



The Collegiate Trust
Exceptional Education for All

TEACHER OF SCIENCE

Information for Applicants

Location	The Collegiate Trust (at any of our schools based in the Crawley and Croydon areas)
Required	January 2024 or sooner
Terms	Full time, permanent
Salary	TCT1 £34,513 – TCT14 £51,179 (Consideration of Advance Practitioner Range, TCT 15 – 18, for exceptional candidates, and additional TLR for those who may suit a science lead position)
Closing date	9.00am, Monday 27th November 2023



Welcome

Dear Applicant

Thank you for your interest in the post of *Teacher of Science* with *The Collegiate Trust*. I hope that this information pack will help you to learn more about our fantastic Trust and that you will be excited about the prospect of joining us.

The Collegiate Trust is an ambitious family of schools and a dynamic place to work. Our mission is to collaborate in order to deliver an *exceptional education for all* and our culture of ambition is focussed clearly on our people and their learning. It is this culture which leads to the high academic standards and the enviable reputation that *The Collegiate Trust* is known for. I am very proud of what we do and what we have achieved at the Trust, and I hold the highest aspirations for what we will do and achieve in the future.

We are looking to appoint an inspirational teacher of science to deliver our ambitious science curriculum to pupils across the Trust, in particular in Key Stages 3, 4 and 5. This is an exciting opportunity to work across a variety of Good and Outstanding schools, delivering first class science lessons to our bright, well-motivated pupils. You will work with a variety of secondary aged children, delivering a varied and rich timetable of science lessons. At KS3, this would be all 3 sciences. At KS4 and 5, this is more likely to be within your specialism.

Are you someone who is a great people person? This will enable you to work flexibly across different schools, engaging with different teams and classes, depending on school needs. Secondments are likely to be a full timetable at one school for a fixed period (up to a year), but it may be that we offer a split timetable across two schools. We would not require teachers to teach across more than two schools at a time.

We are looking for the right fit: a great teacher who shares our values and aspirations for pupils. Depending on your experience and skills, we will consider the appropriate level of responsibility for your role. You would report to the Science leader in the school within which you are based, who would provide professional coaching and leadership. You would also receive professional leadership from the Director of School Improvement for Science. For a more experienced colleague joining us to this exciting role, perhaps someone who is given leadership responsibility, you may report to a school-based senior leader. We are approaching this search for our ideal candidate with an open mind and welcome discussions about suitable opportunities that candidates might wish to explore.

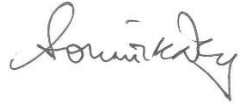
Whether you are at the very beginning of your career or are looking to develop your experience, *The Collegiate Trust* is a great place for professional growth. ECTs benefit from a paid induction period, prior to appointment, and a well-established programme of support throughout the year. More experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development. Our aim in all appointments is to welcome colleagues who will share our aspirations and make a major contribution to building the best life chances for our students.

I would be delighted to receive an application from you if, upon consideration, you feel that this role and our Trust may be right for you. To apply, please complete the form on our website <https://tct-academies.org/vacancies/>, attaching where requested a statement of no more than two sides of A4,

identifying clearly how you meet the person specification. If you have any queries or would like an informal discussion about the role, please contact Katie.Turner@tct-academies.org

I look forward to hearing from you.

Yours sincerely



Mr Soumick Dey
Chief Executive Officer



Information about *The Collegiate Trust (TCT)*

MISSION: *Collaboration to deliver an exceptional education*

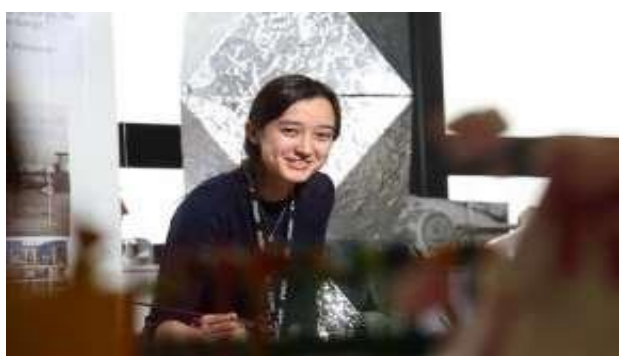
VISION: *Exceptional Education for All*

TCT has grown out of Riddlesdown Collegiate, a large, outstanding (OFSTED, March 2023) secondary school in Croydon with a longstanding reputation for high standards and an exceptional education. Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. The planned addition of a further secondary school in Autumn 2023 will bring our Trust to c.7000 pupils and c.1000 employees.

