RECRUITMENT INFORMATION & CANDIDATE PACK






Second in Charge of Science

Inner London Pay Scale + TLR 2A

Closing Date: Monday 01 October 2018, 9am

Interview Date: Thursday 04 October 2018

AMBITION | INSPIRATION | OPPORTUNITY

Letter from the Headteacher

Dear Applicant,

Thank you for your interest in Regent High School, and the post of Second in Charge of Science.

'This school continues to be good.' (Ofsted, January 2018)

Regent High School is an 11-19 co-educational comprehensive school with an inspiring and dynamic curriculum that challenges all students to realise their full potential. Our innovative curriculum equips students with the skills required for success as dynamic citizens of the 21st century.

In January 2018, Ofsted graded Regent High School and Regent Sixth Form as 'good,' with the *'Headteacher's vision, drive and determination ensuring that the school is moving forward rapidly.'* Furthermore, they stated that Regent High School is *'an inclusive school with a culture of high expectations for all.'*

Students thrive at Regent High School and leave us as inspired, independent and articulate young adults, ready to enter the world as ambitious global citizens. We are proud of our achievements and have a determined vision for the future, centering on our stimulating curriculum and state-of-the-art facilities; we look forward to even more successes and achievements as we embark on our journey to excellence.

As a member of staff at Regent High School you will be joining an outstanding team of dedicated colleagues who ensure our students are given the best possible education to become confident, successful and independent young learners. At Regent High School we pride ourselves on our creative and dynamic learning environment, enriched by our staff, students and network of partners. We encourage personal creativity and welcome innovative, forward-thinking ideas from staff.

Teamwork is at the heart of all that we do, and by working together we aim to secure a successful future for all our students. We encourage staff to spend some time with us before starting in their new role to gain a real understanding of our ethos and what we have to offer.

Please visit the 'Vacancies' section of our website – www.regenthighschool.org.uk – to download further information about our school to support your decision about applying for a post at Regent High School.

I very much look forward to receiving your application.



Mr G Moore
Headteacher



Our vision

Our vision is to produce students who are creative, independent and resilient global citizens of the 21st century. Our global, outward-looking approach to teaching and learning ensures our young people are successful, confident, adaptable and flexible, equipped to be successful in any pathway they choose.

As a member of staff at our school we ask you to understand, share and embrace our vision, ensuring that our values, vision and ethos are implemented in everyday practice. We have high expectations for both teaching and learning and have a strong focus on achievement and attainment. We are constantly looking for new models and teaching strategies to ensure our students are fully prepared to meet the growing demands of the 21st century. We encourage all members of staff and students to be innovative and inspiring thinkers.

Our mission

- Offering an inspiring, dynamic and rigorous curriculum that meets the needs, interests and abilities of all children
- Encouraging students to reach, challenge and exceed their potential
- Providing a supportive and structured learning environment where students thrive
- Working with external partners to provide enhancing and enriching opportunities for every student
- Ensuring our students leave us as confident, articulate young adults ready to enter university or the world of work
- Getting to know every child so that their individual needs are met, their abilities are understood and their talents are developed

Our offering

As a member of staff at Regent High School you will be joining an outstanding team of dedicated staff who ensure our students are given the best possible education to become confident, successful and independent young learners. At Regent High School, we pride ourselves on our creative and dynamic learning environment, enriched by our staff, students and network of partners. We encourage personal creativity and welcome innovative, forward-thinking ideas from staff.

Teamwork is at the heart of everything we do, and by working together we aim to secure a successful future for all of our students. We encourage staff to spend some time with us before starting in their new role to gain a real understanding of our ethos and what we have to offer.

Induction

When you join us at Regent High School, you will benefit from a personalised approach to your continuing professional development (CPD) providing you with extensive opportunities for personal and professional gain. We believe there is always room for personal development and growth; therefore, we encourage all members of staff to continue to challenge themselves and make the most of the opportunities we offer.

Our journey towards 'outstanding'

In January 2018, Ofsted graded Regent High School and Regent Sixth Form as 'good,' We are committed to finding new ways to enhance our offer to students and maintain our impressive levels of progress, as we journey towards 'outstanding'.

