

# ENFIELD GRAMMAR SCHOOL



## INFORMATION FOR CANDIDATES



**LEAD PRACTITIONER - SCIENCE**

# JOB ADVERT



## **Lead Practitioner - Science Leadership Pay Spine L5-8**

Would you like to work at a school that has a prestigious past, a wonderful present and a beautiful future? Would you like to work at a school that was established 450 years ago with the responsibility of teaching poor children in the local area to read and write? Would you like to work at a school that has built upon this moral ethos, successfully educating and preparing boys for the world that awaits? If so, we'd like to meet you.

We are seeking to appoint an enthusiastic and creative teacher to strengthen our successful and supportive Science Department. The department have a successful track record with an established group of experienced teachers and an NQT. New TLR holders have just been appointed and we are looking to strength the department further, whilst increasing the school's capacity to help ALL teachers continue to improve their practice. An interest in working across subjects with our Outstanding teachers would be of benefit, as would the desire to complete the SSAT Lead Practitioner training. We firmly believe that staff should have access to CPD and so the successful candidate should be looking to develop themselves too.

Enfield Grammar School is an 11-18, 6 form entry, boys' comprehensive and is heavily oversubscribed every year.

We are a Specialist Sports College and converted to Academy status in August 2011. We provide a secure learning environment for our pupils in a combination of modern and historic buildings. The school is situated in the town centre with easy access to London and greenbelt countryside and has its own large and attractive playing fields. If you share our vision and have the drive and determination to make a positive contribution to the success of our students, then please do come and visit us. Please call 020 8363 1095 or email [applications@enfieldgrammar.org](mailto:applications@enfieldgrammar.org) to arrange a time to see the school and the department.

Alternatively for more information about the School please visit [www.enfieldgrammar.com](http://www.enfieldgrammar.com).

The school is committed to safeguarding and promoting the welfare of children and young people and anyone applying to work in our school is expected to share this commitment. Any appointment is subject to a satisfactory Enhanced with Barred List check through the Disclosure and Barring Service (DBS).

For an application form (CVs are not acceptable) and information booklet please download the details from the school website: [www.enfieldgrammar.com](http://www.enfieldgrammar.com)

**Closing date for applications: Friday 20 September 2019**

**All applications should be emailed to [applications@enfieldgrammar.org](mailto:applications@enfieldgrammar.org)**

**Intended Interview date is during week beginning 23 September 2019**

**Start Date: January 2020**

# LETTER FROM THE HEADTEACHER



Dear Applicant

May I thank you for your interest in this post. I hope that the information provided, alongside the school website, is sufficient to enable you to make your application.

Ideally, we'd love you to visit us to see us in action. We then would be confident you would apply to join us. If you would like to visit then please contact Mr B Doyle, Head of Science, who will be pleased to be of assistance.

Your written application is an important part of the selection process and you are strongly advised to give careful consideration to the job description and person specification when completing your application form.

I recognise that preparing an application is a time consuming process. Consequently, I should like to thank you in advance for submitting your application. If you are not successful in being shortlisted for interview, may I wish you every success in the future in your search for a suitable job.

Please do not hesitate to contact Mr B Doyle, Head of Science, should you require further details.

Yours sincerely

A handwritten signature in black ink, appearing to be 'C. Lamb'.

C Lamb  
**Headteacher**

# ABOUT THE SCHOOL



Enfield Grammar is a successful school with a strong tradition and excellent reputation. We were rated 'Good' in our recent Ofsted inspection (September 2018) and continue to strive to improve outcomes for students. We take great pride in our comprehensive CPD programme that allows all staff to develop their practice and expand their skill set.

Enfield Grammar School is rightly proud of its fine traditions and examination achievements. We are also a school which is intent on ensuring that the breadth and quality of education will, as far as is possible, equip all of our pupils to meet the rapidly changing demands of the future.

We are a Specialist Sports College and converted to Academy status in August 2011. The School has achieved the 'NACE Challenge' and 'Investors in People' awards. There is a strong commitment to supporting staff development.

