

Application Pack

Lead Practitioner of Science

Required for January 2020

October 2019

Dear Applicant

Thank you for your interest in the Lead Practitioner of Science position at Harper Green School.

Harper Green is a dynamic secondary school situated in the South of Bolton and serves a varied community.

Our vision is to ensure that all students achieve the highest possible standards in all they do. We aspire to promote independence, together with a sense of responsibility whilst striving for academic excellence. We seek to encourage and motivate our students to achieve their full potential within a vibrant and purposeful environment which respects the rights and needs of all individuals so that they are able to acquire the necessary skills for successful adult lives.

We continuously strive to improve outcomes for students. The hard work of both staff and students in embedding excellent subject pedagogy is a credit to their commitment to achieving the highest standards for all. Harper Green School is on a new and exciting journey as an integral part of the Leverhulme Academy Trust.

This is an exciting opportunity to be part of the drive to make Harper Green School a place which delivers high quality teaching and learning together with positive pastoral support and guidance.

If you are inspired by what you read and share our vision I would welcome your application and I look forward to meeting you.

Yours faithfully

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Stephen Gribbon

Headteacher

**About the school**

Harper Green School is a proudly comprehensive school catering for students of all abilities and backgrounds. We seek not only to enable students to achieve their academic potential but also to develop the character, skills and values needed to be successful in life and make a positive contribution to society as a whole.

To these ends we have excellent facilities, alongside a talented and highly committed staff, both teaching and associate. This allows us to provide a broad and balanced curriculum as well as the diverse opportunities in extra-curricular learning which are so crucial to developing wider skills and confidence in students.

**Mission Statement**

1. To give equal value and importance to the education of each individual child regardless of ability, to encourage curiosity and promote a love of learning and pride in themselves, their school and community.

2. To give each student the opportunity to fulfil his or her potential, personally, socially and academically within a rewarding and stimulating school environment which provides qualifications where possible to assist progression in life and learning.

3. To provide each student with the appropriate care, information, advice and guidance to help them achieve their potential and lead happy and fulfilling lives.

4. To provide each student with a broad education which balances practical skills and knowledge, with creativity and enterprise.

5. To develop characteristics of independence, a strong work ethic and the transferable knowledge & skills to adapt in a fast-changing environment and thrive in the world of work.

6. To promote within the child an understanding of social, moral, cultural and spiritual values and to develop a caring community based upon mutual respect and consideration for all individuals and cultures.

7. To instil high standards of behaviour and self-discipline and prepare students to be active and productive members of society.

8. To develop in students an understanding of issues associated in making healthy choices in life and protecting personal safety & wellbeing.

**About the role**

This is a high profile role within the school for an outstanding and enthusiastic Lead Practitioner of Science. The successful candidate will be well-qualified, dynamic, an innovative leader with drive and ambition to lead a team of talented and committed staff.

This is a superb opportunity for an ambitious person to contribute significantly to the leadership and development of learning and teaching in Science.

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| Key School Facts and Statistics | |
| Type of School | Comprehensive |
| Age Range | 11-16 |
| Location | Bolton |
| Number of Students | 1329 |
| Date School Established | 1927 |
| Student Premium | 655 students (50%) |
| Students with EAL | 253 students (20%) |

**HOW TO APPLY**

You must give details of all employment, training and unemployment since leaving secondary education to the present day. Any additional information, which you wish to bring to the notice of the school’s Governors, should be included in your supporting statement.

References must cover the previous five years of employment. As well as a postal address please provide an email address for your referees so we can contact them. Please inform your referees when you apply that they may be contacted. References are normally requested after shortlisting.

You may submit your application and supporting statement by email. The full application should be sent to [vacancies@harpergreen.net](mailto:vacancies@harpergreen.net)

Please provide a supporting statement outlining your vision and detailing how your experience to date has prepared you for this position. The supporting statement should be clear, concise and related to the specific post. It should be no longer than **three x A4 typed pages in length using Arial point 11.**

**The closing date for receipt of application is 10.00 am on Tuesday 29th October 2019.**

**Interviews will be held on Wednesday 31st October 2019 at Harper Green School.**

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| **Job Title: Lead Practitioner: Science**  **Grade: Lead Practitioner Pay Range (P1-P3)**  **Directly responsible to: Head of Science** |

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| **PRINCIPAL RESPONSIBILITIES:**  To lead and promote the school ethos, vision and mission. To lead and promote high quality teaching and learning across the whole school. To improve and continually develop the teaching and learning of Science. |

