (RP532). Year 2 Module: <ul style="list-style-type: none"> ✓ Outstanding teaching and learning in KS5 biology (RP533). 	One day residential per module.	12 September 2023 2 July 2024	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.

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OAT/STEM learning	KS5	Teacher of KS5 biology	<ul style="list-style-type: none"> ✓ Genetics. ✓ Communication and control. ✓ Biodiversity and evolution (RC298 linked to RP532 and RP532). 	<p>One hour online per module.</p> <p>Completion of a post course task.</p>	<p>1 March 2023</p> <p>1 April 2023</p> <p>1 May 2023</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £20 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.
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Physics

Lead contact simon.shanks@ormistonacademies.co.uk and phil.jones@ormistonacademies.co.uk

Delivery partner	Key stage focus	Typical experience level	Details	Commitment	Delivery window	Benefits
Ogden Trust	EYFS	Any	Science talk includes step-by-step activity guides and a list of resources, key questions and relevant early learning goals.	1.5 hours online.	As needed, or as per Ogden delivery schedule.	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ Up to £200 for academies towards the cost of cover, where appropriate.
Ogden Trust	KS2	Any	<p>Year 1 module:</p> <ul style="list-style-type: none"> ✓ Earth and space. <p>Year 2 module:</p> <ul style="list-style-type: none"> ✓ Electricity. <p>Year 3 module:</p> <ul style="list-style-type: none"> ✓ Forces. <p>Year 4 module:</p> <ul style="list-style-type: none"> ✓ Light and sound. 	One day face-to-face per module.	As needed, or as per Ogden delivery schedule.	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ Resources kit worth up to £400. ✓ Up to £200 for academies towards the cost of cover, per module (EF).
Ogden Trust	KS3	Any	<p>Year 1 module:</p> <ul style="list-style-type: none"> ✓ Forces, waves and electricity. <p>Year 2 module:</p> <ul style="list-style-type: none"> ✓ Energy, matter and atomic physics. 	One day face-to-face per module.	<p>Summer term 2023</p> <p>Summer term 2023</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ Resources kit worth up to £400 per module. ✓ Up to £200 for academies towards the cost of cover, per module (EF).
OAT/STEM Learning	KS3 to KS4	Any	<p>Year 1 module:</p> <ul style="list-style-type: none"> ✓ Practical ways to teach force (RP782, RP201). ✓ Managing effective practical work in Physics (RP782, RP201). <p>Year 2 module:</p> <ul style="list-style-type: none"> ✓ Electricity (RC298). 	One day face-to-face per module.	<p>3 July 2023</p> <p>13 November 2023</p> <p>24 June 2024</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.

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OAT	KS5	Teacher of KS5 physics	<p>Year 1 module:</p> <ul style="list-style-type: none"> ✓ Teaching A-level Physics for the first time (RP527). <p>Year 2 module:</p> <ul style="list-style-type: none"> ✓ Outstanding teaching and learning in KS5 Physics (RP527). 	One day residential per module.	<p>11 September 2023</p> <p>1 July 2024</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.
OAT	KS5	Teacher of KS5 physics	<ul style="list-style-type: none"> ✓ Electricity ✓ Waves ✓ Mechanics 	<p>One hour online per module.</p> <p>Completion of a post course task.</p>	<p>1 March 2023</p> <p>1 April 2023</p> <p>1 May 2023</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £20 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.

Chemistry

Lead contact james.kay@ormistonacademies.co.uk

Delivery partner	Key stage focus	Typical experience level	Details	Commitment	Delivery window	Benefits
OAT/STEM learning	KS2	All teachers	<p>Enhancing your chemistry offer in KS2 (RC298).</p> <p>This one day residential, will provide both the teachers and leaders of science the skills needed to plan and deliver outstanding chemistry lessons.</p> <p>The course will focus on Year 4, 5 and 6 national curriculum content, and the skills need to teach chemistry in a practical and engaging way.</p>	One day face-to-face.	<p>5 July 2023</p> <p>Or</p> <p>10 July 2024</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover/expenses, per module.
OAT/STEM learning	KS3 to KS4	All teachers	<p>Year 1 modules:</p> <ul style="list-style-type: none"> ✓ Managing effective practical work in chemistry (RC 298 linked to RP782, RP202) ✓ Separation techniques and quantitative techniques (RC298) <p>Year 2 modules:</p> <ul style="list-style-type: none"> ✓ The particle model (RC298) 	One day face-to-face per module.	<p>27 April 2023</p> <p>6 December 2023</p> <p>25 April 2024</p>	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.

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OAT	KS5	Teacher of KS5 chemistry	Year 1 Module: ✓ Teaching A-level chemistry for the first time (RP530). Year 2 Module: ✓ Outstanding teaching and learning in KS5 chemistry (RP531).	One day residential per module.	14 September 2023 4 July 2024	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.
OAT/STEM learning	KS5	Teacher of KS5 chemistry	<ul style="list-style-type: none"> ✓ Entropy and Gibbs free energy (RC298). ✓ Buffers (RC298). ✓ Organic Synthesis (RC298). 	One hour online per module. Completion of a post course task.	1 March 2023 1 April 2023 1 May 2023	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £20 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.

STEM

For teachers with a love of science, technology, engineering, and mathematics (STEM) and who are passionate about developing STEM with science or across the wider academy you can select up to three of these online courses per year (January 2023 to January 2025). *Courses delivered as part of the national STEM learning centres OAT enthuse partnership:*

Delivery partner	Key stage focus	Typical experience level	Title	Commitment	Delivery window (1.30pm – 3.30pm on the days stated)	Benefits
OAT/STEM learning	All	Any	Developing essential skills in STEM (RP381)	Two hours online	19 April 2023 or 11 March 2024	<ul style="list-style-type: none"> ✓ Improved subject knowledge. ✓ Enhanced curriculum provision. ✓ £50 high street vouchers for the lead member of staff up on completion of each module. ✓ Up to £200 for academies towards the cost of cover, per module.
			Linking your STEM curriculum to careers (RP382)	Two hours	6 July 2023 or 6 February 2024	
			STEM careers ideas, activities, and support (RP384)	Two hours	4 December 2023 or 7 October 2024	
			Working with STEM employers (RP387)	2.5 hours	27 February 2024	

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Professional development meetings (PDM)

Every year OAT holds a series of **PDM** for primary, secondary, post-16, STEM and technicians. The table below details what the next two years of collaboration and sustainability looks like. For the purpose of the PDMs, all online sessions for secondary, STEM and primary will run from 3:30pm until 4:30pm, post-16 will run from 3:30pm until 4:30pm. Technician online sessions will run from 10:00am until 12:00pm, and all face-to-face sessions will run from 10:00am until 3:00pm (9.30am arrival), held as three regional meetings, location to be confirmed.

Focus	Term 3 2023 (April)	Term 1 2023 (Sept)	Term 2 2024 (Jan)	Term 3 2024 (April)	Term 1 2024 (Sept)
Secondary	Online 9 March 2023 27 April 2023 Face-to-face 21 June 2023	Online 26 September 2023	Face-to-face 17 January 2024	Online 13 March 2024	Online TBC
Primary	Online 23 May 2023	Online 25 September 2023	X	Online 14 March 2024	X
Technician	Online	Online 14 September 2023	X	Online 15 March 2023	Online TBC
STEM	Online	Online 9 October 2023	X	Face-to-face 18 April 2024	Online TBC
Post 16	X	Online 27 September 2023	X	Online 14 March 2024	X

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Ormiston Academies Trust

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