The School is based on two sites. The Upper School is a mixture of original 16th and more recent 20th Century buildings and is situated just off the Market Square in the centre of Enfield Town. The Lower School, some five minutes' walk from the Upper School, is a 17th Century listed building which houses Years 7 and 8. The school roll is approximately 1100 boys, of whom some 210+ are in the Sixth Form.

The School has a strong commitment to extra-curricular activities of all forms and it is expected that all potential members of staff would be willing to support this commitment. As a comprehensive school dedicated to serving the local community, as it has done since 1558, we admit 180 boys each year, representing the full range of ability from diverse ethnic and cultural backgrounds.



# SCIENCE DEPARTMENT



The Science Department at Enfield Grammar School is a successful and committed team. Our aim is to make Science interesting, stimulating and enjoyable. This is achieved by teaching through a range of styles and activities to encourage thinking skills and encourage our pupils to be active learners. We have four dedicated technicians, who make the emphasis on practical learning possible.

The Science Faculty is committed to Assessment for Learning, gives the pupils frequent opportunities to demonstrate their skills and tests them summatively at least once per half term.

Years 7 and 8 follow a general Science course linked to Exploring Science and are taught by one teacher for three lessons per week. Key Stage 4 has nine lessons across the two-week cycle separated in three lessons each of Biology, Chemistry and Physics and may be taught by one, two or three different staff.

At present, at KS5, we have two sets in Year 12 and Year 13 for Biology, Chemistry and Physics, where pupils are taught five lessons over the two-week cycle and have one or two different teachers per subject.

We are proud of our pupils who perform consistently well. This reflects the hard work of both teachers and pupils.

We would welcome a hardworking and enthusiastic teacher, who enables pupils to enjoy practical work and develop their thinking skills.



# JOB DESCRIPTION



The lead practitioner will carry out professional teaching duties as described in the School Teachers Pay and Conditions document. In addition, the lead practitioner will do everything possible to raise the quality of teaching and learning in their subject and in other areas at the request of the Head Teacher. This will be primarily achieved through modelling, coaching and delivery of CPD. Salary will be paid on the leadership scale commensurate with the level of expertise and responsibility required.

**Reporting to:** Head of Science and ultimately the Head Teacher

## **Duties and responsibilities:**

- To develop and enhance the teaching practice of others in the Science Faculty and across the academy.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To raise standards of student attainment in science.

**Purpose:** To assist the Head of Department in raising standards of teaching and learning in the science faculty and across the academy by:

- Developing and improving the practice of teachers to ensure that teaching is consistently good or outstanding.
- Planning high quality lessons and leading the delivery of consistently good and outstanding teaching and learning opportunities.
- Leading, inspiring and motivating colleagues in developing their teaching.
- Identifying and addressing areas for improvement in teaching and learning.
- Carrying out the day to day duties of a classroom teacher and leading by example.

## **Leadership and Management:**

- To lead colleagues in an enthusiastic, positive and supportive manner ensuring good teaching practice is developed.
- To assist in the development of schemes of work, resources and teaching strategies within the faculty.
- To contribute to the faculty's development plan and its implementation.
- To work closely with other lead practitioners to develop policies, procedures and practice to ensure high achievement through effective teaching and learning and whole academy improvement.
- To analyse national, local and school data, as well as research and inspection findings, to inform curriculum area policies, practices expectations and teaching methodologies.

# JOB DESCRIPTION



## Teaching and Learning:

- To develop a high quality ethos of learning amongst students based on high expectations and a shared vision.
- To lead and develop innovation in teaching and learning, and report regularly to the Curriculum Team who are responsible for teaching and learning.
- In conjunction with the Curriculum Team, to develop, implement and review support programmes, CPD and intervention to improve teaching and learning.
- To maintain own skills and knowledge as a practitioner to a level required to be a good or better teacher.
- To deliver high quality support, mentoring, coaching and CPD that improves teaching and learning and supports the professional development of colleagues.
- To act as an exemplary role model teaching good and outstanding lessons and supporting colleagues to develop their own practice.
- To keep up to date with new teaching and learning strategies and implement them as appropriate across the faculty and the academy.
- To observe and make accurate judgements of lessons, providing appropriate feedback.
- In conjunction with the Curriculum Team and Head of Faculty, to monitor the quality of planning, marking and feedback within the faculty.

