



Nobel

Lead Practitioner in Science

Salary: L4 (£42,398)

Required: September 2018 (full-time)

Suitable for experienced teachers



Dear Applicant

Thank you for your interest in this vacancy. The Nobel School is a very exciting and vibrant Ofsted rated “Good” secondary school with 1490 on roll, covering the full age and ability range, the majority of whom continue their education into our flourishing sixth form.

We are seeking to appoint a highly qualified, enthusiastic, committed and successful Lead Practitioner in science to support the Head of Faculty to drive standards even higher. The successful candidate must be committed to providing high quality teaching and learning for all students and the post represents an ideal opportunity to work with colleagues in the Science faculty and beyond.

Our lovely school has made tremendous progress in recent years. Student attainment has a rising trend with students in English and maths making significantly better progress than the national figures (A*-C/9-4) in each of the last four years. In addition, the school has made significant improvements for vulnerable groups; SEN students’ progress score was better than the 2017 national SEN figure; Percentage of Pupil Premium students gaining 9-4 in English and Maths was higher than the 2017 Pupil Premium national figure. KS5 outcomes have been consistently strong over the last four years with three years having a Value Added score that has been significantly positive compared to national. The size of The Nobel School Sixth Form has increased year on year and the school supports students to attain relevant qualifications so that they progress to the next stage of their education and into courses that lead to higher level qualifications and jobs that meet local and national needs.

If you would like to visit Nobel or have any queries about this post please contact Mrs Liz Maden (HR@nobel.herts.sch.uk), otherwise, I look forward to receiving your application on the enclosed application form, together with your covering letter.

Yours sincerely

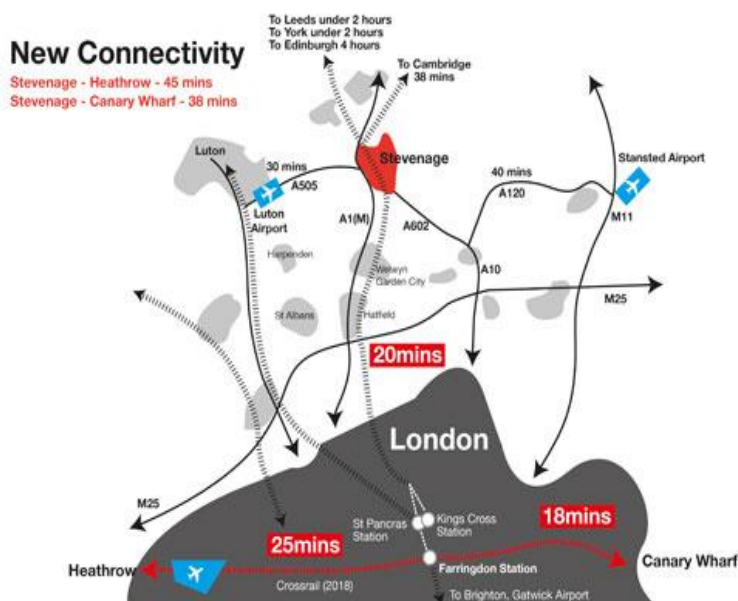


Martyn Henson
Headteacher



Why you should choose Nobel

The Nobel School is located in Stevenage, a town and borough in Hertfordshire, England, situated on the A1 between Letchworth Garden City to the north and Welwyn Garden City to the south. Just 20 minutes from London via train, a 40 minute drive from Cambridge with nearby airports just 20 minutes away (Luton) and 40 minutes away (Stansted), Stevenage has excellent transport links to London and the rest of the country. Stevenage Old Town has a village feel with historic buildings, cafes, coffee shops, restaurants and coaching inns and is lively in the evenings and weekends (for more information, see <http://www.stevenage.gov.uk/regeneration/131675/>).



