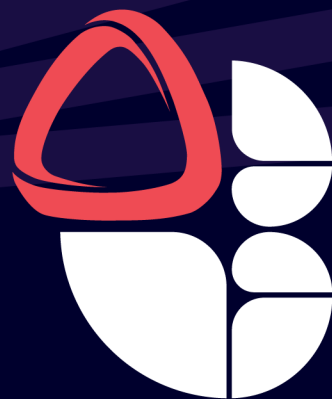


# Teaching and Learning Lead - Science

The Bulwell Academy

Easter 2021



**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 joined The Creative Education Trust, an education charity and multi-academy trust that exists to empower young people with the skills, knowledge and creativity they need to be successful in school and in life, in May 2018, beginning a new era of education for students in Bulwell.

The school serves the families in and around Bulwell, Nottingham and is growing in popularity and is currently oversubscribed in Years 7, 8 and 9.

## EXPECT THE BEST

Our vision is based on the belief that everyone can achieve. We want and expect only the best for our students and we will go above and beyond to ensure that is the case. We believe every child is unique and can be successful and we have high expectations of all. The education opportunities provided allow every child to make the best possible progress whilst at The Bulwell Academy, preparing them well for the next stage of their life.

Our staff are determined to demonstrate that there are no barriers to learning and that all young people can be successful in their own way, regardless of their background. We consistently strive to help our students to become better learners; to increase their resilience and to raise their aspirations.

We are looking for ambitious staff who will lead by example. We expect all staff to be leaders, whether within their own classroom or within the leadership structure of the school. We expect staff to show an uncompromisingly high drive to succeed and the focus of all staff must be on the relentless desire to improve Teaching and Learning.

Whether it's progressing on to a great university, securing an apprenticeship, or entering the workplace, we want every young person who leaves The Bulwell Academy to have real choices in life. Staff from The Bulwell Academy regularly have the opportunity to work together with others across the trust, to share ideas and best practice, to collaborate, seek advice and to learn from each other. Students also get the opportunity to meet, compete, learn and collaborate with students from other schools including on our Days of Performance, Days of Sport and Days of Song.

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

**“We want only the best for our students and we will go above and beyond to ensure that is the case”**

**Michelle Strong**

**Principal**

You can find out more at:

**[www.creativeeducationtrust.org.uk](http://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 pupils for their transition to adult life and employment.



## Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



## We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity



You can find out more at:  
[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)



# ABOUT THE BULWELL ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Bulwell, an area in the north of Nottingham City.

Since May 2018 we have been part of the Creative Education Trust. This is enabling the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all the children in our care.

## Our on-site facilities include:

- Sports facilities including astro turf pitches;
- Multi-Use Sports Hall;
- Hair dressing salon;
- Dance studio complete with sound system and mirrored wall;
- Hall complete with tiered seating;
- Interactive whiteboards in every classroom;
- Computer suites in most teaching areas;
- Modern library with wide range of reading materials



## Improving exam outcomes at KS4

A small and unique Post 16 provision which is resulting in outstanding outcomes for students at KS5

In September 2021 we will be oversubscribed in years 7 – 10, with a waiting list in years 7, 8 and 9.

# SUPPORT FOR OUR STAFF

For our students to achieve their full potential we know that it is essential that our staff thrive professionally. We value hard work and provide ample opportunities for all our teachers to work collaboratively with their colleagues.

As a school, we expect the best and firmly believe that we never stop learning. We share ideas and good practice regularly and encourage everyone to contribute to the professional development programme. We are supportive of new ideas and approaches, and eager for individuals to develop their professional practice in line with their career goals. All staff are openly encouraged to take responsibility for furthering their own professional development and opportunities regularly arise for promotion.

We recognise the value and importance of working with other schools in our trust and beyond and all staff at The Bulwell Academy benefit from visiting other schools and learning from them. Our middle leaders are benefitting from their participation in the Ambition School Leadership Teaching Leaders Programme and some have embarked on NPQ qualifications.