# PERSON SPECIFICATION



KEY: I = INTERVIEW / A = APPLICATION

	Essential	Desirable	How tested
<b>ATTAINMENT</b>			
- Qualified teacher status	X		A
- Degree which includes a substantive element for Science	X		A
<b>KNOWLEDGE OF</b>			
- Science to GCSE	X		A, I
- Science to 'A' level		X	A, I
<b>UNDERSTANDING OF</b>			
- the issues concerning raising the attainment of boys		X	A, I
- the issues regarding teaching to both able students and students with SEND		X	A, I
- the needs of a diverse comprehensive school community		X	I
- the AFL agenda	X		
<b>ABILITY TO</b>			
- co-operate effectively with colleagues	X		I
- support the school policy of recording and reporting	X		A, I
- accept advice and feedback and act accordingly	X		I
- form effective relationships with students and staff	X		A, I
- employ effective strategies of classroom control and management	X		A, I
- perform clerical and administrative tasks efficiently	X		I
- line manage other subjects	X		I
- coach and mentor colleagues in all aspects		X	I
<b>COMMITMENT</b>			
- determination to raise the achievement of all students	X		I
- has high expectations for all	X		I
- willing to teach all ages and abilities (up to at least GCSE)	X		I
- to contribute to curriculum development	X		I
- to support the school's equal opportunities policy	X		I
- to contribute to extra-curricular activities		X	A, I
<b>QUALITIES</b>			
- enthusiasm for Teaching and Learning	X		I



# IF YOU ARE CALLED TO INTERVIEW



Our intention is to inform the chosen candidate of their success on the day of the interview.

For this reason, we would ask all candidates to bring the following with them:

1. Original certificates to support your qualifications.
2. Your DfE registration number.
3. Immigration details and work permit (if applicable).
4. Identification documents to support your Enhanced with Barred List check through the Disclosure and Barring Service (DBS).
5. Three most recent salary slips.

**Closing date: 12 noon, Friday 20 September 2019**

# COMMITMENT TO SAFEGUARDING



Enfield Grammar School is committed to safeguarding and promoting the welfare of children, and safe recruitment of staff is central to this commitment. We will ensure that our recruitment practices are robust, and that our selection procedures prevent unsuitable people from gaining access to children. All adults who work with or on behalf of children and young people in our school must be competent, confident and safe to do so.

All posts working with children should be aware of, and share the commitment to safeguard and promote the welfare of children and young people when applying for jobs within Enfield Grammar School.

This commitment is expressed through the following requirements:

## **Recruitment**

Failure to adhere to the following requirements means that an applicant will not be employed to work at Enfield Grammar School.

- Applicants will be required to undertake an enhanced DBS (Disclosure Barring Service) check if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
- Applicants are required, when completing an application for a post within the school, to supply full education and employment history since leaving secondary school, with explanations for any gaps.
- An applicant's personal commitment to safeguarding children and young people will be explored through the interview process.
- Successful applicants must show proof of identity and qualifications certificates, along with various other pre-employment clearances before a firm offer of employment is made.
- Prior to taking up post, applicants will be expected to sign the School's Code of Conduct, which commits them to upholding the highest standards in public life, both in the way they undertake their professional duties, and in their personal conduct.

## **Employment**

Failure to adhere to the following requirements may result in summary dismissal:

- To participate in induction processes, professional line management and annual appraisal, where the employee's ability to safeguard children, young people or vulnerable adults through professional involvement and personal conduct will be guided and assessed.
- To undertake mandatory training, including child protection training, as appropriate to their duties.
- To familiarise themselves with all relevant policies and procedures, produced by the School, including procedures for managing allegations against staff.