Staffordshire University Academy

Head of Science

Application Pack

"There is a strong sense of community and togetherness."

Ofsted 2023

Principal Introduction

Thank you for showing an interest in joining Team SUA!

In recent years we have transformed our culture and approaches to education which resulted in Team SUA achieving a 'Good' grading in all areas in our recent Ofsted inspection in October 2023.

We are at a really exciting stage in our history, we have rapidly growing student numbers, a growing sixth form and staff who are completely aligned to our simple mission of transforming the life chances for the children in our community,

Our students follow a simple RESPECT code which instils the right level of focus for the very best learning to occur. We underpin everything on our three academy values 'Aspire, Believe, Achieve!'

We are innovative in our approaches to teaching and learning, sourcing ideas from international practices. Successful learning is supported by having strong partnerships and we work to achieve this through excellent communication between the academy, parents, governors and the local community. We expect students to be engaged with the curriculum in a creative and innovative way, but not forgetting about the core values of education, ensuring they are equipped with skills necessary in today's modern world.

Over the past few years we have built strong partnerships with the Birmingham Repertory Theatre and with many local businesses who enrich the experiences of our students with once in a lifetime opportunities. We arrange a range of residentials, both locally and internationally and we are constantly exploring other opportunities to provide additional enrichment for our students.

Finally, we are proud to be part of Staffordshire University Academies Trust (SUAT). Our family of twenty-one schools has a collective mission to 'Achieve Better Outcomes' for everyone.

We are delighted that you are interested in joining the team, if you are able to – please come and see us in action!

Mrs Rowena Hillier

Staffordshire University
Academy

STAFFORDSHIRE UNIVERSITY
ACADEMIES TRUST

Reasons to join SUA

Culture
We have an ethos of 'Culture Eats Strategy for Breakfast' – our positive culture is about the central mission of 'improving the life chances of our students'. Staff are friendly, positive and have brought around historical change at SUA through teamwork and innovation.

Wellbeing
Our staff satisfaction is excellent. Staff have access to a suite of wellbeing opportunities, such as daily tea and toast in our staff room, golden tickets, not meeting for meeting's sake, wellbeing days etc. but our approach is not tokenistic. We work as a team to reduce workload issues, such as marking, so that any growing pressures can be easily addressed.

Evidence Informed Practice
All of Team SUA (teaching and support) are evidence informed. Staff run year long projects as part of their own appraisal process. In September 2023 all of our work was published in Ross Morrison-McGill's book 'A Guide to Questioning' – an achievement we are all really proud of. The work that colleagues complete then influences policy and future plans for the academy.

Wider Opportunities
Our sponsor, Staffordshire University, supports our staff in pursuing further qualifications, such as a Masters in Education. Staff are encouraged to complete NPQs. We also have proud links with The Birmingham Repertory Theatre as well as with many local businesses. More recently we have launched our own in-house football academy

Quality of Education
We have a wide and varied curriculum which has a broad offer of the arts and languages. We don't prescribe pathways for students. Our drive for the curriculum is 'Teach to the Top,' we don't differentiate but ensure that the work is always pitched to the top with adaptive strategies to ensure all students, regardless of their need, continue to grow.

Typicality
We moved away from graded observations several years ago, which helped transform our developmental approach to teaching. We truly believe that no member of staff is the finished article. Staff at any stage in their career share typically great practice to constantly improve.

Contact us
info@suacademy.co.uk
01543 224700

Post: Head of Science

Why Here? Why Now?
We are currently looking to recruit a Head of Science to join our experienced and supportive Science team. Your role will be to lead the science department and be part of the Wider Leadership team responsible for driving forward academy-wide change. The role will suit an experienced colleague who is ready to energise the teaching of science and engage students through a love for the subject whilst improving outcomes at KS4 and 5.

Post: Head of Science
Salary: Leadership Spine 1-5
Deadline: 24th March 2025

Job Description

Responsible to:	Assistant Principal
Responsible for:	Leadership and line management of science faculty
Nature of post:	Full time
Job Overview	A Head of Science at Staffordshire University Academy will be responsible for the delivery of highly effective teaching that inspires and engages our students. They will coordinate student support, parental support and leadership of staff. The post holder will need: • To be aligned to the vision and ethos of Staffordshire University Academy • To ensure the effective delivery of science • To ensure the effective teaching, assessing, recording and reporting of student progress • To actively engage with the appraisal system
Core Duties:	**Support the aims and ethos of the academy and science department** • To deliver highly effective teaching • To ensure there is a positive learning culture across the faculty • To support and promote whole academy policies and procedures • To be responsible for the effective management of resources within the science faculty • To lead science curriculum meetings • To ensure that risk assessments and Health and Safety regulations are observed • To deliver staff training and CPD within the faculty • To support the academy's drive for highly effective teaching practice across all areas • To analyse data and act upon it thereby ensuring good progress and outcomes
Quality Assurance	• To participate and contribute to the appraisal process • To contribute to the academy and faculty development process by contributing to a range of curriculum development plans • To monitor the quality of learning and teaching within science • To support the monitoring of assessment and reporting to ensure consistency • To complete regular lesson drop-ins and provide feedback to the faculty