Staff CPD

- We provide a comprehensive induction programme for all colleagues joining our school and all our new teaching staff are paired with a buddy to support them.
- On-going in-house professional development is an expectation for all via our core CPD days; after school Pit Stops; open classroom weeks; our teaching and learning journal; Lead Practitioners; middle leader training; and open door policy practiced by both our Senior Leadership Team and our Directors of Faculty, all of which support the aims of our school improvement plan and encourage colleagues to develop their careers with opportunities provided for staff to advance within school, as well as offering support for those who may wish to find promotion elsewhere.
- We are active members of the Stevenage Educational Trust (<http://www.educationtrust.org.uk/>) and the North Herts Teaching Alliance (<http://www.northhertsteachingalliance.org/>) so we have excellent links with other schools in the area, plus robust networking and CPD opportunities.
- All NQTs are given a mentor and 10% release time to enable them to see examples of excellent practice across our school. They are also supported through the Stevenage Educational Trust (<http://www.educationtrust.org.uk/>) and receive specific training through Herts for Learning (<http://www.hertsforlearning.co.uk/team/nqt-induction-service>).
- Competitive salaries and pay progression - all our staff are entitled to an annual professional appraisal review, with strong performance evaluation systems and linked pay progression.

Staff well-being

- Our recent rebuilding programme means that we have a 'state of the art' £38 million 21st century school with outstanding facilities (<http://thenobelschool.org/venues/school-facilities/>).
- Our Governing Body comprises professional people from business, finance and education (<http://thenobelschool.org/about-the-school/governors/>). Our Governors have both general and specialist roles in supporting the school and are very active backers of the leadership, staff and students. Additionally, the school has well-established and very close community links, with strong parental support.
- Occupational Health with Carewell – a free and confidential 24-hour employee assistance programme which provides advice and support, including a counselling service.
- Free, onsite parking for all staff.

- We have superb sports facilities that include a large sports hall, a gymnasium, a dance studio, AstroTurf, a climbing wall, a multi-use games areas and the trim trail. In addition to these facilities, we have a fitness centre available for use by staff for free until 6pm (<http://thenobelschool.org/venues/fitness-suite/>).
- Staff well-being survey (annual).
- Christmas and summer all-staff parties plus regular faculty-wide socials.
- VDU and eye tests as appropriate.

Financial benefits

- Teaching Pension Scheme with generous employer contributions and the option to make additional contributions.
- Child Care Voucher Salary Sacrifice Scheme, with access to tax free childcare vouchers.
- Reduced rates for facilities hire (<http://thenobelschool.org/venues/>).
- Lunches are provided free on weekdays during term time for those that undertake school duties. The meals are prepared daily from fresh ingredients by the school's caterers and hot and cold food choices are available.
- Local and national retail discounts - our school is a member of Herts Rewards, an online 'one-stop' portal (<http://www.countyofopportunity.co.uk/about-us/rewards-benefits/>).

Our 2018 Ofsted inspection accurately reflects where we are as a school:

- The school's work to promote pupils' personal development and welfare is outstanding..
- There is a clear culture of hard work and good behaviour throughout the school.
- New teachers and inexperienced staff are supported well by the school.
- ...effective teaching, learning and assessment support pupils to make good progress.
- The headteacher and his team have created a powerful community in the school which reflects the importance of being a 'Nobelian'.
- Leaders are very aware of the aspects of the school's work that need to improve.

Our prospectus is available on our website (<http://thenobelschool.org/>) and you can find out still more about our lovely school at the following links: <https://www.facebook.com/nobelschooluk> and <https://twitter.com/nobelschooluk>

Why you should apply for this post

This is a fantastic opportunity for an enthusiastic and motivated individual to join the science team. You must possess the skills and determination to make a significant difference to the lives of our students. The most recent school league tables place us as one of the top schools nationally for student value added. The successful candidate will be a well-qualified and experienced teacher with a passion for science and the ability to work in a collaborative style to maximise the best outcomes for our students; above all we are looking for a colleague who can inspire Nobelians to great things.

As a school, we have the very highest expectations of our students. Our core principle will always be that we endeavour to improve the teaching and learning in the school. We are therefore committed to recruiting only the very best teachers and have the highest expectations in terms of lesson planning, classroom delivery and student assessment. In return, we provide excellent working conditions, first rate CPD and a real sense of community.