School	Range	Date joined	Roll	Principal	OFSTED
Riddlesdown Collegiate	11-18	founding school	2063	Dr Parimal Bhatt	Outstanding
Gossops Green Primary	4-11	1.11.2016	594	Mrs Sarah Dunne	Good
Waterfield Primary	3-11	1.3.2018	390	Mr James Purveur	Good
The Quest Academy	11-18	1.6.2018	974	Mr Andy Crofts Mr Tom Beecham	Good
Quest Primary	3-11	1.9.2018	206	Mr Andy Crofts Miss Jo Stawman	Good
Courtwood Primary	4-11	1.9.2018	213	Mrs Natasha Grant	Good
Kenley Primary	4-11	1.9.2021	196	Mrs Katie Turner Mrs Jacki Keogh	Good
Woodcote High School	11-18	1.4.2023	1273	Ms Kirstie Woodcock	Good

Each school within the Trust is supported by our Central Team who work with Principals and their teams on school improvement, teaching and learning, finance, facilities and operations, IT, HR and governance issues. This support allows the Principal and Local Governing Body (LGB) to focus on delivering the highest standards in their school. The LGB works to a *Scheme of Delegation* approved by the Trust's Board of Directors.

Our culture of ambition is clearly focussed on our PEOPLE and their LEARNING. We support all members of our team to do the best job they can by ensuring high quality professional development in a healthy workplace environment where wellbeing is seen as an essential requirement for success.



Why Work With Us?

The Collegiate Trust is an exciting, fast-paced group of schools committed to progress, collaboration and excellence for all – staff and students alike. We are a dynamic and expanding trust of eight schools (three secondaries with Sixth Form provision, and five primaries) with numerous and diverse career opportunities for both new and existing staff.

As part of the Trust's Growth Strategy, we are developing successful and thriving Network Hubs. As a science teacher or leader, you would be able to benefit from the work of the Science Network Hub, our team of science specialists who lead science across our primary and secondary schools. With professional leadership and guidance from the Director of School Improvement for Science, colleagues explore, evaluate and develop the most impactful and innovative approaches to delivering a quality science curriculum and develop an excitement and passion for science amongst our learners.

All staff and governors, at every level of their career, in both teaching and business support functions, have an equal entitlement to Continuous Professional Development (CPD). This promotes, develops and supports staff in their shared commitment to lifelong learning. Results are reviewed and evaluated regularly in order to support further development of our CPD programme and drive constant improvement.

Through expert facilitation, Trust-wide collaboration, inter-school networking, and our extensive CPD programme, every member of staff has the opportunity to make substantial contributions to the development of the curriculum, pedagogy and delivery of business services, whilst improving their own prospects of career progression.

We are committed to:-

- facilitating **career progression**
- offering **excellent professional development**
- providing **opportunities to lead**
- extending **support from Trust experts**
- developing **collaborative opportunities** to generate new and next practice

Other tangible benefits of working within a TCT school include¹:-

- ✓ Exceptional performance rewards
- ✓ Cutting-edge technology provision
- ✓ Staff Diner (delicious hot and cold meals every day)
- ✓ Free use of Fitness Suite
- ✓ Other fitness and wellbeing activities, e.g. Staff Football, Yoga, Spin, Staff Choir
- ✓ Free Flu Vaccination available
- ✓ Free Microsoft Office apps
- ✓ Potential for rapid pay progression on The Collegiate Trust scale
- ✓ Contribution to cost of Masters in Education
- ✓ Superb ECT Induction Programme including two-week paid training in June/July
- ✓ A designated delivery partner for the National Professional Qualifications (NPQs)

¹ At the time of publication, not all benefits available at every TCT school.

