



Chipping Sodbury School



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Head of Science



Head of Science

Dear Applicant,

Thank you for your interest in our school, I am delighted to introduce you to Chipping Sodbury School and do hope that you will find this application pack along with our website helpful. I know that this information will convey to you the immense sense of pride that we hold for our school and our community. However, if you are interested further and would like to visit to learn more, then please contact the school to make arrangements for a visit.

Chipping Sodbury School is an institution built on tradition and strong core values. It is these values which have developed so many young people over the years and provided them with the opportunities to develop and grow into successful individuals within the local community and beyond. The origin of the school dates back to the Middle Ages when the school was set up as an Endowed School to provide free education for the townsmen. It has gone through many transformations since then which have involved it becoming a Grammar School, a Comprehensive School in 1970, and then a Cooperative School in 2013 and it remains as this today. Whilst there have been changes over the years, the history remains central to the school's values and ethos. The Endowed Foundation still provides support for students and is an important part of the school. In order for all within our community to have the best opportunities in life, we believe that the four key values of Respect, Responsibility, Aspiration and Integrity are fundamental.

Our school is located on the edge of the Cotswolds, close to both Bristol and Bath and has great access via the M4 motorway which provides strong options for commuting for staff. This in turn has resulted in Chipping Sodbury being able to recruit some of the best professionals from across the region. It also provides a good opportunity for student learning outside of school and in particular experiences such as theatre visits, outdoor education, musical experiences and exploration of the arts is central to the wider curriculum.

We believe in providing students with the very best opportunities through achieving the strongest educational outcomes and to do this we have the highest of aspirations. To support this we engage with students from primary school and educate them right through to when they become young adults at 18. The school has strong links with the local primary schools and is one of three partners in the high achieving Cotswold Edge Partnership. Whilst three schools are involved in this partnership and there is shared teaching, the school retains a sixth form on site and students from across the partnership access the very best of teaching at Chipping Sodbury School as well as at Yate Academy and Brimsham Green School. This partnership not only supports students in a broad and balanced curriculum, but also is key in providing staff with professional development and the opportunity to teach A Level and Applied General qualifications.

We seek to appoint a Head of Science who is a passionate scientist, who is committed to raising standards and who is highly ambitious for our students in supporting them to achieve the very best educational outcomes. We need a high performing leader who is committed to making a difference and will ensure that Chipping Sodbury School Science Department moves to being truly outstanding. Thank you for your time and thought that you are taking in considering this application.

Katherine Turner
Headteacher



The Region – South Gloucestershire, Bristol and Bath

Chipping Sodbury School serves the immediate local community of Chipping Sodbury town and the wider villages and towns that surround Chipping Sodbury. The school remains oversubscribed on first preference and students access the school either via a short walk from Chipping Sodbury or via a range of school buses that bring children in from the wider South Gloucestershire area.

Chipping Sodbury is an ancient market town founded in the 12th century; it is close to the smaller villages of Old Sodbury and Little Sodbury and sits on the edge of the Cotswolds. The town is only a ten minute drive from the M4 which provides good access to the city of Bristol and the wider West Country Region. There is also very good access to the Roman city of Bath which is approximately a thirty minute drive.





Head of Science

School:	Chipping Sodbury School South Gloucestershire
Contract type:	Full-time
Contract term:	Permanent
Salary:	Main/Upper Pay Range + TLR 1C (£9474 per annum)
Start date:	January 2019, or earlier if available



We are seeking to appoint a highly inspirational Head of Science who will have strong leadership skills and as a result work with and develop a great team of staff to work towards being a truly outstanding department. Historically, results in the Science Department at the school have been strong; however, there is the potential for these to be even stronger. We believe that with the right appointment, the department can be transformed into an exceptional place of learning.

We are looking to recruit a strategic thinker who holds student progress at the core of everything that they do. Students at Chipping Sodbury enjoy science and there is good progression from Key Stage Four into A level. The science team also inspire and support students in learning about science in the real world and beyond the curriculum through a range of additional curriculum projects that have been developed over the years.

The successful candidate will join a team of excellent practitioners who work together to inspire our students. Beyond the faculty you will work with a wide variety of vibrant and energetic staff who believe in their own development. As a result of this, staff take responsibility in continuing their own professional learning and regularly lead or are involved in insight projects or lead staff professional learning. This focus on development of staff has led to many of our staff taking on additional responsibilities within Chipping Sodbury School or moving on to other promotions at other institutions; this is something we really value. You will also have the opportunity to work closely with two of the three main Universities in the region - University of Bristol and Bath Spa University, in both your own continued professional development but also the engagement with teacher training programmes.

As a school, we passionately believe in learning for all and are committed to not only developing our students, but all who work within our community and therefore, you will be supported with your professional development.



Application Process

Closing date for applications: Tuesday 18th September 2018
at 12 noon

Interviews: During week commencing 24th September 2018

Applications should be made by way of a letter (maximum 1000 words) addressed to the Headteacher, Katherine Turner with an accompanying application form (CV's are not accepted).



