



Stour Vale Academy Trust

# REDHILL SCHOOL



**CANDIDATE INFORMATION PACK**

**Coordinator of KS3 Science TLR2b**

# ABOUT OUR SCHOOL

## KEY FACTS AND STATISTICS

Type of School	Academy (Member of Stour Vale Academy Trust)
Location	Stourbridge, West Midlands
Age Range	11–16 years
Gender	Co-educational
Headteacher	Mr J Clayton
Number of students	1,214
Number of teaching staff	69.1 (FTE)
Date school established	1976
Budget	£9.5m
Pupil Premium	25%
% of students with SEN in the school	15%
% of students on free school meals	25%

## ACADEMIC ACHIEVEMENTS

GCSE Results 2025	Attainment 8—Whole School 47.54
	Basics Standard (English and Maths 9-4) - Whole School 71.2%
	Basics Good (English and Maths 9-5) - Whole School 53.1%
	E Bacc (4+) - Whole School 47.3%
	E Bacc (5+) - Whole School 33.3%
	Data used from SISRA Analytics Collaborative Data 2025



# Message from the Headteacher



Dear Candidate,

Thank you for showing an interest in joining our wonderful school. Redhill School is a fantastic place to work and develop your future career. We are a school which places care and support at the heart of what we do. If you are successful, you will play a significant role in enhancing the exceptional Quality of Education and Pastoral support our school offers the children of Stourbridge.

Over the past 5 years we have increased in size, taking in additional students to meet the demand of the local community. We now have over 1200 students across years 7-11. We are ambitious and have high aspirations for our school. We aim to provide the best opportunities for all members of our school community. Our campus is well maintained and well resourced. We take great pride in all aspects of our school. Our children and staff deserve the best.

We are a school where children flourish in all aspects of their school life. We place a high importance on wellbeing. Our staff are supported with additional non contact time alongside time to attend family events and appointments. We also offer a wonderful CPDL programme with avenues for future career progression.

If this role is of interest to you and you would welcome further information then please contact us and we will answer any questions you have.

I look forward to hearing from you,

Best wishes

Jamie Clayton

Headteacher

## **About our School**

Redhill School continues to provide an excellent all round education for our students. Our 'Commitment to Excellence' shines through in all of our work, with our success being built upon the high quality of our teaching and excellent pastoral support. The comments in the last school OFSTED report, which recognised the impact of the outstanding provision within the curriculum for care, guidance and support, are still true today. Since this inspection the school has not in any sense stood still but has built upon its strengths to demonstrate that it is fully committed to continuous improvement to meet the new challenges.

If you aspire to make an impact on the lives of the students in our care, Redhill offers you a wonderful professional opportunity to work alongside an excellent team of staff. We are fully committed to ensuring that our school is a place of learning where people are happy, healthy and successful.

Redhill serves the town of Stourbridge with the current pupil numbers on roll being 1232. We have recently expanded our PAN to ensure we can meet the demand for places.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment. In 2018 we were successful in two CIF bids and the school estate and facilities have been well managed and are of high quality.

Redhill School is a great place to come to work. We have a full induction programme for new staff, who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but with staff as well. New staff will often be given a peer mentor to support them in their first year.

## **Safeguarding**

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

**To view Redhill School's Child Protection  
Policy please follow this link:**

**<https://www.redhill.dudley.sch.uk/policies>**

# Science Department

This is a fantastic opportunity to join a highly talented and successful department that consistently produces outstanding outcomes for students. Their passion and enthusiasm is continuing to drive the department forwards through curriculum and teaching. Developing teachers is at the heart of what we do at Redhill and this is never more apparent than in our Science department.

As a school we value Science and devote a significant amount of our curriculum to the subject. Students have a Science lesson everyday in KS4 in our modern purpose built Science Centre which contains 9 fully equipped laboratories. Each lab has an interactive whiteboard and ICT is embedded in the high quality teaching and learning within the department. The department is supported by 2 fulltime technicians, allowing our students to perform practical experiments on a regular basis.

The recently built Science Centre provides fantastic facilities for both staff and students. Staff have a spacious study area, with desktop computers to prepare learning materials. The current Science team have established an ethos and culture of support, collaboration, working together to plan aspects of the curriculum and sharing resources. This is supportive, and a great way to stretch and challenge colleagues at all levels.

All pupils follow AQA Science courses. We have a large number following Triple Science, with the remaining students following Combined Science. Results in Science are outstanding and reflect the culture of challenge and support within the subject area.

The department is highly supportive of one another. We set ourselves the highest standards and all members of the team have a real drive and passion for teaching. We are looking for a like-minded colleague to join us.

The post has arisen due to a member of staff moving into a different sector. This is an exciting time to be part of the leadership team that will build on the current excellent practice within the Science team.

The successful candidate will be ambitious, motivated and visionary. We are seeking a leader who strives to improve their practice. The successful candidate will also be driven to raise standards and ensure that our science curriculum and pedagogy is excellent. You will not only be able to work alongside our Co-ordinator of Science but also our KS4 Co-ordinator in order to lead others and bring about changes.

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The leadership structure in Science is below.

Please do not hesitate to contact the school if you have any questions.

Head of Science (CoLA) TLR1c	
Coordinator of Key Stage 3 Science TLR2b	Coordinator of Key Stage 4 Science TLR2b
Lead Teacher for Pedagogy TLR2a	

# JOB DESCRIPTION

**Job Title: Coordinator of KS3 Science TLR2b**

**Contract: Permanent**

**Salary scale: MPR/UPR + TLR2b (currently £5870)**

**Responsible to: Head of Science (CoLA)**

## **Job Description.**

To provide expert leadership of the KS3 Science curriculum so that all pupils — including disadvantaged and SEND learners — access a high-quality, ambitious, knowledge-rich curriculum that builds secure foundations for future learning. The postholder will ensure that foundational scientific knowledge is taught explicitly, checked systematically and secured before new content is introduced, enabling pupils to know more, remember more and do more over time. The role contributes directly to the school's high expectations for behaviour, attitudes, personal development and safeguarding, ensuring that the Science curriculum supports pupils to flourish academically and personally.

## **KEY TASKS AND RESPONSIBILITIES:**

### **Curriculum Leadership (Intent, Implementation, Impact)**

- Take strategic responsibility for the design, coherence and sequencing of the KS3 Science curriculum.
- Ensure the curriculum identifies and prioritises foundational scientific knowledge that all pupils must secure before progressing.
- Lead the development of curriculum sequences that build knowledge cumulatively, revisiting and deepening key concepts over time.
- Ensure curriculum planning reflects national developments, disciplinary knowledge, working scientifically and the needs of Redhill pupils.
- Establish systems for systematic checking of prior knowledge, ensuring misconceptions are identified early and addressed before new content is introduced.
- Ensure curriculum adaptations for SEND pupils are effective, evidence-informed and aligned with EHCPs.
- Work with the Science CoLA to ensure curriculum documentation is clear, accessible and supports consistent delivery across the department.
- Evaluate curriculum impact through assessment outcomes, pupil work, lesson visits and student voice, identifying strengths and areas for development.

### **Assessment and Progression**

- Lead the development of valid, reliable and manageable assessment approaches that support learning and avoid unnecessary workload.
- Ensure assessments check whether foundational knowledge is secure before pupils move on.
- Oversee the tracking and analysis of KS3 progress, identifying gaps for individuals and groups (including disadvantaged pupils) and coordinating timely intervention.
- Meet regularly with the Science CoLA to report on attainment, progress and curriculum impact, including intent, implementation and impact.
- Use assessment information to identify patterns of misconception and lead responsive curriculum or pedagogical adjustments.

### **Teaching, Learning and Pedagogy**

- Support colleagues to deliver consistently high-quality teaching aligned with whole-school frameworks and evidence-informed practice.
- Promote teaching approaches that make foundational knowledge explicit, reduce cognitive overload and support pupils in building secure schema.

