



Lead Science Technician
Stoke Damerel Community College & Scott Medical & Healthcare College

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Introduction

Thank you for your interest in the post of Lead Science Technician at Stoke Damerel Community College and Scott College Campus.

This is a unique and exciting opportunity to join the campus and further contribute to the life chances of young people in the school and across the Trust.

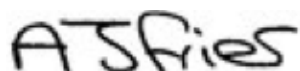
Stoke Damerel Community College and Scott College are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

The Greenshaw Learning Trust is a successful multi academy trust and currently comprises twenty-five schools: seven in South London, five in Berkshire, one in Surrey, nine in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

The college websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information – Email info@sdcc.net or telephone 01752 556065. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Anita Frier
Headteacher
Stoke Damerel Community College and Scott Medical and Healthcare College

Greenshaw Learning Trust – ‘Always Learning’

The GLT is a successful multi academy trust that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment. We are extremely proud of our success, but we are not complacent.

We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in the GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

At GLT it is really important to us that our classrooms are disruption free and the schools are calm and orderly. Our shared behaviour policy assists to make this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 2,800 people and educates over 17,300 students. We have approval to open a new secondary special school in South London and we are planning to grow further over the coming months and years. Further information about our schools can be found [here](#).

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Eye Care Voucher scheme
- Childcare Voucher scheme
- Car benefit scheme
- My Health discounts

Terms and Conditions

Line Managed by:	Head of Science
Line Management:	Science Technicians
Contract:	Permanent
Salary:	<p>Salary calculated in line with NJC Grade E pay scale, points 15 – 20 £25,878 – £28,371 fte, per annum</p> <p>Actual salary: £22,317 - £24,570 per annum (starting salary, and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the postholder).</p>
Hours of Work:	<p>37 hours per week x 39 weeks per year</p> <p>8:30am – 4:30 pm Monday to Thursday. 8:30am – 4:00pm on Friday (variable hours considered for the right candidate)</p>
Place of Work:	The successful candidate will undertake work across both Stoke Damerel Community College and Scott Medical and Healthcare College. No additional travel is required as the sites are next door to each other.
Medical Examination:	The appointment is subject to a satisfactory medical report
Superannuation:	<p>Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at:</p> <p>https://www.lgpsmember.org</p>
Holiday Entitlement:	The annual holiday entitlement is 23 days plus 2 extra-statutory days. As this is a term time role the postholder will be paid an enhancement for holiday pay.
Probation Period:	New employees are required to complete a six-month probationary period
Disclosure & Barring Service Check:	This appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check
Right to Work Check:	<p>This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance</p>

Job Description – Lead Science Technician

To lead a team of Science Technicians to provide a technician service to the Science Department

Main duties and responsibilities

- Line manage a team of technicians and assistant technicians, reporting to the Director of Science
- Lead on the preparation of teaching materials as required to ensure effective support for learning staff in the Science Department
- Lead on the preparation of materials for school events and activities outside of the regular school day
- Coordinate technician staffing across the campus to ensure the practical and health and safety needs of both schools are met on a daily basis.
- Provide advice and guidance to staff and students on technical issues
- Lead training and CPD for the technician teams during dedicated CPD time.
- Maintaining Science classrooms to ensure a clean, safe and orderly environment
- To take a lead role in the design, development and maintenance of specialist resources and/or long-term projects and offer professional guidance, assistance and support to pupils & teachers on the practical aspects of the curriculum
- Repair, maintain and store equipment in order to guarantee safe and effective upkeep
- Lead on and organise the inventory of equipment and stock control in order to maintain a supply of equipment for teaching use
- Coordinate the ordering of stock so that resources are adequate for all aspects of lessons.
- Ensure that deliveries are appropriately stock checked and stored
- Support students in the classroom environment to assist in the learning process where appropriate
- Keep abreast and lead on Health and Safety regulations pertinent to the classroom and preparation room, amending and improving procedures where required
- Ensure safe disposal of chemicals and biological waste
- Assist the Director of science with developments in the curriculum, ensuring that resources are updated to match the requirements of delivering a world class science education

This document outlines the duties required for the time being for this post. It is not a comprehensive or exclusive list and duties may be varied from time to time which do not change the general character of the job or the level or responsibility required. These responsibilities may be varied from time to time to meet the changing needs of the college.

Standards

Work within the requirements of the Trust's Health and Safety Policy, Keeping Children Safe in Education, performance standards, safe systems of work and procedures.

Undertake all duties with due regard to the Trust's Equalities policy and relevant legislation

Personal Development

Participate in a programme of CPD

The duties and responsibilities in this job description are not restrictive and the post holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> ● GCSE in Maths, English & Science to at least grade 4/5 or equivalent ● Evidence of further experience in the field of science (A-levels or work in scientific posts) ● Good numeracy / literacy / IT skills ● An understanding of the science technician duties and responsibilities ● Recent experience of working as a laboratory technician ● Good understanding of health and safety in relation to science experiments and laboratory work ● Experience of line management of and appraisal process ● Experience managing technicians or other staff 	<ul style="list-style-type: none"> ● A Level Science ● Science degree ● First Aid trained or a willingness to be trained ● Experience managing staffing and logistics on the job ● Experience leading CPD or training ● Risk assessment training or willingness to undertake training
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> ● Strong leadership skills and the ability to lead a team ● Ability to develop and maintain good relationships with colleagues and students ● Ability to communicate and work with students, acting as a role model. ● Excellent interpersonal and communication skill ● Excellent organisational skills including delegation of tasks ● Ability to ensure timelines are met ● Good understanding of health and safety requirements of working in a laboratory & with chemicals ● Ability to work within College policies and procedures with an awareness of equal opportunities ● Ability to be flexible and supportive to colleagues ● Ability to act proactively, and from own initiative, to ensure resources are provided as requested 	

The Recruitment Process

1. Application

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website <https://www.greenshawlearningtrust.co.uk/join-us/staff>. The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than **9am on Wednesday 11th October 2023**. Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisted applicants will be invited by telephone to attend an interview. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

3. Interview Process

Interview date is to be confirmed. Applicants will also be asked to undertake a practical test related to the knowledge and abilities in the Person Specification.

4. Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews.

5. Taking up post

The successful applicant will take up the post as soon as possible.

6. Additional information

For further information, please contact HR@sdcc-smhc.net

7. Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.