Your letter and application should aim to cover the following principles:

- How your leadership will have a positive impact on student progress.
- How your leadership will inspire and develop the science faculty and ensure that it becomes an outstanding faculty.
- Evidence of where you have had a positive impact on student outcomes, including for the most vulnerable.
- Evidence of the impact that you have had on either faculty or whole school transformation.

The interview process will provide the opportunity for school visits, however, we appreciate that candidates can understand more about our school by visiting in advance of an application.

Therefore, if you wish to visit us, please contact Julie Passco (Head's PA)

(julie.passco@chippingsodbury.school) who will arrange this with you.

References

Please select two references who will be able to inform us of your ability to fulfil the criteria as outlined in this advert and job description. One should be your most recent Principal or Headteacher and the other should be able to make professional reference to your work as a teacher and your potential to be a leader.

Chipping Sodbury School is committed to safeguarding young people through its selection process.

Chipping Sodbury School: Respect, Responsibility, Aspiration, Integrity



Head of Science : Job Description

Post: Head of Science

Responsible to: Headteacher

Responsible for: The leadership of the science team and the development of science across the school

Purpose: The Head of Science will lead the science faculty in delivering the highest possible outcomes for students. This involves the championing, developing and sharing of the best practice whilst supporting and challenging practice where development is required. The Head of Science should also share pedagogy and practice with teachers and school leaders from across the organisation and take part in peer to peer support and development as part of the school's ongoing professional development programme.

Leadership & Management

- To ensure that school policies are put into practice both in the faculty and around the school.
- To have the overall responsibility for all matters relating to the faculty and the subjects taught.
- To attend School Leaders meetings.
- To induct teachers new to the faculty.
- To develop a management structure for the faculty which ensures that all students are taught to the highest standards through the efficient and effective use of personnel and physical resources.
- To know the strengths and weaknesses of members of the faculty and allocate staff to teaching groups and management tasks in a positive way.
- To lead a team of teachers and encourage their professional development.
- To be responsible for the faculty budget.
- To maintain an essential inventory of high value items.
- To contribute to the school improvement planning process.
- To implement the performance management policy.
- To arrange regular faculty meetings with appropriate agendas and documentation.
- To meet regularly with the Senior Team line manager and engage in appropriate tasks.
- To be responsible for the work of any student teacher in the faculty.

Curriculum and Teaching

- To monitor, evaluate and review the work of the faculty in all its facets and use the results of such activity in improvement planning.
- To lead the work of other members of the faculty to formulate, implement and review appropriate curricula and schemes of work in accordance with the school curriculum, exam board syllabuses and any other appropriate frameworks.
- To ensure effective liaison between key stages and phases of education.
- To understand and critically evaluate modern developments in teaching, including cross-curricular initiatives.
- To promote consideration of teaching and learning styles within the faculty and develop student centred approaches.
- To promote the use of ICT within the faculty.



Head of Science : Job Description

Assessment

- To work to implement the school's assessment, recording and reporting policies and procedures.
- To ensure that the school's reporting procedure is followed and that deadlines are met.
- To coordinate the organisation of all external assessment procedures relating to the faculty.
- To promote the use of assessment data at individual student level throughout the faculty.

Whole School

- To participate in appropriate whole school activity that promotes the work of the faculty.
- To contribute positively at all times to the ethos, well-being and further development work of the school.
- To act as line manager for the Assistant Curriculum Leaders, other colleagues with responsibilities within the faculty and any non-teaching staff assigned.





Head of Science : Person Specification

Quality	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Degree QTS 	<ul style="list-style-type: none"> Higher relevant qualification
Experience	<ul style="list-style-type: none"> 3 years' teaching experience. Experience of leading a group of colleagues Appropriate experience in preparation for working within the broad areas identified in the job description. 	<ul style="list-style-type: none"> More than 3 years' experience Leading whole school initiatives Staff training and mentoring Student mentoring Using data to support the learning agenda
Knowledge & Understanding	<ul style="list-style-type: none"> Knowledge of current education issues Understanding of the role of Head of Faculty Able to offer specific knowledge and understanding related to the areas identified within the job description. 	
Skills, abilities and attributes	<ul style="list-style-type: none"> Able to use ICT to support professional work. High level of inter-personal skills. Able to communicate effectively in writing and orally. Able to lead and manage a team through change. Able to innovate and be creative. Able to relate well to children and adults. Ability to work effectively with, and command the confidence and respect of, students, parents, teaching staff, senior managers within the school as well as with colleagues in external agencies. Able to analyse and synthesise information. Able to focus upon solutions rather than problems. 	<ul style="list-style-type: none"> Able to work with the whole school IMS in support of students and their achievements
Philosophy	<ul style="list-style-type: none"> Commitment to comprehensive and inclusive education High expectations of staff and students Committed to the achievement of high standards High personal expectations and goals Commitment to equal opportunities in all its facets A willingness to participate in appropriate in-service training and professional development 	
General	<ul style="list-style-type: none"> Sense of humour Stamina, resilience and energy Caring for both students and staff Imaginative and forward looking Able to take a whole school perspective on issues Able to maintain professional standards in times of stress and high work load 	<ul style="list-style-type: none"> Involvement in wider range of school activities