

Post	Head of Science
Grade	MPR/UPR + TLR 1b (£10,207)
Working hours	Full time
Start Date	January 2023

Are you interested in joining a school as it enters an exciting new phase?

Can you be part of the change this community deserves?

Aldworth School is a determined school with new leadership and a passion to make a difference to children's lives. We are looking for a dynamic teacher who believes in the power of education and who wants to change lives.

We are seeking a Head of Science with a successful track record and an exciting vision for developing the subject further. We are looking for someone who has a passion and focus on delivering high aspirations and outcomes for all students.

Should you wish to visit the school or talk to key staff prior to application then we would welcome the opportunity to meet you and show you around our school. If you would like to arrange an informal chat with Charmaine Poulton, Deputy Headteacher, then please call 01256 322691 or email charmaine.poulton@aldworth.hants.sch.uk

Further details on the job and the school are available on our website www.aldworth.hants.sch.uk

Closing date: Monday 10 October at 12 noon

Interview date: Monday 17 October 2022

Aldworth School is committed to safeguarding young people and we ensure that all our recruitment and selection practices reflect this commitment.

Our Ref: CRE/CMN

September 2022

Dear Colleague

Thank you very much for your interest in the position of Head of Science at Aldworth School. We are a school which is proud to serve the area and works hard to foster a sense of belonging amongst all members of our diverse community. You would be joining us at a very exciting time for the school and I would really encourage you to explore our website to learn a little more about our journey.

The school is currently in a period of transition under my leadership as the new Headteacher, and we are on a positive trajectory with the aim of reaching a solid good in our next full Ofsted inspection. Aldworth has been transformed over the last couple of years and outcomes are now stronger and continuing to improve.

I feel privileged to work with a team focused on delivering the best for our community and we are excited about the next stage of our journey. Despite an RI judgement from Ofsted in June 2019, staff morale is high and there is a determination to drive continual improvements to the school. With support from the LA and a focus on continual professional development, there will be a range of opportunities arising over the next year for committed and ambitious staff. Our most recent Ofsted visit confirmed that we are taking effective action in order for the school to become a good school, and the report unusually contained no action points. It noted our rapid pace of improvement, and this has been backed up by a visit from the LA which has also confirmed our development work is well-established and we are well placed to continue our upward trend of improvement. This report noted that leaders are 'empowered to drive forward further change' and we are looking for someone who is creative and has the vision, skills and commitment to drive further improvement.

The Science department is well resourced with eight laboratories. We are seeking a Head of Science with a successful track record and an exciting vision for developing the subject further. We are looking for someone who has a passion and focus on delivering high aspirations and outcomes for all students.

We welcome applications from a range of staff from more experienced teachers to those newer to the profession; we can somewhat shape the position for the correct person and will look positively on all applicants. The school actively encourages applicants from a range of backgrounds and is proud of the diversity of the staff.

We take the safety of our students very seriously and as such appointments will be subject to full safeguarding checks, including an enhanced DBS check. The school reserves the right to close the position early on receipt of a strong application, so if you are interested we would urge you to apply sooner rather than later.

If you would like to arrange a tour or to discuss this opportunity further, please contact our Deputy Headteacher, Charmaine Poulton: Charmaine.Poulton@aldworth.hants.sch.uk

Thank you again for showing interest in Aldworth and I hope you choose to join us in the exciting journey ahead.

Yours sincerely

A handwritten signature in black ink, appearing to read "Chris Rice". The signature is written in a cursive, flowing style.