Furthermore, as a member of staff at Regent High School, you will contribute to ensuring all students are given equal opportunities, and chances of success. '*Regent High School is an inclusive school with a culture of high expectations for all.*' (Ofsted, 2018)

Our partnerships

Supporting our vision, Regent High School's Strategic Goals include the following objectives:

- Regent High School is the hub for a network of strategic partners with whom we learn and share expertise;
- Regent High School is the parental school and Sixth Form of choice in local and wider community.

Our Partnership Strategy of effective working with the variety of local organisations readily accessible to the school is integral to achieving our vision.

The advantageous location of the school in Camden gives it proximity to a number of high-profile, world-class institutions; the school is very fortunate to have several prestigious partners that help to raise students' aspirations and prepare them for study, work and their lives beyond school. Some of these include;

- The UCL Institute of Education
- UCL
- The Wellcome Trust
- The Francis Crick Institute
- British Land,
- Central Saint Martins College of Arts and Design,
- University of the Arts London
- Regent's University London
- The British Library
- The British Museum
- The Roundhouse
- Global Generation
- Future First
- Somers Town Community Association

Regent High School was also the first school, and is still the only secondary school, to be one of the more than 65 members of the King's Cross Knowledge Quarter which is an exciting gateway to knowledge for those who study, live or work in this dynamic part of London. Our partnerships have demonstrable impact on students' intellectual and socio-cultural development.

International partnerships include links with schools in Burundi and – through an Erasmus+ project for which Regent High School is the lead partner – Germany, Hungary and Spain. We have held a Leading Parent Partnership Award (LPPA) for four years.

With a view to promoting the outward facing nature of the school, there is plenty to be done in maximising the potential benefits of these impressive and expanding partnerships in preparing our students for higher education, developing employability skills and promoting an understanding of the global world of work. This is in addition to the benefits the partnerships are bringing in supporting the curriculum at subject level for STEM and arts courses.

Our Students



Ambitious and vibrant are descriptors of our students, who feel safe in our close-knit community. The vast majority appreciate the value of education and are excellent ambassadors for Regent High School, whilst the inspiring learning environment has led to significant improvement in levels of engagement and satisfaction. They form strong friendship groups and are supportive of each other. Both parents/carers and students welcomed the introduction of the new uniform, comprising a blazer and tie, in 2012. Overall a great sense of pride is felt by students, parents/carers and the broader school community.

As a school which serves the local community, we celebrate, cherish and benefit from the rich diversity among our students. 95% of students come from minority ethnic groups – predominantly Bangladeshi (47%) and Somali (17%) – and 24% from countries where almost all children in the UK are refugees. An inclusive approach is integral to our school ethos and permeates everything we do.

Through the organic expansion of numbers and the growing reputation of the school, this composition is changing as good transport links enable students to attend easily from further afield and the intake from primary schools is widening to include students who may not necessarily have chosen to attend Regent High School in the past. These developments have resulted in year groups with different characteristics.

Primary partnerships

We work closely with our primary partners to ensure a smooth transition from primary to secondary school. We offer a number of transition programmes to invite prospective parents and pupils into the school before they start, establishing strong communications with parents from the outset. These include an annual Friendship Afternoons, curriculum-based projects and an Induction Day to guarantee pupils are confident before starting secondary school.

Our Facilities

Our £25m new building, completed in December 2014, was awarded a prestigious 2015 Camden Design Award, and has been shortlisted for a RIBA London award. The new facilities provide a fully equipped fitness suite, three all-weather multi-use pitches, science laboratories, a theatre with professional lighting and staging, drama studios, music recital rooms, music technology suite, a recording studio, four art studios, a media studies suite with Mac computers and a large library with a collection of over 12,000 books and other resources and with outstanding facilities for independent study.

The Camden Design Award panel described the Regent High School project as 'an accomplished and sleek re-imagination of an entire school despite budgetary constraints; re-orientating its entrance; providing high-quality teaching accommodation; improving community facilities and celebrating its role in the heart of Somers Town. Natural light, transparency and openness flood the site with a sense of wellbeing, connecting occupants to the landscape and bringing a positive contribution to the cityscape'.

Students respect their revitalised school buildings; the bright, clean and spacious learning environment provides a hub for the local community and partner primary schools. Increasing the use of these facilities is a work in progress, with potential to enhance community use, for both leisure and learning.