Newly qualified teachers at The Bulwell Academy will benefit from high quality mentoring and access to a customised induction course designed specifically to smooth their progress through the NQT year.

We are keen to welcome teachers at any stage of their career and can offer them a comprehensive programme of support and challenge



You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)



# TEACHING AND LEARNING LEAD - SCIENCE

## JOB DESCRIPTION AND PERSON SPECIFICATION

### LOCATION

The Bulwell Academy, Bulwell, Nottingham

### SALARY

MPR/UPR + TLR2b

### THE ROLE

To manage and supervise teaching, learning and interventions primarily for the subject area. The post holder may also be requested to support the Vice Principal Teaching and Learning to work in other areas of the academy, to develop the Teaching and Learning Strategy across the academy, including delivering CPD.

### REPORTING LINES

The post will report to the Academy Improvement Leader

### KEY RESPONSIBILITIES

- Ensure that students experience an educational programme that is personalised to their particular needs identified through a robust assessment system.
- Raise standards of student achievement within the faculty, accepting appropriate levels of responsibility and accountability for student outcomes
- Support the Academy Improvement Leader in the monitoring and evaluation of the quality of teaching and learning within the area.
- Support the Academy Improvement Leader in ensuring that teaching and learning across the faculty is of a consistently high standard and provides challenge and excitement.
- Ensure a range of data is used to track and monitor the progress of individual students and groups of students (including vulnerable groups).
- Design, implement and evaluate appropriate interventions for individual students and groups of students (including students entitled to the Catch-up Premium and Pupil Premium).

You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

- Support the Academy Improvement Leader in the development of the curriculum.
- Liaise with partner primaries regarding the teaching of English or Mathematics or Science (as appropriate) to ensure progress is maintained through transition from Key Stage 2 to Key Stage 3.
- With the support of the Academy Improvement Leader for English or Mathematics or Science, share feedback about the quality of teaching and learning with teachers and support staff where appropriate
- With the support of the Academy Improvement Leader, identify key professional development needs and provide initial support to colleagues, where appropriate
- Leading, developing and enhancing the teaching practice of others.
- Coaching Teachers within the English or Mathematics or Science faculty (as appropriate) and as required across the Academy.

### TEACHING COMMITMENT

- The post holder will be expected to teach in line with the Academy's generic teacher's job specification. Designated non-contact time for leadership and management responsibilities will be made available.

### OTHER RESPONSIBILITIES

- To undertake as required other duties and responsibilities relevant to the job or the seniority of the post as directed by the Principal.
- This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed.
- The job description will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the post holder.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Principal

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 guideline

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Qualified to degree level or above</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Proven record as a teacher whose students reach high standards of learning and achievement</li> <li>• Experience of teaching across the full age and ability range of an 11-16 school</li> <li>• Experience of high quality curriculum development in the subject area to maximise participation and strengthen progress and achievement for all students</li> <li>• Experience of working with others to develop teaching skills</li> </ul>	
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Knowledge of current educational policy</li> <li>• Understanding of the social, emotional and intellectual development of teenagers</li> <li>• Excellent knowledge of how disadvantaged pupils may be supported to realise their potential</li> <li>• Sound understanding of effective behaviour management strategies</li> <li>• Excellent knowledge of the National Curriculum for KS3, KS4 and a solid grounding in the assessment processes used to support planning and raise student attainment across these Key Stages</li> </ul>	
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Effective coach</li> <li>• Good communication, planning and organisational skills</li> <li>• Proven ability to inspire, challenge, motivate and empower a team of teachers to believe in a vision of excellence</li> <li>• Build and maintain effective relationships with staff, students and parents</li> <li>• Have the ability to think creatively to anticipate and solve problems</li> <li>• Commitment to regular and on-going professional development and training to establish outstanding classroom practice</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>	

You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)