



Education  
Partnership  
Trust

High Expectations • Commitment • Ambition

# Candidate Information Pack

Science Teacher

The Heights Burnley





## A message from the Headteacher

Thank you for expressing an interest in the position of Science Teacher at The Heights, Burnley.

This is a special opportunity for an outstanding, ambitious and dynamic teacher to join a recently opened school at an exciting stage of its journey.

We are an age 5-16, 150 place alternative provision school in Burnley. The Heights, Burnley is a thriving, ambitious community that places the best interests of young people at the heart of everything we do. We are part of the Education Partnership Trust (EPT), serving the community of Burnley, Pendle, Rossendale, Hyndburn and The Ribble Valley. We have a fantastic student cohort and dedicated staff that thrive on a culture of high expectations.

At The Heights, Burnley, we are proud to provide a safe and inclusive learning environment: promoting positive attitudes and respect. Through instilling our PRIDE values of Perseverance, Respect, Initiative, Drive and Excellence, we aim to nurture our students' character, self-esteem, personal and social development. We are committed to providing the best educational experiences and opportunities for our students. Our vision is to ensure a world class education, addressing social disadvantage where it exists through high expectations and an ambitious curriculum. At the very heart of the school's work is a commitment to high quality teaching and learning and achievement for all: for our pupils to be safe, happy and successful developing as individuals into caring, responsible citizens who participate fully in school life and are proud of their achievements.

We aim high at The Heights, Burnley and expect high standards of behaviour and academic effort. Every student at The Heights, Burnley is encouraged to have ambitious goals and is responsible for creating a culture of high expectations and academic excellence. We support our students to become conscientious, high-achieving individuals, who are able to discover their talents and passions through the opportunities we provide. Our ethos revolves around ensuring that we provide the very best educational experiences and opportunities, both in and out of the classroom environment.

We are proud of our achievements at The Heights, Burnley our aspirational and exciting curriculum, our examination success, our ambitious opportunities for pupils' personal development, our charity work and our community involvement. We are committed to the pursuit of outstanding teaching and learning alongside the highest possible academic, personal and moral standards. This commitment is built upon a shared belief in hard work, self-reflection and a culture of respect and support for others.

Over the past three years has achieved the following:

- 96% of our year 11 cohort moved into further education, employment or training.

- 98% of respite students successfully transitioned into their next phase of education.
- Established working relationships with over 40 mainstream schools.
- Established as the 'school of choice' for alternative provision in the local area.

To apply for this post, please follow the instructions on the 'Vacancies' page on our website. For visits to the school or any other information, please contact the School Business Manager [dbury@theheightsburnley.com](mailto:dbury@theheightsburnley.com)



**N. Lewis**  
Headteacher



**Education  
Partnership  
Trust**



I am delighted that you are considering a role within the EPT.

The EPT was established in 2012 as a high performing multi academy trust and approved academy sponsor, that delivers the very best educational experience for our pupils within an ethos of collaboration and excellence.

Wishing you all the best with your application.



**Sharon Roscoe**  
Chief Executive

## Our Vision

Creating outstanding schools which transform learning, lives and communities

## Our Values

### **High Expectations**

of ourselves, our pupils and our school community

### **Commitment**

we are dedicated to raising standards and improving opportunities

### **Ambition**

we constantly strive to improve by setting ourselves challenging goals

## Job Advertisement

# Science Teacher

**Hours: 32.25 hrs**

**Weeks Worked: Full Year 39 weeks**

**Start Date: ASAP**

**Salary: MPS/UPS**

The Heights Burnley wishes to appoint an enthusiastic, highly motivated and committed Teacher of Science. If you have an excellent knowledge and understanding of the subject, a passion for Science and a flexible 'can do' approach, we would welcome an application from you.

We're looking for an individual who:

- Can lead by example, through outstanding practice and professionalism
- Cares about students, their learning, and their futures
- Is driven to make a difference, to overcome barriers, to be relentless in enabling all students to make exceptional progress
- Is committed to their own personal development and to collaborative, consultative working

This is an exciting opportunity to join our friendly, supportive and hard-working team where the successful candidate will play a vital role in fostering curiosity, critical thinking, and to help instil a love for scientific exploration among our students.

### Amongst the many benefits of working within the Trust you will receive:

- Healthcare cash back plan provided free by the Trust includes optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- 6 sessions of free counselling including CBT, wellbeing and bereavement.
- Cycle to work scheme.
- Electric Car Scheme (Salary Sacrifice)
- Access to Teachers' pension scheme.
- Free parking
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources



## **Safeguarding**

The Education Partnership Trust is committed to safeguarding its children; therefore, an enhanced DBS clearance will be undertaken for the successful applicant(s). The Trust (and its schools) are legally obligated to process a Disclosure and Barring Service (DBS) check before making appointments to relevant posts. Please be advised, as part of due diligence checks, online searches will be carried out on shortlisted candidates.

For an informal conversation about the role or to arrange an informal visit, please contact the School Business Manager - [dbury@theheightsburnley.com](mailto:dbury@theheightsburnley.com).