- ✓ In partnership with St Mary's University, facilitating the delivery of the MA Education, Leading Innovation and Change

Individuals who are successful in their application to The Collegiate Trust join us at an exciting time. In return for the opportunity to be part of our Trust, we ask that all joining members of staff share in our vision of "Exceptional Education For All" and are motivated to work continuously towards developing their own professional excellence.

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including online checks, checks with past employers and the *Disclosure and Barring Service*. Appointment will be dependent upon further health, medical and attendance checks.

Job Description

Scale: TCT1 – TCT14 (Consideration of Advance Practitioner Range, TCT 15 – 18, for exceptional candidates and additional TLR for those who may suit a science lead position)
Contract: Full Time Permanent
Hours (may be flexible): 36 hours per week
Location: As required at schools within The Collegiate Trust

Reporting to: Science Leader in the secondment school and the Director of School Improvement (or for a candidate who takes on leadership responsibility, you may report to a school leader in the secondment school).

Purpose of the Post: To work across TCT schools through a series of fixed secondments (of no more than 2 schools at once), delivering science lessons to pupils across the Trust in Key Stages 3, 4 and 5.

PRINCIPAL ACCOUNTABILITIES

Curricular Leadership

- i. To teach an agreed timetable through designated secondments to secondary schools throughout the Trust.
- ii. To teach KS3, 4 and 5 Biology, Chemistry and/or Physics
- iii. To prepare and deliver effective lessons, ensuring regular assessment informs all aspects of planning.
- iv. To contribute fully to collaborative development and improvement within the subject area across *The Collegiate Trust*

Pastoral Leadership

- i. To be a form tutor within the secondment school, monitoring and supporting the academic and social development of members of a Tutor Group.
- ii. To undertake duties at the direction of the Principal of secondment school.
- iii. To promote and safeguard the welfare of all children and/or young people for whom you are responsible or with whom you come into contact with.

Professional Leadership

- i. To participate in all performance management processes.
- ii. Through line management arrangements, ensure professional developments needs are identified and addressed.

Person Specification

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Qualifications
Good honours degree
Qualified Teacher Status
Experience
Effective working with young people of a range of ages and abilities
Evidence of making an effective contribution to a team
Skills and Attributes
Ability to deliver high quality learning over time to all students in the subject area
Ability to travel between schools
Ability to be an effective Tutor
Capacity to work alongside colleagues, contributing effectively to teams
Ability to quickly establish and maintain positive relationships with students, staff and families
Understanding of safeguarding issues and promoting the welfare of children and young people
Well-developed communication skills, including high level of written and oral literacy and competent ICT use
Suitability to work with children
Potential for professional progression
Commitment to extra-curricular activities

The Collegiate Trust
Honister Heights, Purley, CR8 1EX
www.tct-academies.org



The Collegiate Trust

Exceptional Education for All

Our Partnership of Schools

The Collegiate Trust exists to improve education in Croydon, Crawley and the surrounding areas. Our schools choose to work together because of their shared values, an alignment in their approaches to delivering an exceptional education and a common culture of ambition that is focussed on PEOPLE and LEARNING. Collaboration within our forward-thinking family of schools is key to our success.

Our Vision

Our vision for The Collegiate Trust is to deliver **Exceptional Education for All** in safe and nurturing environments. Such an exceptional education has three features:

- A **rigorous academic education** which makes sure young people have a rich understanding and knowledge of a wide and relevant curriculum
- A set of **creative and cultural learning experiences** which involves all young people in (and develops an appreciation and understanding of) the creative, performing and physical arts
- The building of **personal qualities and skills** through the rich curricular and extra-curricular work in the school and beyond, developing successful adults who respect each other and their surroundings



Schools in The Collegiate Trust...

- are happy places to work, learn and grow
- value **Partnership**, promote **Progress** and focus on the **Preparation** of young people for the future
- maintain a strong individual identity within our family of schools
- work collaboratively to improve the quality of education and the learning experiences that we provide
- drive forward standards and improve outcomes under a well-supported Principal and a strong Local Governing Body
- achieve value-for-money on highly cost-effective services delivered through the Trust
- deliver our mission of **Collaboration to Deliver Exceptional Education**
- achieve our vision of **Exceptional Education For All**