Photographs by Dennis Gilbert

Travel

Staff are encouraged to use sustainable forms of transport to and from work. The nearest London Underground stations are Mornington Crescent, Euston and King's Cross St. Pancras. National Rail services operate from the nearby London King's Cross, London St. Pancras and London Euston stations.

Covered cycle parking is provided at the school including a dedicated secure area for staff cycles. Staff can take advantage of Camden Council's season ticket and cycle purchase loan schemes.

Living and working in Camden

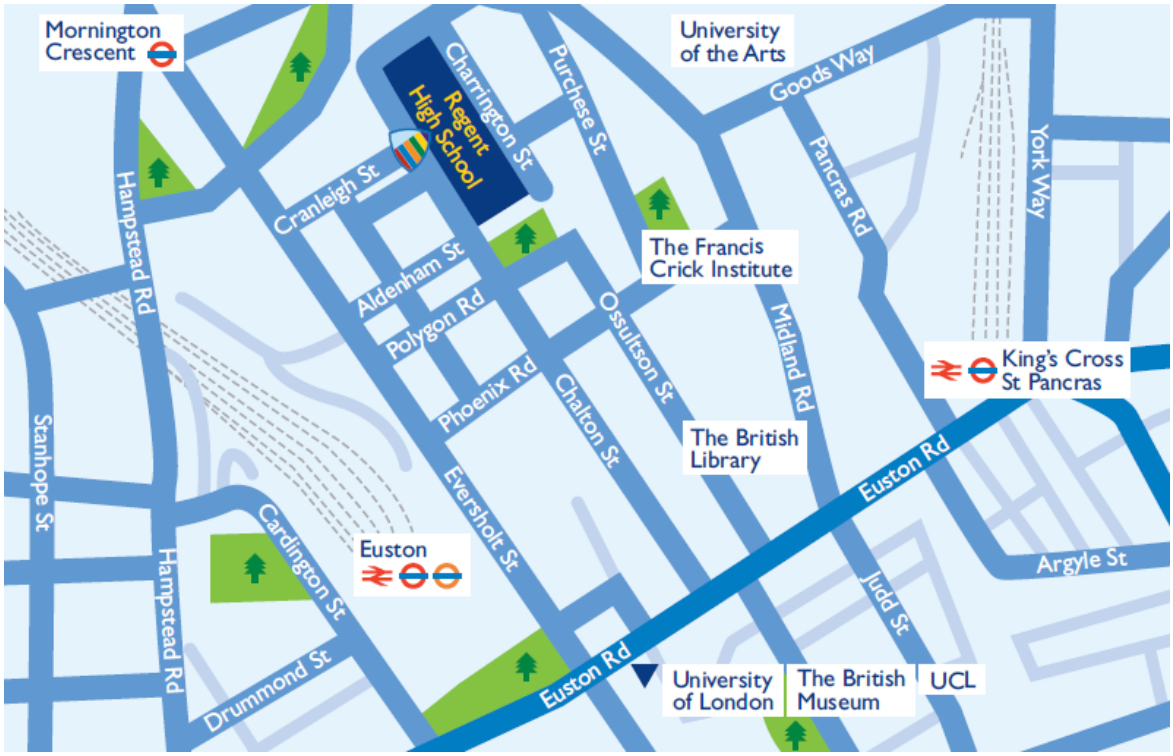
The Borough of Camden is located just north of central London and is a thriving place to live and work. Famous for Camden Market, attracting an array of visitors throughout the year and surrounded by beautiful settings, the Borough of Camden is a dynamic and unique place to live.

Camden's industrial heritage has made way for retail, tourism and entertainment, including a number of markets and music venues. The markets are a major tourist attraction at weekends, selling goods of all types including fashion, lifestyle, books, food, antiques and more bizarre items.

Although noted for its music venues, restaurants and energetic atmosphere the abundance of open spaces including the beautiful Regent's Park and Hampstead Heath means that there is plenty of room to get away from the hustle and bustle of city life. There is something for everyone in Camden, whether you want to enjoy the vibrant pace of life in Camden Town, or relax in the more rural environment of Hampstead.

Camden enjoys an outstanding public transport service with a range of buses running 24 hours a day. Unique to the area are the excellent underground and national rail links from King's Cross and Euston. St Pancras International, less than 10 minutes' walk from Regent High School, offers high speed services to Kent as well as a gateway to Paris, Brussels and beyond.

