



Job Application Pack

Head of Science (Associate School Leader)

Main Pay Scale/Upper Pay Scale + TLR (negotiable)

Full Time, Permanent

Closing Date: Thursday 15th April at 5pm

Welcome from the Head Teacher

Dear Colleague,

Thank you for your interest in the position of Head of Science at The Suthers School.

This is a really exciting opportunity for an ambitious, dynamic and well-qualified teacher of Science to have a real impact on the educational experiences of the young people of Newark. You will join us at the early stages of the school's development and will therefore have a unique opportunity to contribute to our vision. This role will also bring a unique potential for career progression and there will be opportunity to take on the role of Associate School Leader with additional whole-school leadership responsibilities for a suitably qualified candidate.

I am very proud to be building a team of staff committed to securing the very best outcomes for young people, no matter what their starting point. I firmly believe that through a relentless focus on meeting the needs of the individual and in embedding the principles of 'work hard, be kind', Suthers School staff really will make a difference.

Since first opening in September 2017, The Suthers School has grown one year group at a time and in September 2020, moved into brand-new, purpose built accommodation in Fernwood, Newark. The school is now oversubscribed in Year 7 and will open its sixth form in 2022/23. In light of this, the post being advertised here represents an exciting chance to grow your career as the school expands and develops.

We may be starting small but that does not mean our ambitions should not be great. Young people deserve an education that excites and enthuses, one which prepares them for a future as global citizens who are able to think for themselves. The Suthers School is a place where character education is ranked alongside academic preparation and where students thrive in an environment which inspires ambition, compassion and a love of learning.

If you share this ambition, have the capacity to deliver outstanding learning experiences and are looking for an opportunity to have a real impact on the lives of young people, I would be delighted to hear from you. To apply for this post, please complete the online application by Thursday 15th April at 5pm.

Yours faithfully



Mr Andrew Pettit
Head of School

WHAT MAKES US WHO WE ARE?

Our Mission

To empower our young people to be compassionate, self-respecting, independent thinkers with the academic, social and character strengths necessary to thrive in modern society.

Our Philosophy

At The Suthers School, we firmly believe that great education transforms lives. We know that every student has the potential to exceed even their own expectations and we know that the way we do things matters. Our motto, 'work hard, be kind' underpins everything we do, reflects our unwavering commitment to excellence and our absolute conviction that great education is about striking a balance between academic preparation and character development.

Our Approach

We believe, as W B Yeats is often credited with saying, 'Education is not the filling of a pail, but the lighting of a fire'. It is our role as educators to ignite the potential within our students and that is why the five character strengths of TORCH are so important:

Tenacity

To show the self-discipline and determination to succeed even in the face of obstacles.

Optimism

To have confidence in a future that is full of possibilities and hold onto the belief that a storm will always pass.

Respect

To value ourselves and all those we encounter by acting and speaking with compassion, tolerance and understanding.

Curiosity

To ask questions, enjoy exploring and be open to new ideas and different perspectives.

Hard Work

To recognise that there are no shortcuts and no excuses and that every member of the team has a contribution to make.



THE
SUTHERS
SCHOOL

Job Title	Head of Science (Associate School Leader)
Start Date	September 2019
Salary	MPS/UPS + TLR (negotiable)
Contract Type	Full Time
Contract Term	Permanent
Closing Date	Thursday 15 th April at 5pm

The Suthers School is a new 11-18 academy which welcomed its first cohort of students in September 2017. We are now seeking to appoint a well-qualified and ambitious Head of Science to play a critical role in supporting us in our mission to deliver a first-class education to all students.

By ranking character education alongside academic preparation, The Suthers School seeks to provide the very best foundation for all its students, no matter what their starting point. If you too are driven by the desire to give every child the ambition to succeed and equip them with the skills they need to take their place as the leaders of tomorrow, then we would love to hear from you.

The successful candidate will not only have the opportunity to lead a growing department but will also help shape the development of this new school. We moved into a brand new, state of the art facility in September 2020 and for a suitably qualified candidate there will also be the opportunity to take on the role of Associate School Leader and so work alongside the school's senior leadership team. TLR negotiable at interview dependent on candidate's proven skills and experience.

The Suthers School is founded upon a work hard, be kind philosophy and offers:

- A character-first approach to education which places personal development at the heart of our curriculum
- Exemplary standards of behaviour in an environment where students are keen to learn
- A unique opportunity to help shape the future direction of the school's development
- Brand new, state-of-the-art facilities (from April 2020)
- An enhanced benefit package that includes healthcare, membership of the Chartered College of Teaching and a fully-funded MA programme for all teaching staff.

Should you wish to apply for the post, please complete an online application form. Deadline for receipt of completed applications is 5pm on Thursday 15th April 2021.

Job Description – Head of Science

Reports to: Senior Leadership Team and Headteacher

Key purpose of the job

To provide leadership and management of the department.

The scope and nature of whole school responsibilities for a candidate appointed as an Associate School leader will be determined based on proven skills and experience but in addition to the requirements of a class teacher, core areas of responsibility and key tasks for the Head of Department include:

Strategic direction and development of the department

- Develop and implement policies and practices which reflect the school's commitment to high achievement through effective teaching and learning.
- Set the strategic vision for an ambitious knowledge led curriculum in Science and deliver the implementation of high quality provision.
- To have an enthusiasm which motivates and supports other staff and encourages a shared understanding of the contribution the subjects can make to all aspects of pupils' lives.
- Monitor and evaluate the impact of the Strategic Intent and implementation of the Science curriculum regularly.
- Use relevant school, local and national data to inform targets for development and further improvement for individuals and groups of pupils.
- Develop plans for a range of subjects which identify clear targets, time-scales and success criteria for its development and/or maintenance in line with the school development plan.
- Monitor progress and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes.
- Chair meetings of subject staff (including provision of agenda and minutes) and provide other briefings as necessary.

