



ORMISTON  
SIX VILLAGES  
ACADEMY



# Head of Science

**TLR 1B (£12,494)**

**(for January 2027 or sooner)**

**Candidate Pack**

**Principal: Mr Paul Slaughter**

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*“Outcomes for pupils across the school are now good and improving.”*

Ofsted, September 2017

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*“Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress...”*

Ofsted, September 2017

## *We believe in the limitless potential of every young person we serve...*

As Principal of Ormiston Six Villages Academy, I would like to extend a very warm welcome to you. This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. In September 2017, Ofsted granted Six Villages a rating of 'Good' in all categories and the Ofsted November 2022 inspection confirmed our academy is consistently good in all categories.



We are seeking to recruit a well-qualified and experienced **Head of Science**. You will lead and manage the science department, planning and delivering high quality lessons and achieving excellent results for our students, instilling in them a love for science and a desire to learn. You will have expert subject knowledge and the ability to effectively manage and develop our team of science teachers. You will have drive, energy and the vision and determination to ensure all our students make progress every lesson.

You will join a dedicated and collaborative department committed to producing the highest quality work, achieving high academic standards and you will promote eagerness to contribute to the extracurricular work and wider life of the academy. The successful applicant will also be capable of developing staff within the department and shaping the direction of training of the department, fostering a culture of high expectations and high aspirations in all learners.

Committed to raising standards, you will have experience of leading and managing a curriculum area, will have taught science with consistently strong outcomes and will possess the skills and determination to make a difference to the lives of the community we serve.

This role would suit a candidate who has the ability to lead and motivate and has strong commitment to ensure all students achieve excellent examination results. This post would suit an experienced Head of Department looking for a further leadership challenge or equally an experienced Second in Department ready to progress their career to department headship. For the right candidate, a whole school development opportunity may be agreed at interview.

### **Benefits of working for Ormiston Six Villages include:**

- pension
- free on-site parking and free tea and coffee making facilities
- comprehensive CPD provision
- loyalty deals in staff canteen
- membership to DAS
- 20% discount on childcare fees at Potter's Houses
- discount at Specsavers
- cycle to work scheme
- discount at Virgin Atlantic

This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. We aim to stretch, to stimulate and grow a love of life-long learning. We know that academic achievement of the highest order is within our reach and we strive to become a truly exceptional academy.

With this in mind we are looking for exceptional professionals to join our staff body who demonstrate the ability to achieve outstanding student outcomes and make a significant difference to the lives of the young people at Six Villages. The academy offers an excellent induction. We actively promote continuing professional development and encourage staff to pursue enhancement programmes. To further your insight into our academy, please take a tour of our website at [www.ormistonsixvillagesacademy.co.uk](http://www.ormistonsixvillagesacademy.co.uk)

I would welcome an opportunity to meet with you before interview to enable you to meet our students, share in some of their learning and gain an understanding of our ethos and aims. Tours are strongly encouraged to see the

academy in action. To further your insight into our academy, please take a tour of our website at [www.ormistonsixvillagesacademy.co.uk](http://www.ormistonsixvillagesacademy.co.uk). If you have any further queries or wish to arrange a tour of the academy, then please do not hesitate to contact Mrs Canadas, Administration Manager, on 01243 546802 or by email [ccs@ormistonsixvillages.org.uk](mailto:ccs@ormistonsixvillages.org.uk).

If you would relish the opportunity of working with us, then we would welcome your application. We reserve the right to close this vacancy or interview early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible. Your application should include a section explaining your interest in this post and why your qualifications, professional experience and knowledge, professional expertise and personal attributes are relevant to this appointment.

I look forward to reading your application.

A handwritten signature in blue ink, appearing to read 'Paul Slaughter', with a stylized flourish extending to the right.

Paul Slaughter  
**Principal**

*The academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. All successful appointments will be subject to suitability checks in accordance with KCSIE, including identity, Right to Work, qualifications, online searches, prohibition check, two references and enhanced DBS check including Children's Barred List.*

# Job Description

## The Role

- To ensure high standards of Teaching and Learning within the Department
- To lead the development of the curriculum and assessment framework
- To be held accountable for the progress of all students in learning across the school
- Constantly improve the quality of teaching and learning, where necessary holding teachers to account
- Lead the design and implementation of the curriculum and assessment including controlled assessment and examinations
- Be a role model of outstanding teaching in the department, to ensure effective student learning in the subject and to achieve excellent results for the students.
- To be a role-model and impact positively on the academy more widely.
- Coach teachers in the department using frequent observations and drop ins to drive development.