Chris Rice
HEADTEACHER

PERSON SPECIFICATION

POST: Head of Science

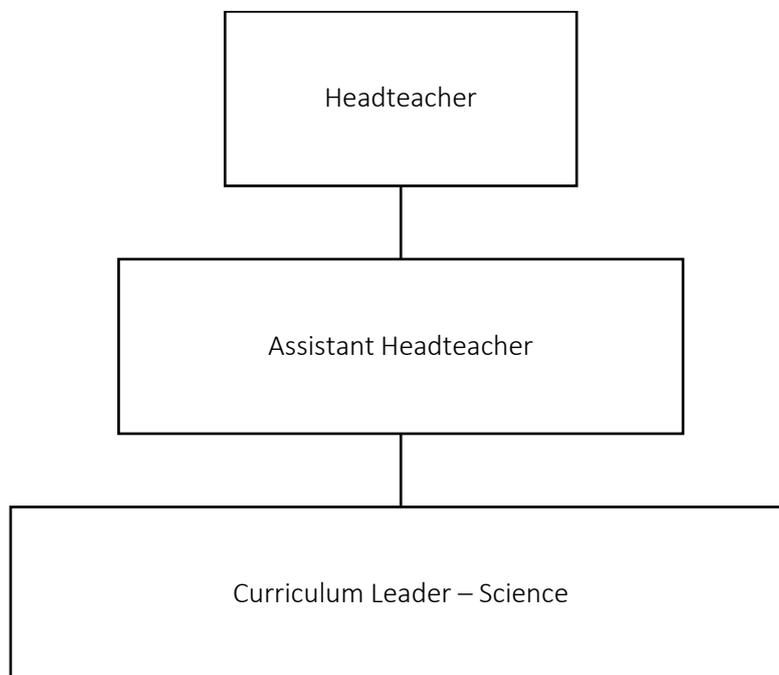
DATE: January 2023

Criteria / Standard	E/D	Source of Evidence
Qualifications		
Good Honours degree	E	Application
QTS	D	Application
Evidence of focused professional development	D	Application/Interview
Experience		
Consistently good or better classroom practice.	D	Interview/Reference
Experience of teaching across a range of students at KS3 and 4.	D	Application
Experience of teaching Science	D	Application
Successful GCSE outcomes	D	Application
Experience of running enrichment activities	D	Application
Personal skills and attributes		
Excellent presentation and communication skills.	E	Application/Interview
Excellent organisational and analytical skills.	E	Reference/Interview
Ability to prioritise and work under pressure.	E	Reference
Ability to motivate and influence students.	E	Reference/Interview
Personal enthusiasm, persistence and resilience.	E	Reference/Interview
High expectations of students and self.	E	Interview
Ability to work with humour and optimism.	E	Reference/Interview
Suitability to work with children		
Responsible for promoting and safeguarding the welfare of children and young persons.	E	Reference
The post is subject to enhanced DBS checks		Document verification

ROLE PROFILE

Department	Science
Role title	Curriculum Leader: Science
Role purpose	<ul style="list-style-type: none"> • To teach challenging, well-organised lessons and sequences of lessons in Science across the age and prior attainment range • To plan for progression in Science across the age and prior attainment range • To develop a strong enrichment offer with a variety of opportunities for students. • To make effective use of an appropriate range of assessment, monitoring and recording strategies in accordance with school and department policies • To evaluate the impact of teaching on the progress of all learners in Science. • To establish a purposeful and safe learning environment conducive to learning in Science. • To establish a clear framework for positive classroom management based upon appropriate implementation of department and whole school policies • To work collaboratively within both department and cross curricular teams in order to develop and share effective practice
Reporting to	Assistant Head
Working time	Full Time or part time as specified within the STPCD
Salary/Grade	Classroom Teachers' Pay Scale + TLR1b (£10207)
Disclosure level	Enhanced

Section B – Organisation



Accountabilities	Accountability Statements
Teaching and learning	<ul style="list-style-type: none"> • Have a knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning and provide opportunities for all learners to achieve their potential • Plan for progression across the age and ability range, designing effective learning sequences within lessons and across series of lessons and demonstrating secure subject/curriculum knowledge • Design opportunities for learners to develop their literacy, numeracy and ICT skills • Plan homework or other out-of-class work to sustain learners' progress and to extend and consolidate their learning • Teach lessons and sequences of lessons across the age and ability range which: <ul style="list-style-type: none"> a) use a range of teaching strategies and resources, including e-learning, taking practical account of diversity and promoting equality and inclusion

	<p>b) build on prior knowledge, develop concepts and processes, enable learners to apply new knowledge, understanding and skills and meet learning objectives</p> <p>c) language is adapted to suit the learners, new ideas and concepts are introduced clearly, and explanations, questions, discussions and plenaries are used effectively</p> <p>d) demonstrate the ability to manage the learning of individuals, groups and whole classes, and teaching is modified to suit the stage of the lesson</p> <ul style="list-style-type: none"> • Evaluate the impact of teaching on the progress of all learners, and modify planning and classroom practice where necessary • Establish a purposeful and safe learning environment conducive to learning and identify opportunities for learners to learn in out-of-school contexts • Establish a clear framework for classroom discipline to manage learners' behaviour constructively and promote their self-control and independence • Lead teaching and learning within the department through monitoring lessons, book looks and student voice. • Keep up-to-date with subject specific pedagogy and ensure the departmental schemes and teaching match the latest developments in the subject.
<p>Assessment and monitoring</p>	<ul style="list-style-type: none"> • Know the assessment requirements and arrangements for the subjects/curriculum areas, including those relating to public examinations and qualifications • Know a range of approaches to assessment, including the importance of formative assessment • Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor learners' progress and to raise levels of attainment • Make effective use of a range of assessment, monitoring and recording strategies • Assess the learning needs of learners in order to set challenging learning objectives • Provide timely, accurate and constructive feedback on learners' attainment, • Assess the learning needs of learners in order to set challenging learning objectives

	<ul style="list-style-type: none"> • Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development • Support and guide learners to reflect on their learning, identify the progress they have made and identify their emerging learning needs
Subject and curriculum	<ul style="list-style-type: none"> • Have a secure knowledge and understanding of the subjects/curriculum area and related pedagogy to enable effective teaching across the age and ability range • Know and understand the relevant statutory and non-statutory curricula and frameworks, including those provided through the National Strategies, for the subjects/curriculum area, and other relevant initiatives • Ensure there is a significant extra-curricular programme which offers students the opportunity to showcase their work.
Literacy, numeracy and ICT	<ul style="list-style-type: none"> • Have passed the professional skills tests in numeracy, literacy and information and communications technology (ICT)
Safeguarding, Student safety and well-being	<ul style="list-style-type: none"> • We are committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. • To attend all Safeguarding and Child Protection statutory training as required by school policies and procedures • Be aware of Safeguarding processes and procedures, upholding professional standards at all time • Demonstrate empathy and kindness towards students and fellow staff members