The area is also home to some of the world's most renowned places of artistic, cultural and educational interest and is at the hub of London's cultural scene. Among these are the British Library, London Zoo, The Roundhouse, Hampstead Theatre, Kings Place, the Freud Museum, the London School of Contemporary Dance and the British Museum.



Regent High School
Chalton Street, London, NWI IRX

Second in Charge of Science

Inner London Pay Scale

Required for January 2019

Regent High School is an inclusive school with a culture of high expectations for all. The Headteacher's vision, drive and determination is ensuring that the school is moving forward rapidly. The school is calm and pupils are well behaved and the vast majority of staff enjoy working at the school. (OFSTED, January 2018)

Are you a dynamic and highly motivated classroom practitioner, and excellent Scientist with a proven record of raising attainment?

We are seeking to appoint a dynamic and inspiring Second in Charge of Science to contribute to the leadership and delivery of outstanding learning within the Science department for every student throughout our school. You will join our innovative and dedicated department, with its teamwork ethic and passionate commitment to improving attainment. This post offers an excellent opportunity to be part of the driving force behind the evolution of our school in an outstanding 21st century learning environment. Applicants will show enthusiasm for joining our dynamic and supportive team, and will be able to demonstrate the highest standards of delivery in order to raise attainment at all levels.

Regent High School is an 11-19 mixed comprehensive school with an inspiring and dynamic curriculum that challenges all students to realise their full potential and equips them with the skills required for success in the competitive 21st century. The school prides itself on the extensive array of opportunities it offers students and staff, through the school's established business, commercial and creative partnerships. Opportunities range from careers projects with British Land, to the successful mentoring programme with The Rothschild Group and film-making projects with the British Library. Located in Camden, in the heart of Central London, we are just a few minutes' walk away from the transport hubs of Kings Cross St Pancras and Euston stations, and are within easy reach of the West End.

For further information about the post, informal visits to the school and an application pack, please visit our website at www.regenthighschool.org.uk.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All successful applicants will be subject to an enhanced check with the Disclosure and Barring Service.

SECOND IN CHARGE OF SCIENCE

JOB DESCRIPTION

Salary Scale: Inner London Scale + TLR 2A

Section A: Job Purpose

1. Contribute to the leadership of the delivery of excellent learning leading to sustained high achievement and attainment in Science
2. Plan and teach high quality lessons in accordance with the school's plans, curriculum and schemes of work
3. Assess, monitor, record and report on students' achievements and learning needs to ensure their excellent progress and high attainment
4. Undertake ongoing training and development in order to maintain and enhance professional teaching skills

Section B: Accountable to Head of Science

Section C: Accountable for None

Section D: Key Accountabilities and Tasks

1. Leadership and Management

Accountabilities	Tasks
1.1 Contribution to the promotion and maintenance of a shared school ethos of respect for learning and achievement, underpinned by high expectations for behaviour	1.1.i Demonstrate high professional standards at all times. 1.1.ii Maintain good order and discipline at all times and promote amongst students an understanding and appreciation of the school's behaviour policy. 1.1.iii Implement the school's equal opportunities policies to deliver excellent outcomes for all members of the school community. 1.1.iv Implement the school's child protection and safeguarding procedures in accordance with statutory and LA guidance. 1.1.v Attend school events as appropriate to develop and promote the school's aims and ethos.
1.2 Leadership of ongoing strategic development in the relevant areas of responsibility.	1.2.i Contribute to the creation of the school development and action plans and be responsible for specific aspects of their implementation. 1.2.ii Contribute to the leadership and management of subject reviews, examination performance analysis and development plans. 1.2.iii Support the school's aim as a former specialist Arts College of promoting a creative ethos within the school in which all staff and students are encouraged to develop their skills and talents.

1.3 Contribution to the support and professional development of designated staff	1.3.i Contribute to the induction, support and professional development of teaching and support staff as required
1.4 Development of effective professional relationships within and beyond the school	1.4.i Participate in the agreed systems for the performance management of teachers. 1.4.ii Communicate effectively with parents and carers in supporting the learning of students, including attendance at relevant parent-teacher consultation meetings. 1.4.iii Attend relevant LA meetings and events and develop links with outside agencies and organisations as appropriate.