	• To effectively monitor work produced across the faculty through regular quality assurance
Learning and Teaching – Curriculum	• To keep abreast of current educational pedagogical development within each of the scientific disciplines • To lead the effective delivery of specifications and schemes of work across the science department • To lead the regular review of curriculum sequencing and resources • To promote an inspirational environment of high challenge where students experience innovative learning and teaching strategies • To promote and contribute to the extended curriculum and community links • To contribute to and collaborate with other curriculum areas
Learning and Teaching – Student Support	• To have a thorough and up-to-date understanding of faculty performance • To assess and monitor student achievement and progress • To set ambitious but realistic targets for all students • To ensure there is appropriate support in place for all students • To ensure equal opportunity for all students within the department • To take responsibility for promoting good order within the academy through reinforcing the academy's RESPECT code
Leadership	• To liaise with all stakeholders, including governors, on current performance • To promote teamwork and motivate all staff in order to ensure effective working relationships • To ensure the setting of work when staff are absent • To provide opportunities for sharing good practice and CPD for all staff
Other:	• To undertake any other duties in connection with the role of Head of Science as might reasonably be requested by the Principal or Vice Principals • *The job description and allocation of responsibility may be amended from time to time*

Other responsibilities:

• To play a full part in the life of the academy, to support its vision, ethos and policies, and to encourage and ensure students follow this example
• To continue personal professional development
• To engage actively in the academy's appraisal process including the completion of an annual evidence informed research project

Personal responsibilities:

• Work to a high professional standard and observe confidentiality as appropriate
• Comply and assist with academy policies and procedures and report all concerns to an appropriate person
• Set an example to students acting as a positive role model in all aspects including professional dress, presentation, attendance and punctually
• Be prepared to work flexibly, both in and out of the academy day
• Participate in training and development appropriate to this post and participate in the academy's CPD programmes

Person Specification

Post: Head of Science
In your application, please demonstrate how you meet these criteria.

Attributes	Essential	Desirable	How identified
Qualifications	• Degree, teaching qualification in the specified curriculum area. • Recent record of appropriate in-service training	• Higher level degree, further educational qualifications	A
Work Related Experience and Associated Skills	• Successful classroom experience across the 11 – 16 range, with supporting data demonstrating good student progress against targets at all levels. • Effective approach to behaviour management. • Strengthening and supporting the existing systems. • Experience of being a team player, with good people skills and evidence of the impact of these on raising student performance. • Experience of delivering teaching and learning, with impact, demonstrating strategic planning and task completion. • Experience in the use of ICT and data to monitor and track achievement. • Promotion of academy ethos, including participation and/or coordination of extra-curricular and whole academy activities.	• Successful classroom experience across the 11 – 18 range, demonstrating excellent student progress against targets at all levels. • Behaviour management experience. • Background of teaching within more than one subject. • Leading a teaching and learning initiative that has demonstrable impact.	A/LO/I/R
Personal Skills/Specialist Knowledge	**Learning & Teaching:** • Strategies to improve student attainment and achievement. • Ability to relate effectively to students, colleagues and parents. • Demonstrate highly effective classroom practice. • Obvious passion for your subject. • Confident and competent in the use of ICT, literacy and numeracy to enhance learning, monitor progress and communicate. **Self-Management:** • Self-critical, awareness of own strengths and development targets,	• Interest of developing collaborative ways of working. • Ability to lead and motivate students. • ICT literate. • Understanding more complex performance data and application of a range of effective intervention strategies. • To have delivered staff CPD linked to teaching and learning.	A/LO/I/R

	and professional development requirements. • Ability to work independently, using initiative, sticking to deadlines, completing tasks accountably. **Learning Relationships:** • Have the ability to set and maintain high standards, and respond positively to feedback. • Excellent subject knowledge, planning and delivery, classroom management and assessment practice. • Understand the principles of highly effective learning, independent learning and intervention. • Be a role model, promoting the academy's values. • Ability to articulate, form and maintain appropriate relationships and boundaries with children and young people.		
Personal Qualities	• Professional, enterprising, personal impact. • Outgoing, warm personality, approachable, inclusive. • Positive, adaptable. • Energetic and enthusiastic. • Self-motivated, self-confident, reliable. • Calm under pressure, emotionally intelligent. • Sensitivity, fairness, tact and discretion. • Commitment, generosity of spirit.	• Commitment to contribute to academy life	I/R
A = Application I = Interview LO = Lesson Observation R = Reference			

Staffordshire University Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.