



# Job Description

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## Job Title

Lead Practitioner (Physics)

## Accountable to

Leadership Group

## Salary/Grade

L5 – L9

## Job Purpose

1. To develop and implement initiatives and strategies throughout the Science Department which improves the delivery of an ambitious Physics curriculum across the key stages.
2. To model excellent practice and maintain a clear focus on delivering outstanding teaching and learning to all students.
3. To undertake research into best practice from other schools/institutions and implement evidence-based practice in the school.
4. To research and evaluate innovative pedagogical practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
5. To develop high quality teaching materials and support the development of excellent schemes of work within with the Physics department at all key stages.
6. To regularly coach and support subject teachers within and beyond the Science Department to enable them to improve their teaching and learning.
7. To lead on the induction, support and CPD of teachers across the school developing their ability to teach their subjects effectively.
8. To lead, with other Lead Practitioners, the development of teaching and learning across the school taking responsibility for one of the whole school priorities for teaching and learning.
9. To develop a specific beacon programme of learning for female students in the 6<sup>th</sup> Form studying Physics to inspire them to read Physics or related subjects at University.



## **Strategic Direction and Development**

10. To provide carefully designed, specific and measurable CPD to improve teachers' professional practice.
11. To take a lead role, working closely with other leading practitioners in determining and developing policies, procedures and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning and whole school improvement.
12. To analyse national, local and school data, research and inspection findings to inform policies and practices, expectations and teaching methodologies within Physics and to report regularly to the department line manager and leadership group (as appropriate) on progress.
13. To carry out regular review and evaluation of the quality of teaching and learning throughout the school to raise achievement and contribute to the school's priorities as part of the school's action plan.
14. To teach a timetable within Physics and other Science disciplines appropriate to the demands of the role and the needs of the school.
15. To be willing and open to be regularly observed by other staff and to carry out formal and informal observations of colleagues in order to share best practice.

## **Leading, Motivating & Developing**

16. To have teaching skills which lead to excellent results and outcomes.
17. To demonstrate excellent and innovative pedagogical practice and deliver demonstration lessons regularly.
18. To carry out quality assurance activities regularly such as lesson scans, standards walks and full lesson observations.
19. To contribute to the professional development (and performance management where appropriate) of colleagues using a broad range of skills appropriate to their needs so that they demonstrate enhanced and effective practice. (e.g. coaching, mentoring, induction, contributing to subject meetings).
20. To regularly disseminate accurate and up-to-date materials and advise on practice, research and CPD provision within Science and where appropriate across the school.
21. To make well founded appraisals of situations upon which they are asked to advise, applying high level skills in lesson observations to evaluate and advise colleagues on their work and devising and implementing effective strategies to meet learner needs leading to improvements in student outcomes.

## **Other duties**

1. To play and full active role in the life of the school.
2. To participate and take a lead role in developing and encouraging staff to seize opportunities to embed literacy and oracy skills by pupils.
3. To carry out any other reasonable duties as directed by the Headteacher.



**WESTMINSTER  
CITY SCHOOL**

**Westminster City School  
Lead Practitioner – Physics  
Person Specification**

<b>CRITERIA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Relevant degree</li> <li>• Regular and appropriate CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Good honours graduate</li> <li>• Further accredited study</li> <li>• AST accreditation or equivalent</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Varied and successful teaching experience in secondary schools</li> <li>• Up to date knowledge on current educational thinking on the development of an effective department/whole school curriculum approach</li> <li>• Proven record of raising attainment in their subject area</li> <li>• Experience in a VI form context</li> <li>• Detailed knowledge of recent pedagogical developments within Science</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in more than one school</li> <li>• Experience of leading whole school initiatives</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>• An outstanding classroom practitioner with a track record of outstanding personal results</li> <li>• Excellent subject knowledge</li> <li>• A thorough understanding of pedagogical developments and initiatives in curriculum development</li> <li>• A thorough knowledge of pedagogical developments within their own subject area and how to maximise examination outcomes</li> <li>• Knowledge of a wide range of effective intervention strategies to embed numeracy within the curriculum</li> <li>• Knowledge of how to best use technology to improve progress levels</li> <li>• Ability to monitor, review and evaluate the work of the school against current OFSTED criteria</li> </ul>	
<b>PERSONAL QUALITIES AND CHARACTERISTICS</b>	<ul style="list-style-type: none"> <li>• All teaching to be at or above the teacher standards</li> <li>• Energy, enthusiasm and stamina</li> </ul>	



	<ul style="list-style-type: none"> <li>• Flexibility and unrelenting determination to raise standards</li> <li>• Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, staff and outside agencies</li> <li>• Ability to operate as a highly successful coach and mentor</li> <li>• Ability to work within a team and on own initiative</li> <li>• Sense of humour</li> <li>• Strong 'presence' and ambassadorial skills</li> <li>• Ability to communicate effectively to a wide range of audiences</li> <li>• Commitment to the promotion of equal opportunity</li> <li>• Willingness to support the Christian ethos of the school</li> <li>• Commitment to uphold "Fundamental British Values"</li> </ul>	
SPECIFIC TO THE POST	<ul style="list-style-type: none"> <li>• Ability to seek areas for improvement and to implement change</li> <li>• Experience of a range of courses within their specialist subject area</li> <li>• A thorough understanding of the latest assessment strategies across all key stages in their specialist subject area</li> <li>• Developing, co-ordinating and monitoring appropriate subject courses which meet the needs of students</li> <li>• Use of innovative strategies including technology/ICT in raising the quality of teaching and learning</li> <li>• A love of teaching their subject area and proven excellence including results/outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to wider extra-curricular activities</li> </ul>

October 2023