2. Learning and Teaching

Accountabilities	Tasks
2.1 Implementation of agreed aspects of the school's work to improve learning and teaching leading to sustained high achievement and attainment	2.1.i Contribute to the development and delivery of high quality learning and teaching. 2.1.ii Teach a range of classes in accordance with the contact ratio for the post and model good practice in learning and teaching. 2.1.iii Carry out the role of form tutor to a high standard in accordance with school policy.
2.2 Responsibility for the leadership of agreed aspects of curriculum development	2.2.i Lead ongoing curriculum development as required in accordance with whole-school priorities. 2.2.ii Contribute to the review and updating of schemes of work in line with internal and external expectations and examination syllabus requirements. 2.2.iii Contribute to the establishment, development and maintenance of teaching resources, including displays of work and appropriate extra-curricular activities, to support high quality curriculum delivery.
2.3 Responsibility for contributing to the analysis of student attainment data to ensure the continuous improvement of student achievement	2.3.i Assess, record and report on students' progress and attainment and their personal and social development in accordance with school policy. 2.3.ii Contribute, in collaboration with the Head of Science to the collation, analysis and dissemination of student attainment data for Science.
2.4 Responsibility for the conduct of school and public examinations	2.4.i Ensure that all administration connected with public and school examinations is conducted efficiently and that all deadlines are met 2.4.ii Ensure that all public and school examinations are conducted in accordance with examination board regulations and the school's published guidance and that staff and students understand and meet the school's high expectations.

3. Administration, Accommodation, Finance and Resources

Accountabilities	Tasks
3.1 Shared responsibility for the efficient running of the school through effective administration and communication at all levels	3.1.i Be responsible for an equitable share of administrative and organisational tasks. 3.1.ii Attend relevant meetings as required and liaise with colleagues as appropriate.

	3.1.iii Undertake supervisory duties in accordance with published duty rotas. 3.1.iv Perform other duties commensurate with the status of the post as may from time to time be determined by the Headteacher.
3.2 Shared responsibility with the Head of Science establishing budget priorities and evaluating the effectiveness of spending in line with the principles of best value	3.2.i Manage allocated budgets and monitor expenditure.
3.3 Responsibility for ensuring that facilities and resources in the are used efficiently and that high standards of health and safety, security and maintenance are maintained at all times	3.3.i In collaboration with the Head of Science, manage the efficient use and monitor the condition of learning community accommodation and resources and take appropriate action to report any maintenance issues without delay. 3.3.ii Ensure that high standards of health and safety are adhered to at all times and that accommodation and resources are kept appropriately secure.

Specific areas of responsibility may be altered from time to time to provide ongoing professional development and in the light of the changing needs of the school. Any major change in the manner and scope of responsibilities mentioned above will be agreed in negotiation between the holder and the Headteacher.

PERSON SPECIFICATION – SECOND IN CHARGE OF SCIENCE

A: Application I: Interview R: Reference

QUALIFICATIONS	
• Graduate	A
• Qualified teacher status	A
• Evidence of appropriate ongoing CPD	A
EXPERIENCE	
• Proven successful experience of teaching across the age and ability range	A / I / R
• A proven track record of improving student progress and attainment	A / I / R
• Proven experience of curriculum development and delivery	A / I / R
• Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	A / I
ABILITIES	
• To recognise students' learning needs and to communicate these effectively to other professionals	A / I
• To be an effective leader of change, encouraging, modelling and developing team effectiveness especially during change	A / I
• To coach and mentor staff to become effective leaders of learning and innovators	A / I
• To understand and use data analysis to empower learning and teaching strategies	A / I
SKILLS	
• Excellent communication skills at all levels orally and in writing	A / I
• Excellent ability to advise and support other teachers	A / I
BEHAVIOURS	
• Proven competence in working independently as part of a team	R
• Proven competence in working in a positive and energising manner	R
• Proven competence in showing grace under pressure / leading and managing change	R
• Proven competence in problem solving	R
• Proven competence in achieving successful outcomes	R
• A satisfactory health, punctuality and attendance record	R *
COMMITMENTS	
• Proven commitment to ensuring that the principles and policies of equal opportunities deliver excellent outcomes for all members of the school community	A / I
• Commitment to the community ethos of the school	I
• Commitment to your own continuing professional development	A