Teaching and learning

- Use your own class as an example of high quality teaching and learning in the subject.
- Ensure continuity and progression across a range of subjects by supporting colleagues with the intent, planning and implementation of ambitious curricular.
- Support and develop the intelligent planning of curriculum across the range of humanities subjects.

- Design ambitious medium term plans to develop students' deep knowledge and the application of knowledge through challenging activity.
- Develop a home learning strategy along with the use of knowledge organisers (or equivalent strategy) to complement the knowledge taught in lessons to enable students to retain it in their long-term memory
- Establish clear targets for achievement and evaluate progress through the use of appropriately mapped assessments and records and regular yearly analysis of this data.
- Evaluate the teaching and learning of the subject by the monitoring of teachers' plans and through work analysis, identify great practice and areas for improvement, and take appropriate action to improve further the quality of teaching.
- Develop effective links with the local community including parents, business, industry and primary feeder schools.
- Ensure that teachers across the faculty are aware of the implications of equality of opportunity which the subject raises.
- Assist in the efficient organisation of internal assessments ensuring that assessments are started, changed and finished in accordance with the school's assessment policy.
- Ensure that entries for all external examinations are submitted to the examinations officer by specified deadlines.

Leading and managing staff

- Enable all teachers to achieve expertise in planning for and teaching the subject through example, support and by leading or providing high quality professional development opportunities.
- Ensure that the Headteacher, S.L.T. and governors are well informed about policies, plans, priorities and targets for the subject and that these are properly incorporated into the school development plan.
- Ensure all SCITTs, NQTs and RQTs are supported by experienced mentors and follow a well-planned programme to support their professional development.
- Work alongside the SENCO and Communications lead to ensure the provision for reading, writing and oracy is effective for all learners.
- Help and support staff to achieve constructive working relationships with students and parents.

Effective deployment of resources

- Support the Headteacher by maintaining efficient and effective management and organisation of learning resources, by developing or identifying new resources including ICT applications to the subject.
- To be aware of and respond appropriately to any Health and Safety issues raised by materials, practice or accommodation related to the subject.
- Support the Headteacher by maintaining efficient and effective management of the expenditure for the subject.
- Help colleagues to create a stimulating learning environment for the teaching and learning of the subject.
- Take on any additional responsibilities, which might from time to time be determined.

Appraisal responsibilities

All members of staff are required to participate fully in the school's appraisal system.

Other professional requirements

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the school.
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct.
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

Person Specification: Head of Science

Factors	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (PGCE or equivalent qualification) • Good Honours degree (First or Second Class) 	<ul style="list-style-type: none"> • Higher professional qualification.
Experience	<ul style="list-style-type: none"> • Successful experience of teaching in the subject across the full age range of a secondary school • Experience of teaching a wide range of abilities • Proven record as a teacher whose pupils reach high standards of learning and achievement. 	<ul style="list-style-type: none"> • Current/recent responsibility post within a department • Experience of pastoral/tutor role
Skills/ Knowledge	<ul style="list-style-type: none"> • Excellent teaching skills, including effective communication skills, ability to motivate students and staff and the capacity to create good learning environments. • A clear understanding of the characteristics of high quality teaching and learning and achievement for all pupils. • Knowledge of current issues and recent developments in the curriculum area. • Capacity to use ICT as integral part of teaching. • Knowledge and understanding of the value added agenda, including levels of progress. • Ability to lead initiatives, support the process of change and work effectively in a team. • Ability to prioritise, plan and organise. • Secure commitment to a clear aim and direction for the subject • Understanding of safeguarding and promoting of welfare of children issues. • Understanding of equal opportunities issues and their application to work. 	<ul style="list-style-type: none"> • Understanding of particular needs of pupils with SEN • Awareness of factors affecting language and learning across the curriculum • Knowledge/involvement in other cross curricular initiatives/projects or whole school developments
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm for the subject • Ability to use own initiative • A commitment to the vision of the school • A commitment to inclusive education. • Ability to form good working relationships with pupils and staff • High standards and expectations • Ability to use pupil assessment data to raise standards • Outstanding communication skills • Reliability and integrity • A commitment to safeguarding and promoting the welfare of young people 	<ul style="list-style-type: none"> • A willingness to contribute to extra-curricular activities • A vision for the development of the department. • A commitment to personal and professional development.

Safeguarding

The Suthers School is part of the Nova Education Trust and is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo enhanced DBS clearance. The school is committed to Equal Opportunities in Employment.

Application Details

Thank you for your interest in the vacancy detailed above at The Suthers School. Further details of this post, the school and the Trust can be found on our website www.suthersschool.co.uk

How to Apply

The online application form for this role is located on the current vacancies page of The Suthers School website and on the Nova Education Trust website <http://www.novaeducationtrust.net>. Wherever possible, please provide email addresses for your referees.

Closing Date

Please ensure your application arrives by 5pm on the closing date of Thursday 15 April 2021.

Interview

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.