## Key Responsibilities

- Teach and model for others engaging and effective subject teaching that motivates, inspire and improves student attainment.
- Secure academic outcomes in line with the targets set through the academy's target setting policy.
- Plan and implement a subject curriculum that ensures coherence and progression in the teaching of key subject knowledge, skills, understanding and concepts.
- Monitor, evaluate and continually improve the quality of planning, teaching and assessment of all members of the subject team.
- Lead the assessment process in the subject team ensuring accurate measurement of subject standards in all year groups at all summative assessment points.
- Analyse student performance data and respond to the outcomes of assessment to ensure appropriate planning, teaching and interventions are in place to keep all students on track to achieve their targets.
- Lead the professional development of others in the subject teams to be highly effective practitioners.
- Monitor the practice of all members of the subject teams to ensure they are following all areas of subject and academy policy accurately and appropriately.
- Review and refine the curriculum, planning, teaching and assessment in the subject teams on a regular cycle to continually improve the subject outcomes.
- Regularly monitor the quality of teaching in line with academy expectations and provide effective feedback and coaching to individuals to ensure subject teaching continually improves.
- Line and performance manage all members of the subject teams as per the academy policy and take necessary corrective action where there is any ineffective practice.
- Manage allocated budgets effectively and stay within set budget allocation.
- Create an orderly subject environment in which the academy's culture and ethos is upheld.
- Respond to and resolve parent queries in a timely manner.

## Leadership of the subject

- Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments.
- Produce half termly assessments with mark schemes.
- Ensure assessments are moderated internally and externally.
- Ensure end of year assessments reflect each student's overall level which is both externally valid and provides an accurate baseline for the next academic year.
- Analyse progress and attainment data to make data-driven changes to curriculum design, and student interventions.
- Work in collaboration with classroom teachers and Inclusion Coordinator to ensure students receive high quality interventions.
- Through regular observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons.
- Ensure that classroom teachers are utilising best pedagogical practice for their subject.
- Conduct half termly evaluations of the quality of teaching and learning of individual classes and as a

department, agreeing implementing and holding teachers to account to change to teaching and learning.

- Create and sustain a positive department culture, where teammates feel collectively supported and developed.
- Attend LGB meetings as needed to advise, report, and support committees.
- Be prepared to meet with the Senior Leadership Team as required for planning and review purposes.

## **Teaching and Learning**

- To plan and prepare effective teaching schemes of work and lessons.
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment.
- To use regular assessments to monitor progress and set targets.
- To respond accordingly to the results of such monitoring to differentiate intervention.
- To utilise a full range of assessment strategies.
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements.
- To promote reading, teach literacy and numeracy skills.

## **Academy culture**

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the academy.
- To help develop an academy culture and ethos that is utterly committed to achievement.
- To demonstrate a commitment to equality of opportunity for all members of the academy's community.
- To actively promote the academy at all times.
- To contribute to discussions at meetings.
- To contribute to the writing and implementation of the Academy Improvement Plan.
- To be active in issues of student welfare and support.
- Development and implementation of policy across the school.
- Leadership and training at whole school level.

## **Other**

- Make a significant contribution to the academy's Self Evaluation process
- Make a significant contribution to the development, evaluation and review of all policies that relate to learning and teaching across the academy
- To be a form tutor and deliver tutorial sessions to the form group
- To undertake other various responsibilities as directed by the SLT line manager or Principal
- To undertake the main professional duties of a teacher as set out in the OAT pay and conditions of service document
- To meet the expectations of all staff as laid out in the Staff Code of Conduct
- To uphold all academy policies with consistency and diligence
- To undertake continual professional development

## Person Specification

Qualifications criteria	Essential/ Desirable	Assessed through
Qualified to degree level and above	E	Application/certificates
Qualified to teach and work in the UK	E	Application/certificates
Child protection training	E	Certificates
<b>Knowledge &amp; Skills</b>		
Up to date knowledge in the subject areas	E	Application/interview
Understanding of outstanding teaching and learning strategies	E	Application/interview
Understanding of how to raise attainment	E	Application/interview
Up to date knowledge of safeguarding best practice and procedures	E	Application/interview
Demonstration of strong track record of raising achievement	E	Application/interview
Ability to coach and develop staff	E	Application/interview
<b>Experience</b>		
Experience of delivering consistently outstanding lessons to students of all ages and abilities	E	Application/interview
Experience of leading, coaching and managing staff	E	Application/interview/references
Experience of raising attainment across all vulnerable groups	D	Application/interview/references
Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and teaching resources	E	Application/interview/references
Experience of implementing behaviour management strategies consistently and effectively	E	Application/interview/references
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	Application/interview/references
Experience of leading successful enrichment and extra-curricular activities which inspire and motivate learners	D	Application/interview
<b>Behaviours</b>		
Passion for the subject	E	Interview
Effective team worker and leader	E	Application/interview
Evidence of successful leadership of others	E	Interview
Effective and motivational management style that encourages participation, innovation and confidence	E	Application/interview
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	E	Application/interview
Excellent communication, planning and organisational skills including the ability to resolve conflict	E	Application/interview
Demonstrates resilience, motivation and commitment to driving up standards of achievement	E	Application/interview
Motivation to continually improve standards and achieve excellence	E	Application/interview
Ability to establish curriculum development, assessment, coordination and coaching	E	Interview
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E	Application/interview
Act as a role model to staff and students	E	Interview
Can skilfully manage and maintain effective working relationships with parents and other stakeholders	E	Application/interview

# About Ormiston Academies Trust

## Work where it matters most, achieve what matters more

Be part of a team where passion meets purpose, as we work together where the challenge is greatest, to change the lives and build the futures of children and young people.