Next steps

Please complete our application form together with a letter of application that should be no longer than two sides of A4 (Arial, font 11). In your letter you should address: Your vision and values relating to the post and why you want to join the Nobel community. All applications should be made through the relevant recruitment website, or may be sent electronically to HR@nobel.herts.sch.uk. The closing date for applications is 11:59pm, Friday 20 April 2018, although **prospective candidates are encouraged to submit their applications as soon as possible as the school reserves the right to close the advert should we feel able to appoint an appropriate candidate.**

The Nobel School is committed to safeguarding the welfare of all of its students and staff. The successful candidate will have to meet the requirements of the person specification in order to be offered the post and will be subject to satisfactory recruitment checks, including an enhanced DBS check and satisfactory references. We welcome applications from all suitably qualified individuals regardless of age, gender, ethnicity or religion.

Science

The Faculty

The science faculty teaches biology, chemistry and physics as well as the CTEC level 3 course. It is committed to teaching science in a way that inspires our students to become the scientists of tomorrow. We place a strong emphasis on using evidence informed practice to inform our teaching and support decision making.

Facilities

We have moved into the purpose built new school and the science faculty now has 10 laboratories which are flexible spaces which allow practical and group work to take place. We have an ICT suite with 30 additional laptops and have outstanding resources which enable us to deliver high level practical across all key stages.

Staffing Structure

The science faculty has a head of faculty, Mrs Pearson and a head of Biology and Physics. The faculty also has two lead practitioners and a member of the faculty as a Specialist Leader in Education. The faculty is also fortunate to have three full time, subject specific technicians.

Science Curriculum

Nobel has developed a knowledge based key stage 3 curriculum following the National Curriculum. We value subject knowledge and believe that students learn effectively by being able to learn new ideas by referencing ideas they already know. At key stage 4 we offer triple and double science following the AQA specification (for double we do Trilogy).

Each fortnight, our students have 6 hours of science teaching at KS3 and at KS4 double science students have 9 hours and triple scientists have 14 hours. Our KS5 students benefit from 9 hours of teaching from specialist teachers.

Extra-Curricular / Fieldwork

The science faculty offers a range of trips and visits as well as extra-curricular activities. Our KS5 scientists have the opportunity to go on educational visits to CERN and Whipsnade Zoo. The faculty holds Parents in Science Evenings to engage students and their parents. Our most able students attend the Salters Festival. The faculty has good links with GSK, enjoys National Science and Engineering Week and puts on regular clubs throughout the year for different year groups.

Support

The school and the faculty have an excellent reputation for supporting teaching and learning. We train teachers from many different organisations including the University of Hertfordshire, Hibernia and Teach First. We work closely with the North Herts Teaching Alliance and are committed to supporting all teachers to improve their professional development.

Person Specification
Lead Practitioner - Science

Aspect of role	Essential	Desirable
Teaching & Learning	Outstanding classroom practitioner	
	Proven ability to raise standards in classrooms other than their own	Experience of leading teaching and learning initiatives beyond their own classroom
	Excellent understanding of the components which comprise outstanding teaching and learning	
	Experience of observing lessons and giving effective feedback to colleagues about professional performance	Experience of observing lessons and giving effective feedback to colleagues outside your own subject specialism
	Experience of coaching and mentoring colleagues	Formal coaching training
		Experience of making Ofsted style judgements on teaching and learning
Skills and experience	Education to degree level in Biology, Chemistry or Physics plus teaching qualification	Ability to contribute to a second subject.
	The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience	Experience of strategic planning and implementing whole school development
Personal Attributes	Enthusiasm, innovation, perseverance and flexibility in supporting achievement	
	High expectations and a commitment to inclusive education, creating an environment for individual contribution and achievement	
	An ability and willingness to engage in difficult conversations with colleagues about teaching and learning performance	Experience of engagement in difficult conversations with colleagues about teaching and learning performance

Job Description



Science Lead Practitioner

Salary Range LP 4 – 8 (£42,398 - £46,799)

Aim

The Science Lead Practitioner will be part of the whole school lead practitioner team and will work strategically with them to develop consistently good and outstanding teaching throughout the school by:

Leading, developing and implementing Teaching and Learning initiatives and strategies throughout the school, and particularly in Science, which improve the teaching practice of all members of staff and therefore raise student standards and progress.

