



Staffordshire University Academy

Head of science

**Application Pack**

“There is a strong sense  
of community and  
togetherness.”

*Ofsted 2023*



# Principal's introduction

Thank you for showing an interest in joining Team SUA!

We are proud to be part of Staffordshire University Academies Trust (SUAT) whose family of twenty-one schools has a collective mission to 'Achieve Better Outcomes' for everyone.

At SUA, we have transformed our culture and approaches to education resulting in our academy achieving a 'Good' grading in all areas in our last full Ofsted inspection in November 2023.

We are at a really exciting stage in our history, we have rapidly growing student numbers, a growing sixth form and staff who are completely aligned to our vision in being relentless in our mission to achieve the best outcomes for our students.

Our students follow a simple RESPECT code which instils the right level of focus for the very best learning to take place. We underpin everything on our three academy values 'Aspire, Believe, Achieve!'

We are innovative in our approaches to teaching and learning, sourcing ideas from international practices. Successful learning is supported by having strong partnerships and we work to achieve this through excellent communication between the academy, parents, governors and the local community. We expect students to be engaged with the curriculum in a creative and innovative way, but not forgetting about the core values of education, ensuring they are equipped with the skills necessary for use in today's modern world.

For many years we have built a strong partnership with the Birmingham Repertory Theatre and with many local businesses who enrich the experiences of our students with once in a lifetime opportunities. We offer our students a range of residential, both locally and internationally and we are constantly exploring other opportunities to provide additional enrichment for the whole of Team SUA.

We are delighted that you are interested in joining the team, if you are able to, please come and see us in action!

Mrs Rowena Hillier



# Reasons to join SUA



## Culture

We have an ethos of 'Culture Eats Strategy for Breakfast' – our positive culture is about the central mission of 'improving outcomes for all students'. Staff are friendly, positive and have brought around historical change at SUA through teamwork and innovation. We instill a sense of 'Belonging' in all of our students to support their journey whilst being part of Team SUA.



## Wellbeing

Our staff satisfaction is excellent. Staff have access to a suite of wellbeing opportunities, such as daily tea and toast in our staffroom, golden tickets, not meeting for meetings sake, wellbeing days...but our approach is not tokenistic. We work as a team to reduce workload issues, such as marking, so that any growing pressures can be easily addressed.



## Evidence Informed Practice

All of Team SUA (teaching and support) are evidence informed. Staff run year-long projects as part of their own appraisal process. In September 2023 all of our work was published in Ross Morrison-McGill's book 'A Guide to Questioning' – an achievement we are all really proud of. The work that colleagues complete then influences policy and future plans for the academy.



## Wider Opportunities

Our sponsor, The University of Staffordshire, supports our staff in pursuing further qualifications, such as a Master's in Education. Staff are also encouraged to complete NPQs. We have proud links with The Birmingham Repertory Theatre as well as with many local businesses. As part of our sixth form, we also offer our own in-house football academy.



## Quality of Education

Our curriculum is carefully designed to ignite ambition, secure knowledge and develop lifelong learners. Knowledge and skills are sequenced logically and progressively, with concepts mapped horizontally and vertically to ensure depth and coherence. Core substantive, disciplinary and hinterland knowledge are all considered as well as a wealth of opportunities to enhance both cultural and social mobility.



## Coaching

We moved away from graded observations many years ago, which helped transform our developmental approach to teaching. We truly believe that no member of staff is the finished article. Staff at any stage in their career share typically great practice to constantly improve.

## Contact us

[info@suacademy.co.uk](mailto:info@suacademy.co.uk)

01543 224700



## Post: Head of science

### Why here, why now?

We are currently looking to recruit a Head of science to join our experienced and supportive science team. Your role will be to lead the science department and be part of the Wider Leadership Team responsible for driving forward academy-wide change. The role will suit an experienced colleague who is ready to energise the teaching of science and engage students through a love for the subjects whilst improving outcomes.