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| **KEY DUTIES AND RESPONSIBILITIES:**   * To uphold and implement the ethos and values of the school. * To treat all students as individuals and contribute to their social, emotional spiritual, moral and academic development. * To follow closely agreed syllabuses and schemes of work and to participate in their development and annual review. * To plan, implement, deliver and review high quality lessons that meet the needs of the students and are in line with an agreed programme of study at KS 3 and 4. * To mark students' work on a regular basis and record this in a mark book to show the students' progress throughout the year in line with departmental and school policy. * To participate in and contribute to the performance management cycle and INSET. * To keep a record of assessment and attendance of students in class. To contribute to departmental and school tracking systems and the analysis of data to inform future target setting and planning. * To develop a classroom environment that allows all students to succeed. * To implement the school behaviour management policy. * To contribute towards the provision of assessment methods and their evaluation as outlined in the assessment policy. * To participate in the school’s self-evaluation cycle. * To undertake the duties as an Achievement Co-ordinator. * To liaise with other departments, parents and agencies to meet the individual needs of students. * To attend departmental, achievement co-ordinator or any other meetings as required. * To carry out a share of the supervisory duties in accordance with published rotas * Contribute to the future development of the department, its resources and its teaching materials. * To attend parents evening and other specific events. * To make a positive contribution to the wider aspects of the school. * To assist in the promotion of the good name of the school within the community. * To undertake any other duty as specified by Headteacher not mentioned in the above. * To comply with the requirements of Health and Safety Legislation and School Policy taking appropriate action where necessary.  Specific Duties To lead in the following areas;   * To lead on and develop high quality pedagogy throughout the Science department. * To work with the Head of Science on the self-evaluation of teaching and learning within the department. * To lead on and deliver INSET and mentoring for staff * The identification of high quality assessment for learning practice within the school and the dissemination of skills and techniques to all departments and staff. * Using Ofsted, DFE and research led guidance to develop the numeracy and assessment for learning pedagogy within all departments. * The planning, implementation and review of whole school and departmental literacy and assessment for learning INSET. * Contribute to the quality assurance of teaching and learning across the whole school. * To attend relevant meeting and to deputise for the Head of Teaching and Learning where appropriate. |

**PERSON SPECIFICATION – LEAD PRACTITIONER**

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

**QUALIFICATIONS/EXPERIENCE**

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| **ESSENTIAL** | **NOTES** |
| * Qualified teacher status * Relevant Degree   **Teaching experience**   * Candidates should be an outstanding classroom practitioner with experience of teaching in a secondary school. * The ability to solve problems that arise in a way that is accessible to the students being taught. * High personal standards. * A willingness to identify with the ethos and values of the school and be fully involved in its activities. | Application Form  Application Form/Interview |

**PROFESSIONAL ATTRIBUTES**

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| **ESSENTIAL** | **NOTES** |
| * Excellent subject knowledge including the requirements of National Curriculum at Key Stage 3 and Key Stage 4 and awareness of the latest initiatives in that subject. * Ability to teach to GCSE level. * Ability to maintain good order and discipline. * Ability to use ICT effectively to facilitate learning. * The ability to accurately assess the quality of students’ work against national standards. * The ability to promote the spiritual, moral and cultural development of students through lessons. * High level of communication, organisational and management skills. * The ability to translate vision into practice. * The ability to communicate vision and strategy effectively and persuasively in a variety of contexts. * The significance of interpersonal relationships and strategies for promoting individual and team development. * The ability to promote the spiritual, moral and cultural development of students through lessons. * Promoting an open, fair and equitable culture consistent with the school’s ethos. | Application Form/Interview |

**Personal Skills and Attributes**

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| **Essential** | **Notes** |
| The ability to;  • Respect the dignity of each person valued.  • Dedication to teaching as a career.  • Demonstrate personal enthusiasm, commitment and a liking for working with children and young people.  • Build and maintain quality relationships through interpersonal skills and effective communication, relate well with colleagues and students and to work with and support colleagues.  • Demonstrate personal and professional integrity, including modelling values and vision.  • Demonstrate personal and professional integrity, including modelling values and vision.  • Manage and resolve conflict.  • Prioritise, plan and organise self and others.  • Be aware of their own strengths and areas for development. Listen to, and reflect upon feedback and act appropriately.  • Show commitment to sustain good attendance at work.  • Appropriate professional dress and appearance. | Application Form/Interview |