The post will be entirely focussed upon teaching and learning although the precise scope and role is negotiable with the SLT Line Manager. The role will include some or all of the following elements in addition to the requirements of a class teacher:

In order to promote and achieve the school vision and purpose the Science Lead Practitioner will:

- Maintain expert knowledge of teaching and learning and disseminate this to other teachers;
- Maintain knowledge and understanding of the school aims, priorities, targets, self-evaluation and action plans;
- Understand and promote the benefits and effective use of ICT;
- Understand and promote links between science and the wider curriculum;
- Assist in planning the induction year for all NQT staff;
- Lead staff as a whole, in groups or as individuals towards improvement.

The Science Lead Practitioner will work alongside Directors of Faculty (DoFs) & Curriculum Team Leaders (CTLs) to develop the quality of teaching and learning at Nobel by:

- Developing the use of coaching/mentoring techniques and styles to develop the teaching practice of all teaching staff;
- Contributing to cross-curricular and subject specific Teaching & Learning CPD across the school ;
- Engaging in professional dialogue with specific colleagues which emphasises improvements in teaching and learning and highlights areas for development, resulting in a positive impact on student learning ;
- Promoting the use of Assessment for Learning (AfL) techniques e.g. teacher questioning and feedback to improve teaching and deepen learning;
- Contributing to the writing, review and implementation of school policies relating to teaching and learning;
- Observing lessons and giving feedback.

Lead Practitioners will take responsibility for their own professional development and use the outcomes to improve their teaching and students' learning by:

- Maintaining 'leading edge' knowledge through reading, CPD and research to inform their own practice;
- demonstrating impact in teaching and on students' learning;
- Assimilating and implementing new curriculum guidance to lead the process of change within the school;

- Prioritising and managing their own time effectively, balancing the demands made by teaching, the Lead Practitioner role and involvement in school development;
- Achieving their own challenging professional objectives
- Taking an active part in Lead Practitioner Team Meetings to share good practice and promote consistency.

Targets for the post holders will be agreed through the appraisal process.

Hertfordshire County Council

Job Application Form

(Teachers in Schools)

Post Applied for:

at: The Nobel School

PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

You are requested to complete this form (using supplementary sheets if there is insufficient space for any entry).

For guidance on completing this form, please look at the Guidance Notes – Teachers document
All sections must be completed

PERSONAL DETAILS

Surname/Family Name:	Preferred Title:
First Name(s):	Previous Surname:
Home Address:	Present Address (if different):
Post Code:	Post Code:
Telephone (Home):	Telephone (Work):
Telephone (Mobile):	Email:

CURRENT EMPLOYMENT (If you are not currently employed as a teacher please give details as appropriate)

Name of Establishment:	Employer:
Type of School:	Key Stage:
Post Held:	Date Appointed:
Pay Scale:	Total Annual Salary:

If your salary includes additional payments, what are they and what is the value? (e.g. TLR of £4,000)

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PREVIOUS EMPLOYMENT DETAILS

Please list in chronological order, with precise dates if possible, as this information may be used to assess salary.

a) In Education (Supply teaching appointments need not be listed individually)

Employer and Establishment	Post and Grade	Type of School / Key Stage	From	To	Reason for Leaving

b) Outside Education

Employer	Post	From	To	Reason for Leaving

HIGHER EDUCATION

TEACHER EDUCATION							
Establishment(s)	From	To	Full/ Part-time	Qualification Awarded			
Degree				Degree	Class	Division	Date of award
or Cert.Ed							
PGCE				Key Stage			
Other				Subject			
What other subject(s) can you teach?							

SECONDARY SCHOOL EDUCATION

Establishment(s)	From	To

Examinations (for **first teaching appointment** in a Local Authority –maintained School in England or Wales please give details of ‘A’ Levels and GCSEs, or equivalent: i.e. Subject, Date, Results/Grade).

Subject	Date	Results/Grade

OTHER QUALIFICATIONS OBTAINED

Course and Organising Body	Date	Qualification

PERIODS NOT ACCOUNTED FOR IN PREVIOUS SECTIONS SINCE AGE 18 (Please give details)

	From		To	
	Month	Year	Month	Year

LEISURE INTERESTS

Please state briefly what your main leisure interests are, particularly where these are relevant to the work for which you are applying.

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REFERENCES

Please give the names, addresses and status of two referees who may be approached now. **References from friends or relatives are not acceptable.**

(If you are currently employed as a teacher, one referee **must** be your present Headteacher).