We are committed to continually improving the quality of our provision. We have access to high quality facilities and resources and work within a strong team structure that allows best practice to be shared. Staff benefit from a positive working environment, with strong support for professional development. The successful candidate will join a team of friendly and supportive colleagues who want to achieve the very best for our students.

**Post:** Head of science

**Salary:** Leadership 4-8

**Deadline:** 9am, Monday 27<sup>th</sup> April 2026

### Job Description

<b>Responsible to:</b>	Assistant Principal
<b>Responsible for:</b>	Leadership of the science faculty
<b>Nature of post:</b>	Full time
<b>Job Overview</b>	The Head of science will be responsible for delivering high-quality teaching and learning that inspires and engages students, while providing effective leadership across the faculty. The role includes oversight of curriculum, staff development, student outcomes and contribution to whole-academy priorities.
<b>Leadership and Ethos</b>	<ul style="list-style-type: none"> <li>• Support and actively promote the vision, ethos and values of the academy</li> <li>• Contribute as a member of the Wider Leadership Team</li> <li>• Play a full part in academy life, modelling professionalism and high expectations</li> <li>• Promote a culture of respect, inclusion and high standards in line with academy policies</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Lead and promote consistently high-quality teaching practice across the scientific disciplines</li> <li>• Create a positive and engaging learning culture that supports student achievement</li> <li>• Monitor the quality of teaching through coaching, observations and feedback</li> <li>• Support whole-academy priorities to improve teaching and learning</li> </ul>

<b>Curriculum Leadership</b>	<ul style="list-style-type: none"> <li>• Lead the design, delivery and ongoing development of the science curriculum</li> <li>• Oversee curriculum sequencing, schemes of work and resource development</li> <li>• Ensure curriculum provision is innovative, challenging and inclusive</li> <li>• Contribute to whole-academy curriculum development and cross-curricular collaboration</li> </ul>
<b>Assessment, Data and Outcomes</b>	<ul style="list-style-type: none"> <li>• Oversee assessment, recording and reporting processes to ensure consistency and accuracy</li> <li>• Analyse performance data to inform interventions and improve student outcomes</li> <li>• Monitor student progress and ensure ambitious but realistic targets are set</li> <li>• Maintain an up-to-date understanding of faculty performance</li> </ul>
<b>Staff Leadership and Development</b>	<ul style="list-style-type: none"> <li>• Lead, motivate and develop staff to ensure effective teamwork and strong professional relationships</li> <li>• Deliver and facilitate high-quality CPD and opportunities for sharing best practice</li> <li>• Manage staff performance through the academy's appraisal process</li> <li>• Ensure appropriate cover work is set in staff absence</li> </ul>
<b>Student Support and Inclusion</b>	<ul style="list-style-type: none"> <li>• Ensure appropriate support is in place for all students to succeed</li> <li>• Promote equality of opportunity within the faculty</li> <li>• Support student wellbeing, behaviour and engagement</li> </ul>
<b>Quality Assurance and Operations</b>	<ul style="list-style-type: none"> <li>• Monitor work across the faculty through regular quality assurance processes</li> <li>• Lead departmental meetings and contribute to leadership discussions on curriculum, behaviour and attendance</li> <li>• Ensure effective use and management of faculty resources</li> <li>• Maintain compliance with health and safety and risk assessment procedures</li> <li>• Ensure compliance with COSH regulations by safely handling, storing and disposing of hazardous substances.</li> </ul>
<b>Professional Responsibilities</b>	<ul style="list-style-type: none"> <li>• Engage actively in appraisal and continuous professional development, including evidence-informed practice</li> <li>• Keep up to date with developments in science education and pedagogy</li> <li>• Work to a high professional standard, maintaining confidentiality at all times</li> <li>• Communicate effectively with stakeholders, including parents and governors</li> <li>• Undertake any additional duties as reasonably requested by the Principal</li> <li>• Demonstrate flexibility and commitment to the wider demands of the role</li> <li>• The job description and allocation of responsibility may be amended from time to time</li> </ul>
<b>Person Expectations</b>	<ul style="list-style-type: none"> <li>• Be aligned with the academy's vision and values</li> <li>• Act as a positive role model for students</li> <li>• Demonstrate professionalism in conduct, presentation, attendance and punctuality</li> </ul>

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 line manager to undertake work of a similar level that is not specified in this job description.

This academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment. This position is subject to a criminal records check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form.

## Person Specification

Post: Head of science

In your application, please demonstrate how you meet these criteria.

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree, teaching qualification in the specified curriculum area.</li> <li>Recent record of appropriate in- service training</li> </ul>	<ul style="list-style-type: none"> <li>Higher level degree, further educational qualifications</li> </ul>	A
<b>Work Related Experience and Associated Skills</b>	<ul style="list-style-type: none"> <li>Ensure compliance with COSH regulations by safely handling, storing and disposing of hazardous substances.</li> <li>Successful classroom experience across the 11 – 16 range, with supporting data demonstrating good student progress against targets at all levels.</li> <li>Effective approach to behaviour management.</li> <li>Strengthening and supporting the existing systems.</li> <li>Experience of being a team player, with good people skills and evidence of the impact of these on raising student performance.</li> <li>Experience of delivering teaching and learning, with impact, demonstrating strategic planning and task completion.</li> <li>Experience in the use of ICT and data to monitor and track achievement.</li> <li>Promotion of academy ethos, including participation and/or coordination of extracurricular and</li> <li>whole academy activities.</li> </ul>	<ul style="list-style-type: none"> <li>Successful classroom experience across the 11 – 18 range, demonstrating excellent student progress against targets at all levels.</li> <li>Behaviour management experience.</li> <li>Background of teaching within more than one subject.</li> <li>Leading a teaching and learning initiative that has a demonstrable impact.</li> </ul>	A/LO/I/R
<b>Personal Skills/Specialist Knowledge</b>	<p>Learning &amp; Teaching:</p> <ul style="list-style-type: none"> <li>Strategies to improve student attainment and achievement.</li> <li>Ability to relate effectively to students, colleagues and parents.</li> <li>Demonstrate highly effective classroom practice.</li> <li>Obvious passion for your subject.</li> <li>Confident and competent in the use of ICT, literacy and numeracy to enhance learning, monitor progress and communicate.</li> </ul> <p>Self-Management:</p> <ul style="list-style-type: none"> <li>Self-critical, awareness of own strengths and development targets,</li> </ul>	<ul style="list-style-type: none"> <li>Interest of developing collaborative ways of working.</li> <li>Ability to lead and motivate students.</li> <li>ICT literate.</li> <li>Understanding more complex performance data and application of a range of effective intervention strategies.</li> </ul> <ul style="list-style-type: none"> <li>To have delivered staff CPD linked to teaching and learning.</li> </ul>	A/LO/I/R

	<p>Learning Relationships:</p> <ul style="list-style-type: none"> <li>• Have the ability to set and maintain high standards and respond positively to feedback.</li> <li>• Excellent subject knowledge, planning and delivery, classroom management and assessment practice.</li> <li>• Understand the principles of highly effective learning, independent learning and intervention.</li> <li>• Be a role model, promoting the academy's values.</li> <li>• Ability to articulate, form and maintain appropriate relationships and boundaries with children and young people.</li> </ul>		
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• Professional, enterprising, personal impact.</li> <li>• Outgoing, warm personality, approachable, inclusive.</li> <li>• Positive, adaptable.</li> <li>• Energetic and enthusiastic.</li> <li>• Self-motivated, self-confident, reliable.</li> <li>• Calm under pressure, emotionally intelligent.</li> <li>• Sensitivity, fairness, tact and discretion.</li> <li>• Commitment, generosity of spirit.</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to contribute to academy life</li> </ul>	<p>I/R</p>
<p>A = Application I = Interview LO = Lesson Observation R = Reference</p>			

Staffordshire University Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.