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## **TEACHING, LEARNING AND PEDAGOGY CONT...**

- Lead the use of retrieval practice, modelling, guided practice and diagnostic questioning to ensure pupils retain and apply core scientific ideas.
- Assist the Science CoLA with quality assurance across the department through learning walks, book looks and student voice.
- Provide coaching, mentoring and collaborative planning opportunities to support colleagues' professional growth.
- Engage in regular CPLD and contribute to the development of teaching and learning pedagogy across the department.

## **BEHAVIOUR AND ATTITUDES**

- Contribute to a calm, purposeful learning environment by ensuring routines, expectations and behaviour systems are implemented consistently across KS3 Science.
- Work with pastoral teams to support pupils' attitudes to learning, attendance and engagement.
- Promote high expectations for conduct, effort and participation in Science.

## **PERSONAL DEVELOPMENT AND WIDER OPPORTUNITIES**

- Ensure the KS3 curriculum supports pupils' character development, SMSC, British Values and understanding of science in the real world.
- Provide opportunities for pupils to engage in enrichment activities such as STEM clubs, competitions, trips and partnerships with external organisations.
- Promote cross-curricular links with other STEM subjects.
- To foster and promote links with other schools locally, nationally and internationally.

## **LEADERSHIP AND COLLABORATION:**

- Be a collaborative, strategic and supportive member of the Science Leadership Team.
- Contribute to the development and consistent implementation of whole-school policies that promote high achievement, inclusion and curriculum coherence.
- Provide opportunities for staff to develop leadership skills, independence and confidence.
- Support the induction of new staff and contribute to a culture of professional growth.
- Contribute to the School Improvement Plan and the annual cycle of related documentation.

## **CAREER AND PROFESSIONAL EXPERTISE DEVELOPMENT:**

- To pursue personal and professional development opportunities to meet the changing demands of the role.
- To engage in cross-school events and strategies in order to foster greater awareness of whole school strategic planning.
- To take part in relevant development programmes in order to develop expertise and plan for future promotion.

## **OTHER DUTIES:**

- To carry out a share of supervisory duties in accordance with published rotas.
- To participate in the school performance management arrangements as appropriate.
- To adhere to published school policies and procedure.
- To attend regular meetings with the allocated line manager.

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Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.

This job description may be amended at any time following discussion between the head teacher and member of staff, to be reviewed annually.

# PERSON SPECIFICATION

Criteria	Essential	Desirable
<b>Training and Qualifications</b>	<ul style="list-style-type: none"> <li>• QTS</li> </ul>	<ul style="list-style-type: none"> <li>• Honours degree</li> </ul>
<b>Abilities and skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate a clear understanding of teaching strategies and curriculum within the context of a secondary school</li> </ul>	<ul style="list-style-type: none"> <li>• Confident and competent user of ICT</li> <li>• Commitment to further professional development and progression</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful experience of teaching in both KS3 and KS4</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Thorough subject understanding</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A knowledge of equality and diversity issues</li> <li>• Emotional self-awareness</li> <li>• Accurate self-assessment</li> <li>• Self-confidence</li> <li>• Empathy</li> <li>• Organisational awareness</li> <li>• Service orientation</li> </ul>	



**REDHILL SCHOOL**  
**Junction Road**  
**Stourbridge**  
**West Midlands**  
**DY8 1JX**

**01384 816355**

**[www.redhill.dudley.sch.uk](http://www.redhill.dudley.sch.uk)**

**[www.svat.org.uk](http://www.svat.org.uk)**

**For an informal discussion or to visit the school please contact:**

**Mr J Clayton, Headteacher**

**[jclayton@redhill.dudley.sch.uk](mailto:jclayton@redhill.dudley.sch.uk)**

**Mr Clayton is happy to respond during the Easter holiday.**

**Or Dr L Hughes, Head of Science**

**[lhughes@redhill.dudley.sch.uk](mailto:lhughes@redhill.dudley.sch.uk)**

**Please apply via My New Term**

**CLOSING DATE: Friday 17 April 2026(9am)**

**INTERVIEWS: Thursday 23 April 2026**

**All candidates are subject to safer recruitment procedures.**

**Stour Vale is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.**

**We are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010.**