1) Name:	Status:
Address:	
Telephone: email:	
2) Name:	Status:
Address:	
Telephone: email:	

If you are known to the referees by another name (e.g. previous name) please inform them of your present name and advise that we may be in contact.

From what source did you learn of this vacancy?	
Are you a relative or partner of any employee or governor of the School?	Yes/No
If yes, please give details:	
Has someone else completed this form on your behalf?	Yes/No
If yes, please provide the person's name and an explanation:	

If you are not currently employed in a maintained school in this authority you must supply additional information below:

ADDITIONAL INFORMATION (for salary and pension purposes)	
National Insurance No:	Teacher Reference no(DfES) --/-----
Date of Recognition*	Date of registration with the GTC:.
*If this would be your first teaching appointment in a Local Authority – Maintained School in England or Wales, please attach a copy of your letter from the DFES granting you Qualified Teacher Status.	
PENSIONS	
Are you currently in receipt of a pension from Teachers' Pensions?	Yes/No
Have you elected to OPT-OUT of the Teachers' Superannuation Scheme?:	Yes/No If Yes, please provide date
Have you elected to participate in the Part-Time Teachers' Superannuation Scheme?	Yes/No If Yes, please provide date
Have you elected to pay additional Superannuation Contributions through the Teachers' Scheme?:	Yes/No If Yes, please provide date
If yes, please indicate whether these are:	
i) Widower's Contributions	Yes/No %
ii) Purchase of Past added Years	Yes/No %
iii) Additional voluntary contributions via Prudential Assurance Co.	Yes/No %

Please attach a copy of the Teachers' Pensions notification as appropriate.

<p>CRIMINAL RECORDS CHECK - DISCLOSURE & BARRING SERVICE (DBS)</p> <p>From 1st December 2012, the Criminal Records Bureau (CRB) will merge with the Independent Safeguarding Authority (ISA) to form the Disclosure & Barring Service (DBS) and new disclosure certificates received by the Council will be branded DBS. If you are appointed, you will be required to complete a disclosure application that will be sent to the DBS. The DBS will provide a report to you and to the local authority on whether you have any history of criminal convictions, including cautions and bind-overs. All posts in Schools are exempt from the Rehabilitation of Offenders Act 1974; this means that you must declare all convictions, including those that would generally be regarded as 'spent'. The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.</p> <p>THE IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006</p> <p>In accordance with the Immigration, Asylum and Nationality Act 2006, the Governing Body will require new members of staff to provide documentary evidence that they are entitled to undertake the position applied for/have an ongoing entitlement to live and work in the United Kingdom. Therefore, on offer of and before commencing a position, candidates should provide documentary evidence of their right to live and work in the UK.</p> <p>DECLARATION</p> <p>I certify that the information given above and overleaf is correct to the best of my knowledge. I understand that an offer of appointment will be subject to satisfactory references, DBS clearance, proof of identity and right to live and work in UK, medical checks and relevant qualifications. I give consent for personal information provided as part of this application to be held in accordance with the Data Protection Act 1988. I accept that if any of the enclosed information is found to be untrue or misleading after my appointment, I may be liable for dismissal without notice.</p>	<p>Signature:</p>	<p>Date:</p>
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In the interests of economy, receipt of this application may not be acknowledged unless specifically requested (in which case please enclose S.A.E)

YOU NOW NEED TO COMPLETE THE PERSON SPECIFICATION FORM

Hertfordshire County Council Person Specification Form

Name:	
Job Title:	
School:	

PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

You are requested to complete this form (using supplementary sheets if there is insufficient space for any entry)


- It is essential that you complete and return this form
- This form is your chance to show us how well you can do this job
- Remember just saying you can do it is not enough; we need an example.
- You can use examples from work, school, college, hobbies, voluntary work or daily life.

Example: Ability to prioritise workload

In my current job I plan my work on a daily basis but adjust it when an urgent query or problem arises, e.g. when another team member unexpectedly calls in sick. I always raise any urgent issues with my manager.

SKILLS AND ABILITIES

EXPERIENCE



KNOWLEDGE

Please note that if you are invited to interview, you will be asked about the boundaries between adults and children in a school.

Signed:

Date:
