



Job Application Pack

Subject Development Lead - Physics

Permanent, full time
Salary scale L8-L12
£47,501 - £52,415 per annum

Welcome from the CEO



Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.

I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of academies.

J. Hampton

About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. The Trust comprises of Bluecoat Aspley Academy which includes the Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy and Bluecoat Primary Academy and more recently the Trust are pleased to have had The Nottingham Emmanuel School join.

Our aim as a Trust is to be recognised nationally and internationally as we develop our innovative approach to inclusive, enriching and balanced cross curricular teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.



Bluecoat Aspley Academy



Bluecoat Beechdale Academy



Bluecoat Primary Academy



Bluecoat Wollaton Academy



Nottingham Emmanuel School

Bluecoat Aspley Academy

Bluecoat Aspley Academy has over 1500 students, including over 550 in the Sixth Form. Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust). The Academy is both distinctively Christian and inclusive with all students being part of the large, diverse and multi ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy holds a strong and positive reputation within the city benefitting from its long history, success and prominent position.



Bluecoat Aspley
believe in yourself, in others, in God



Bluecoat Wollaton
believe in yourself, in others, in God

Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has over 780 learners aged 11-16 and is both distinctively Christian and inclusive with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its recent Ofsted inspection in 2018 and has a strong pastoral and academic reputation across the city. It is also pioneering some new approaches to curriculum and the celebration of knowledge at the heart of that. The school's outcomes place it in the top 10% in the country and visitors frequently comment on how the children are polite and keen to learn.

Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since our sponsorship began and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



**Bluecoat Beechdale
Academy**
Believe, Belong, Achieve



Bluecoat Primary
believe in yourself, in others, in God

Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located nearer our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and this new accommodation will be home to 420 primary aged children; 26 three year olds and like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.

The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.



Bluecoat SCITT Alliance
Nottingham

Bluecoat SCITT

Based at Sherwood Rise, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training OUTSTANDING teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.

The Vacancy

This exciting new post is intended to raise the profile of Physics and STEM subjects across our growing Multi Academy Trust. Science has always been a major strength of our Trust and we are looking to take this one step further with this bespoke role in Physics to champion this subject. The successful post holder will be passionate about their subject and an outstanding practitioner who wants to stay as much as possible in the classroom but is able to transfer their enthusiasm and passion for the subject by training and modelling for others. They will lead 'master classes', coach staff, develop new clubs and activities and encourage students to be as successful as possible in this subject. The successful post holder will have a strong track record of above average results and have highly developed skills at both GCSE and A level, they will be innovative, creative and enthusiastic team players. The post of Subject Development Lead - Physics will work closely under the supervision of the Assistant Principal for Science across the secondary Academies that make up Archway Learning Trust. This vacancy provides the opportunity for the post holder to work with a range of students to provide high quality Physics teaching and support other teachers to do the same. The post holder will be accountable for raising student attainment levels and developing outstanding Physics teaching across the Multi Academy Trust in order to ensure quality support for outstanding teaching. The successful candidate will assist in developing outstanding practice, and will provide support with coaching and advice for Science teachers. The primary responsibility of the role will be to identify areas for improvement at each site and work alongside colleagues to develop staff and achieve identified improvements. Additionally the Subject Development Lead will model best practice for newly qualified teachers as well as more experienced staff.

The post holder will share expertise and build on the current successes with Physics across the Trust. Commitment to engage students with Physics is essential as this is a pivotal role in leading and driving improvement in Physics. This opportunity is a new and exciting way to join the Trust at a time when it's growing. We are looking for an excellent classroom teacher who also has the ability to extend this to working with other teachers and students in a variety of ways.

The Science Departments

Our Science Departments consist of committed and professional teams led by experienced, passionate practitioners supported by teachers who possess a variety of experience both within and beyond the Trust. The Science departments take a proactive approach, sharing experiences and good practices between colleagues to develop our teaching and learning and own professional development.

The Science Teams enjoy access to a suite of laboratories, prep rooms and a team base on each campus. Whilst there are suggested schemes of work, textbooks and resources, we strongly encourage staff to create, identify and share additional material to personalise the delivery for our students. There is extensive Academy provision for ICT.

Besides working with great students and teachers, the departments within each Academy are great places to work because; each department is supported by a team of experienced technicians who enable practical activities to take place, data snapshots are only taken twice a year for each year group. The data resulting from these is used to inform planning and to enable effective communication with parents. Collaborative planning takes place during CPD time meaning staff benefit from sharing each other's expertise and learning from each other. For A level sciences, Triple Science and where possible elsewhere, teachers teach their specialist subject. Where this does not happen, you will be supported to teach outside your specialism. You are more than welcome to come and experience these departments for yourself so please get in touch to arrange a tour.

In Key Stage 3, students follow a common curriculum which has been developed by Archway Learning Trust teachers. This has been designed to excite and inspire whilst maintaining curiosity as well as preparing students for GCSE content.

A number of students study 'Triple Science' whilst the majority study 'Combined Science'. The team is consciously developing a wide range of teaching methods and extending the range of resources available to support learning, including ICT. Examination results are consistently very good, being well above local averages with high value-added.

At GCE AS/A level, the Science Faculty also enjoys considerable success. Numbers of students are high and examination results are very good indeed. The number of students taking A level Sciences have increased dramatically over the last three years.

The Trust also works in partnership with the SCITT and the University to support staff entering the teaching profession and the Science faculty has gained through participation on these schemes.

Extra-Curricular Activities

We are keen that students have an opportunity to extend their interest and enthusiasm for Science by taking part in a range of extra-curricular activities such as clubs, visits and competitions. Clubs take place regularly at lunch-time and/or after school in a wide range of activities. The Science team offers individual support to students and organise a number of other activities, including trips to universities. The numerous lunchtime Science sessions tend to be focussed on preparation for examinations at key points within the year and it is the dedication of staff and students that have resulted in the outstanding Science results. We would welcome any contribution you could make to these activities at the Trust. Above all, we wish to appoint imaginative and enthusiastic teachers, who will be keen to work alongside a team determined to create an excellent Academy.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience.



Applications

For more information about Archway Learning Trust, please visit www.archwaytrust.co.uk . To apply for the role please download the 'Teachers Application Form' from the 'Vacancies' section on our website and submit to stoplis@bluecoat.uk.com clearly demonstrating your suitability for the role.

Closing Date: 12pm Thursday 28th March

Interview Date: Tuesday 2nd April

Vision and Ethos

The vision statement of the Trust demonstrates its Christian ethos and faith foundation.

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.

We believe:

- That a Christian ethos underpins and informs all that we do
- That the focus of the Trust is to promote collaboration between schools within a strategic locality in order to secure mutual improvement
- That through managed collaboration between academies there will be increased and improved opportunities for the development of all staff, students/children, parents and community
- In the development of a broad and balanced curriculum that supports young people's personal development and preparation for life
- That the family of academies within the Trust, working together, will secure continuity and progression for all
- That there should be high expectation for all children/students and young people whatever their circumstances or starting point and addressing disadvantage
- That, through its structures and work, the Trust can create and support effective Governance for all members
- That, through the Trust's work across its academies, expertise and capacity will be developed so that they can be supported with their development needs and economies of scale achieved

Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References

Job Description

POST TITLE:	Subject Development Lead – Physics
GRADE:	Leadership Scale
SALARY:	L8 – L12
RESPONSIBLE TO:	Assistant Principal – Science
RELATIONSHIPS WITH:	Heads of Science across the Trust Science colleagues Year Leaders Local community and educational providers SENCo/TAs Support staff Other teachers Parents

Introduction

The post of Subject Development Lead – Physics will provide additional capacity as the Trust continues to grow. The role will support the development of leadership potential in all staff as well as students and the post holder will have a track record of being judged personally as outstanding in the classroom as well as supporting others to improve.

The Subject Development Lead is responsible for developing best practice in Physics teaching and learning throughout the Trust alongside the Heads of Science. This involves the leadership and support of the staff as well as the management, organisation and administration of work where necessary. The Subject Development Lead has a duty to promote high quality in all aspects of the work of the team by maintaining high standards of achievement and ensuring that all students fulfil their potential through effective teaching, learning, and high expectations.

The Subject Development Lead is expected to contribute to developments in the Trust in a number of ways. These include:

- modelling best practice and outstanding teaching and learning
- coaching and supporting colleagues
- advising the Heads of Science on matters such as the curriculum and staff development
- undertaking monitoring, evaluation and review work as directed by the Senior Leadership Team or Heads of Science
- Building STEM work across the Trust

Each teacher is responsible for all aspects of teaching and learning for those classes and students assigned to them. This involves the organisation and administration of classes, the planning of lessons and teaching within faculty guidelines and schemes of work. Each member of staff has a responsibility to promote high quality throughout their work and that of the faculty, Academy and Trust as a whole. In particular it is important to maintain high standards of achievement and to encourage all students to fulfil their potential through effective teaching and high expectations.

In teaching at Archway Learning Trust importance is attached to:

- Team work
- Open consultation and participation in decision making
- Good communication
- A mutually supportive approach - sharing responsibility, success and problems
- Exercising positive leadership with students
- Maintaining high personal and professional standards
- Being forward looking and anticipating change

The successful candidate will work with students and teachers to improve Physics results by using research based innovative teaching, coaching or mentoring colleagues to improve the subject knowledge and pedagogy needed for their students to succeed and working with other organisations to provide excellent opportunities for our students.

Main purpose

To teach high quality physics lessons, support other teachers to do the same and continue to improve outcomes in Physics.

General Responsibilities

- Support the overall Christian ethos of the Trust.
- Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct
 - Extremism & Radicalisation Policy
 - Keeping Children Safe in Education (Part 1) Guidance
 - Safeguarding Policy and Training Slides
 - Whistleblowing Policy
 - IT Pack including Acceptable Use Statement
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall aims of the Trust and Academy Improvement Plans
- To develop and implement own professional development and skills
- To behave in a manner that is professional, friendly, fair with students and colleagues demonstrating and role modelling politeness and respectfulness
- To demonstrate an excellent record of attendance and punctuality
- Work cooperatively as part of the Trust wide staff team
- Undertaking any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.

Main Responsibilities

- Teach students of the full range of age and ability
- Contribute to the development of the Department's curriculum
- Attend and contribute to school assemblies and acts of worship, as applicable
- Follow Academy and departmental procedures on assessment, recording and reporting, including communication with parents at consultation evenings
- Take part in departmental activities such as field trips
- Act as form tutor to a group of students
- Model excellent teaching in at least one Academy in the Trust
- Provide strong leadership in Physics and directly line manage staff, as required
- Lead and develop high quality pedagogy in the Science departments
- Contribute to the improvement plans for each of the Science departments;
- Lead and deliver INSET as required;

- Co-ordinate STEM provision across the Trust including collaborative events
- Mentor NQTs/RQTs;
- Work with targeted groups of students;
- Coach staff to improve the teaching of Physics;
- Develop and embed teaching and learning initiatives;
- Run event for specific groups of students across the Trust, for example a physics masterclass;
- Research and evaluate effective innovative practices and share these;
- Develop high quality schemes of work;
- Support underperforming teachers;
- Organise activities with outside agencies;
- Carry out a share of supervisory duties in accordance with published rotas;
- Set and mark home learning in accordance with Academy and departmental policies;
- Participate in meetings with colleagues and/or parents/carers with regard to the above responsibilities;
- Leading and managing staff;
- Participation in whole Academy planning and policy making;
- Undertaking professional duties and tasks as reasonably delegated by the Principal;
- Implement whole Academy policy and practice;
- Contribute to whole Academy and wider community development;
- Working with Heads of Science to quality assure work across the Academy;
- Contribute to Leadership and strategic development;
- Liaise with appropriate agencies outside of Academy, e.g. LA advisors and inspectors, industry, business and the wider community.