Applications for this exciting post are to be made through TES or <https://ept.faced.co.uk/vacancies>

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team [HR@ept-uk.com](mailto:HR@ept-uk.com)

**Closing date:** 15<sup>th</sup> March 2024  
**Interview date:** TBC



## Job Description

# Science Teacher

<b>Reports to:</b>	<b>Assistant Head teacher (Curriculum)</b>
<b>Location:</b>	<b>The Heights Burnley</b>
<b>Contract:</b>	<b>Permanent</b>
<b>Working Pattern:</b>	<b>Full-Time</b>
<b>Grade:</b>	<b>Main Pay Scale/Upper Pay Scale</b>

### The Role:

You will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. A passionate practitioner, you will deliver high quality, rigorous lessons that drive achievement and inspire a love of learning.

### Key Responsibilities and Accountabilities

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, and in doing so meet their progress and attainment targets
- Teach high quality lessons so that all students achieve their targets
- Plan and teach well-structured, differentiated lessons that are aligned to the agreed curriculum and cultivate every student's intellectual curiosity
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes with a specific focus on intervention for vulnerable groups including PP, EAL, SEND students
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning
- Work collaboratively with both school and network colleagues as a committed team member
- Assist in the development of appropriate syllabuses, schemes of work and teaching strategies in the subject area
- Contribute to the subject area's Development Plan and its implementation.
- Take responsibility for your own professional development and demonstrate a commitment to continuous professional by undertaking, and seeking out, opportunities to build your capabilities as a teacher including taking part in the school's staff development programme
- To ensure the effective and efficient deployment of classroom support.
- Maintain an up-to-date expert knowledge of your subject area, related teaching pedagogy and relevant aspects of the National Curriculum, exam board requirements and other statutory provisions, including developments and reforms in broader education policy

- Ensure you understand your professional responsibilities in relation to school and trust policies and practices
- Engage positively with the school's performance management system
- Demonstrate consistently high expectations of all students and a commitment to raising their achievement and social and emotional well-being
- Develop strong and positive relationships with students
- Model the ethos and vision of the school at all times
- Communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- Establish and maintain effective working relationships with all colleagues and stakeholders
- Be aware of and comply with the school's health and safety policies and undertake risk assessments as appropriate
- Be responsible for the health and safety of students when they are authorised to be on school premises and when engaged in authorised activities elsewhere
- Ensure compliance with EPT's data protection rules and procedures
- Work with the EPT central team and other schools in the trust, to establish good practice, offering support where required
- Support with other school activities and enrichment, when required.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), CPOMs, registers etc
- To complete the relevant documentation to assist in the tracking of students
- To track student progress and use information to inform teaching and learning
- Implement all school policies, including the school's behaviour policy
- To be a form tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the form tutor group as a whole
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience of students
- To mark, grade and give written/verbal and diagnostic feedback as required



## Note

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. As a general term of employment, the Trust may affect any necessary change in job content or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration and status.

As a term of your contract of employment, the Trust reserves the right to vary your hours of work and require you to work outside the range of your "typical working arrangements" specified in your Statement of Particulars. The Trust reserves the right at its discretion to affect this condition of your employment. Should this be necessary you will be given reasonable notice of any proposed changes.

## Person Specification

# Science Teacher

Reports to: Assistant Headteacher

Grade: MPS/UPS

No	CATEGORIES	Essential/ Desirable
<b>VISION &amp; VALUES</b>		
1.	A relentless approach to securing the improvement of teaching and learning in Science.	<b>E</b>
2.	A commitment to establishing and maintaining honest, meaningful working relationships with children, school staff, parents, carers and the wider community.	<b>E</b>
3.	Committed to team work and working collaboratively with colleagues.	<b>E</b>
4.	Clear vision of what you want to achieve with the department, aligned to The Heights Burnley's vision and values.	<b>E</b>
5.	A commitment to the safeguarding and welfare of all students.	<b>E</b>
<b>QUALIFICATIONS AND TRAINING</b>		
6.	Qualified to at least degree level in a Science based subject.	<b>E</b>
7.	Qualified teacher status.	<b>E</b>
8.	Evidence of relevant CPD.	<b>D</b>
<b>KNOWLEDGE AND EXPERIENCE</b>		
9.	Ability to deliver consistently high-quality lessons to students of all ages and abilities.	<b>E</b>
10.	Experience of teaching Science throughout the Key Stages and securing good outcomes.	<b>D</b>
11.	A commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.	<b>E</b>
12.	Knowledge of the requirements of the new National Curriculum in Science	<b>E</b>
13.	Good knowledge of current educational developments and initiatives relating to the subject and their implications.	<b>D</b>

14.	An understanding of the way's children learn and how individual needs may be assessed and met.	E
<b>PROFESSIONAL SKILLS</b>		
16.	Excellent interpersonal and listening skills and a high degree of emotional intelligence.	E
17.	The ability to develop positive relationships with all young people and members of the Science department.	E
18.	Well-developed planning and organising skills including time management and prioritisation.	E
<b>PERSONAL QUALITIES &amp; ATTRIBUTES</b>		
19.	A clear passion for your subject.	E
20.	The ability to enthuse and inspire young people.	E
21.	Have a passionate, resilient and optimistic approach.	E
22.	Confidence and self-motivation to work well and be decisive under pressure.	E
23.	A high level of honesty and integrity.	E
24.	A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision.	E



# Contact

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An Education Partnership Trust School