Ormiston, where every member of staff enjoys...

- The opportunity to build on the legacy of those who came before – being part of one of the longest standing trusts, created with the sole purpose of enabling children and young people to thrive
- Working for a Trust nationally recognised for its impact on disadvantaged children – a rewarding, stimulating career where staff are challenged to be the best they can be, for the pupils we are proud to serve
- Being part of a team and community where you belong – being part of a well-resourced and ambitious network of experts and professionals that work at the heart of communities
- A supportive environment to grow your career – an extensive professional development programme, alongside flexible working arrangements and generous benefits

## Why work for Ormiston?

Our vision is for a school system where every child thrives, regardless of background. Our people are at the heart of our approach – they are our greatest asset.

We exist to provide the best learning opportunities every day, in every school for every child. It is the people and teams in our Trust who make this a reality and ensure we have the greatest impact. If you join us at Ormiston, whatever your role, your work will have purpose and meaning.

## A culture that inspires

We are values-led and care deeply about the pupils in our schools.

Our Trust values are woven through everything that we do:

- **Ambition:** we believe everyone can achieve and we aspire for excellence in all we do
- **Learning:** we are always learning and see development as the route to improvement
- **Perseverance:** we embrace challenge and learn through doing difficult things
- **Collaboration:** we achieve more through working together
- **Inclusion:** we break down barriers to learning and participation

Our culture, underpinned by our values, is supported by:

- Promoting a supportive culture that values honest, sometimes challenging, feedback as an opportunity for learning and growth
- Ambitious goals for all pupils and staff
- A sense of belonging and a collective attitude of achieving more together and delivering excellence
- A dedicated survey where we listen carefully and respond to the views of staff
- Regular exposure to the Trust's Senior Leadership Team, for learning and support
- Regular internal communications, including newsletters, which include updates from our CEO
- A focus on collaboration, best practice and sharing of expertise

## Benefits that care for you

We value hard work and dedication and we're committed to ensuring you are supported, both professionally and personally, so that you can make the most impact for the children and young people in our schools.

Alongside nationally agreed terms and conditions, we offer a generous benefits package. This includes:

- Generous pension and life cover
- Access to health and wellbeing programmes, including counselling service
- Discounts on retail, travel and leisure through our benefits platform
- Free and confidential legal, tax and health 24/7 helpline
- Cycle to work scheme
- Automatic pay progression
- Flexible working arrangements
- And much more as part of a leading multi-academy trust

## **Professional development that supports your growth**

At Ormiston we invest in you. With learning as one of our core values, we see it as the pathway to continuous improvement and have designed our sector-leading professional development programmes to support your ambitions and unlock your potential. From bespoke career pathways to opportunities for leadership development, we help you achieve your goals:

- National conferences with inspiring speakers and workshops
- Access to subject experts and lead practitioners who share best practices across the Trust
- Trust-wide inset and staff development days in addition to academy scheduled training days
- Career-advancing initiatives such as NPQs, apprenticeships and professional development plans

Complementing our formal approach, we embrace our identity as a learning organisation by encouraging staff to take ownership of their professional development, recognising everyday moments as opportunities to learn and grow. We foster a culture where honest feedback is freely given and openly received.

## **Equality, diversity and inclusion**

We are proud to be a values-led and performance-driven organisation and we're creating an inclusive environment where everyone can thrive. We are committed to attracting and retaining diverse talent, fostering belonging and supporting all staff to succeed – helping to meet our overarching purpose of making a difference for every child and young person that we support.

## **Ready to join us?**

If you're passionate about making a difference and want to thrive in a values-led, performance-driven environment, we would welcome an application from you. To apply for the role, please submit an application via the link. Please note that CVs are not accepted.

***“Leaders and staff set high expectations for pupils’ learning, including those pupils with special educational needs and/or disabilities (SEND)...the school is a calm, orderly place... there is a strong sense of community in this friendly and inclusive school...pupils learn to become responsible, respectful citizens”***  
**Ofsted, November 2022**

*“If we can create a culture where every teacher needs to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve..”*

**Dylan William**

## *Your* CPD

High quality Continuing Professional Development is at the heart of Ormiston Six Villages Academy where staff feel nurtured, developed and can contribute to the development journey at the Academy.

We aim to develop our staff professionally and personally and our CPD is highly tailored to developing or enhancing the skills, knowledge and professional practice of each individual member of staff. A dedicated senior leader tracks the CPD and evaluates its impact to ensure that the needs of colleagues are met.

We believe that staff should have access to supportive and nurturing CPD at every stage of their professional career that adds value to the individual and their contribution to the academy. We actively promote and encourage staff to pursue:

- research engaged learning and development opportunities
- peer to peer networking with local teaching alliances
- online courses, for example webinars and podcasts
- observations - we highly encourage an open door culture where best practice is shared through a collaborative team approach
- attending conferences
- regular teaching and learning training sessions and workshops which are highly engaging and tailored to the needs of the teaching body; staff are also encouraged to lead sessions.
- supportive and thorough induction for ECTs and all new staff ensuring a smooth transition into Six Villages