Leadership of Staff

- Develop positive working relationships with and between all staff and provide and sustain motivation;
- Lead groups of staff in developmental activities, delegate appropriately and evaluate outcomes;
- Contribute to the implementation of the Trust's Appraisal policy;
- Support staff with matters of student behaviour and discipline;
- Contribute positively to the appointment, deployment and development of staff to make most effective use of their skills, expertise and experience and to ensure that all staff have a clear understanding of their roles and responsibilities.

Teacher Responsibilities

- Have a thorough and up to date knowledge of their subject(s) and should take account of wider curriculum developments that are relevant to their work;
- Consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs, including students with special educational needs, and high ability students. They should be aware of, and take proper account of the strategies agreed in IEPs (Individual Education Plans) and IBPs (Individual Behaviour Plans);
- Keep an attendance register of students in every lesson and follow up absence when necessary;
- Consistently and effectively use a range of appropriate strategies for teaching and classroom management;
- Consistently and effectively use information about prior attainment to set well-grounded expectations for students, and monitor progress to give clear and constructive feedback;
- Be able to make use of the performance data available in the Academy in order to determine how much progress their students are making;
- Take responsibility for their own professional development and use the outcomes to improve their teaching and students' learning;
- Make an active contribution to implementing the policies and aspirations of the Academy and Trust;

- Be effective professionals who challenge and support all students to do their best;
- Set and maintain high expectations for student behaviour;
- Set a good example to students, for example in terms of appropriate dress, standards of punctuality and attendance;

General Notes

- The aforementioned responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document and the Conditions of Service ("Burgundy Book") and are additional to the general duties and responsibilities of a Teacher;
- These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
- These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

Staff Conduct

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

Dress Code

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.
- Some functions within the Trust are required to wear uniform that will be supplied by the Trust.

Personal Specification – Subject Development Lead – Physics		
	<u>Essential</u>	<u>Desirable</u>
Qualifications	<ul style="list-style-type: none"> Relevant 'A' Levels (or equivalent) and degree; Qualified Teacher Status. 	<ul style="list-style-type: none"> Specialist Leader in Education (SLE) status Good honours degree (2:1 or better);
Experience	<ul style="list-style-type: none"> Relevant teaching experience; Experience of working with students of a wide range of abilities A Level teaching Experience of leading a staff team Demonstrate participation in continuing professional development 	<ul style="list-style-type: none"> Currently working in a UK secondary school Experience of working with schools other than your own Experience of working with outside agencies Experience of delivering staff training/CPD
Knowledge and understanding	<ul style="list-style-type: none"> An understanding of current educational developments and a clear grasp of issues relating to education in general and their subject specialism(s) The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) Statutory National Curriculum requirements at the appropriate key stage The monitoring, assessment, recording and reporting of pupils' progress The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection The positive links necessary within the Academy and with all its stakeholders Raising achievement for all learners 	<ul style="list-style-type: none"> Experience of raising the achievement in Science/Physics Experience of engaging reluctant students with Physics
Skills and Abilities	<ul style="list-style-type: none"> Ability to use innovative, active teaching methods; Excellent teaching skills; Ability to use ICT as a learning/admin tool; An ability to work in collaborative partnership with the full range of people associated with the Trust – staff, parents, governors, community, business, Diocese and LA Effective communication skills, written and verbal Good organisational skills Developing resources across the curriculum; Working with students with special needs or who are high ability Leading teaching and learning across all age ranges 	<ul style="list-style-type: none"> Commitment to offering effective extra-curricular activities Inspirational teacher Leading the implementation of new methods of teaching and learning
Personal Characteristics	<ul style="list-style-type: none"> An empathy for children from a wide variety of social and cultural backgrounds Ability to support the important Christian values of the Trust A willingness to work hard with enthusiasm and vision Tact and sensitivity Integrity and good judgement A sense of humour 	

	<ul style="list-style-type: none">• Confidence, independence and flexibility• Able to motivate self and others• Calm under pressure	
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