



Stour Vale Academy Trust

REDHILL SCHOOL



CANDIDATE INFORMATION PACK

Teacher of Science

ABOUT OUR SCHOOL

KEY FACTS AND STATISTICS

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|--------------------------------------|--|
| 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 | <p>Attainment 8—Whole School 47.54</p> <p>Progress 8—Whole School 0.22 (2024)</p> <p>Basics Standard (English and Maths 9-4) - Whole School 71.2%</p> <p>Basics Good (English and Maths 9-5) - Whole School 53.1%</p> <p>E Bacc (4+) - Whole School 47.3%</p> <p>E Bacc (5+) - Whole School 33.3%</p> <p>Data used from SISRA Analytics Collaborative Data 2025</p> |
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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.

JOB DESCRIPTION

Job Title: Teacher of Science

Contract: Permanent

Salary scale: ECT/MPR/UPR

Responsible to: Head of science

Core Requirements of the Post

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- Inspire trust and confidence in pupils and colleagues;
- Build team commitment with colleagues and in the classroom engage and motivate pupils;
- Demonstrate analytical thinking;
- Improve the quality of pupils' learning;
- Contribute to the school improvement / development planning and promote the learning priorities of the school SDP;
- Contribute to the development and / or implementation of school policies;
- Use the performance management process to advance pupil learning and enhance professional practice in line with the school's aspirations and priorities;
- Have lead responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and / or maintenance;
- Promote the wider aspirations and values of the school.

Areas of Responsibility and Key Tasks

Planning, Teaching and Class Management

- Teach allocated pupils by planning their teaching in order to achieve progression in learning;
 - Understand and apply effective classroom management;
 - Understand and apply a range of teaching strategies;
 - Positively target and support individual learning needs;
 - Maintain high levels of behaviour and discipline;
 - Effectively use homework and other extra-curricular learning opportunities;
 - Demonstrating appropriate consistent progress for pupils:
 - across all teaching areas
 - across all spectrums of background, ability and behaviour that compares favourably with pupils in similar settings;
- Effectively manage other adults in the classroom.

Monitoring, Assessment, Recording, Reporting

- Use performance data to evaluate pupils' progress and set appropriate targets for improvement;
- Use assessment to inform planning and teaching; report on progress to all stakeholders.

Pastoral Duties

- Be a form tutor to an assigned group of students;
- Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole;
- Liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system;
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life;
- Contribute to the preparation of Action Plans and progress files and other reports;
- Alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;
- Communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff;
- Contribute to the PSHE curriculum according to school policy.

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;
- Maintain an up to date knowledge of good practice in teaching techniques;
- Know subject(s) or specialism(s) to enable effective teaching;
- Take account of wider curriculum developments;
- Incorporate national strategies in all teaching;
- Communicate learning objectives;
- Contribute positively and effectively to the Every Child Matters agenda
- Undertake professional development to enhance teaching and pupils' learning, and
 - apply outcomes and identify impact
 - share outcomes with colleagues
- Take responsibility for professional learning.

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



REDHILL SCHOOL
Junction Road
Stourbridge
West Midlands
DY8 1JX

01384 986351

www.redhill.dudley.sch.uk

www.svat.org.uk

For an informal discussion or a tour of the school please contact:

Dr L Hughes, Head of Science

(lhughes@redhill.dudley.sch.uk) or call 01384 986351

Please apply via My New Term

<https://www.redhill.dudley.sch.uk/new-jobs>

CLOSING DATE: Friday 17 April 2026 (9am)

INTERVIEWS: Friday 24 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.