



Huxlow
Science College
Opening Doors to Brighter Futures

Job Application Pack

Head of Physics

For September 2018

Salary: MPS/UPS + TLR2B (£4441 per annum) +
£3,000 per annum Market Forces Payment for
the right candidate

Contract: Permanent

Closing Date: Monday 21 May 2018 @ 12 noon

Interviews: Thursday 24 May 2018



Huxlow Science College

Dear Applicant,

Huxlow Science College is a medium sized secondary school (11-18), located in Irthlingborough, East Northamptonshire. We converted to Academy status in 2013. We are progressing well on our journey to becoming an outstanding school.

2017 saw record results across the board and we are now comfortably the highest attaining school in the locality. An impressive 64% of students gained the equivalent of 5 A* - C grades in GCSE, including English and Maths, which is above the national average and across all A Level subjects taken the students averaged a grade B. We are extremely proud of our students and thrilled with their achievements. They have shown huge dedication to their studies and have earned the fruits of their labour.

Science at Huxlow has a rich history of success. Results are strong with approximately half the cohort opting to study triple Science. In 2017 84% of students gained A*-C in Biology, 82% in Chemistry and 74% in Physics. Science is popular at A-Level with a 100% pass rate and an average A Level grade B.

At Huxlow we believe that students who are happy, feel safe and are taught well will enjoy school and as a result be successful.

We are passionate about caring for our students, ensuring that they are all known as individuals. Ofsted June 2016 stated that "everyone in the school puts pupils' well-being at the centre of everything they do".

Students are challenged to be as good as they possibly can be and are supported to achieve this. Academic success is hugely important to us. We have a rich history of students of all abilities and from a wide variety of backgrounds achieving as well as they could.

We have highly effective support and guidance mechanisms to meet all students' needs. As a result our pupils behave well. Ofsted June 2016 stated "Pupils know the high standards of behaviour expected of them" and "as a result, they behave well in lessons".

Please explore our website to gain a flavour of what it means to be part of the Huxlow Science College community. We hope you are as impressed by our school as we are and are encouraged to join us.

Brilliant students, supportive staff, excellent resources and outstanding professional development make this a fantastic school to progress your career.

Yours sincerely

Steve Gordon
Headteacher



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2017 saw record results across the board and we are now proud to be comfortably the highest attaining school in the locality with 64% of Year 11 gaining the equivalent of 5 A*-C including English and Maths.

This has strengthened our position on our journey to becoming an outstanding school.

Science at Huxlow has a rich history of success. Results are strong with approximately half the cohort opting to study triple Science. In 2017 84% of students gained A*-C in Biology, 82% in Chemistry and 74% in Physics. Science is popular at A Level with a 100% pass rate and an average A Level grade B.

Our vision for the school is to deliver outstanding education to our students, not only in terms of academic success, but by ensuring we develop the "whole child". In order to enjoy a successful adult life it is important that our students develop characteristics such as leadership, organisation, resilience, initiative, and communication.

If you are an experienced and effective Teacher of Science looking for your next promoted post, this is an excellent opportunity. We will commit to improving your pedagogy and you will enjoy working in a school where the students are hugely positive and keen to learn.

We know that to realise our vision we need to attract, develop and reward our people. We are an 'Investor in People', and are committed to the professional development and career progression of our employees.

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The successful candidate will:

- Improve as a teacher through our tailored professional development programme (we run weekly training sessions that all staff have access to in addition to bespoke individual development)
- Have opportunities for promotion (in a relatively small College new opportunities for leadership and personal development frequently arise)
- Be supported by a performance management system that rewards excellence
- Have access to national ground-breaking Science CPD

The essential qualities for the Head of Physics include:

- A qualified and effective classroom practitioner with experience of teaching KS3 & KS4
- A commitment to, and a passion for, the teaching and Leading of Science with a particular emphasis on Physics
- A commitment to developing their own pedagogy and that of others
- A commitment to meeting all the requirements for safeguarding children
- Effective organisation and communication skills
- A commitment to Inclusion

Opening doors to brighter futures



How to apply



How to apply

If you wish to join Huxlow Science College, please apply online at TES Jobs, download our Application Form from our website <http://www.huxlow.northants.sch.uk/join-us/staff/> or contact the College:

Tel: 01933 650496 e-mail: hr@huxlow.northants.sch.uk

Prospective applicants are very welcome to visit the college and meet staff and pupils. If you are interested in visiting the College, please contact Karen Squires (HR Manager) on 01933 650496.

All completed applications should be sent FAO Karen Squires (HR Manager) to hr@huxlow.northants.sch.uk or to Huxlow Science College, Finedon Road, Irthlingborough, Northamptonshire, NN9 5TY.

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Equal Opportunities

We are an Equal Opportunities employer and welcome applications from all members of the community.

Safeguarding

Huxlow Science College is committed to safeguarding & promoting the welfare of children & young people and expects all staff & volunteers to share this commitment. Identity, Prohibition, Qualification, Barred List, Enhanced DBS, Section 128, Overseas, Right to work, Reference, Criminal Record and Medical Checks are essential for all applicable posts at the College.



Job Description

POST TITLE: HEAD OF PHYSICS

REPORTS TO: LEARNING LEADER OF SCIENCE

PURPOSE OF POST: To deliver outstanding leadership, teaching and learning of Physics and therefore help students achieve excellent results and be a role model/impact the College more widely.

PRINCIPAL RESPONSIBILITIES

- Build on the current Physics curriculum
- Model a nurturing and structured classroom and school environment that helps pupils to develop as learners
- Model excellent pupil discipline and culture inside their classroom and across the whole College
- Contribute to the effective working of the College
- Be held accountable for all curriculum direction, teaching quality, and pupil attainment in their subject area
- Provide a nurturing classroom and College environment that helps students to develop as learners
- Help to maintain/establish discipline across the whole College
- Contribute to the effective working of the College
- To create and develop challenging and innovative curriculum
- Use regular, measurable and significant assessments to monitor progress and set targets
- Produce periodic assessments with marks schemes
- Ensure assessments are moderated internally
- Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENCO to ensure pupils receive high quality interventions
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- Develop an exciting and motivating extra-curricular and enrichment offer
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment



Job Description

- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- Produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Ensure that all students achieve at least expected progress
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact with and adhering to and ensuring compliance with the College's Safeguarding and Child Protection Policy at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the College s/he must record the details and take appropriate action, according to the nature of the concern, to safeguard the young person and inform the relevant staff within school, including the Designated Safeguarding Lead.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Manager in consultation with the postholder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.



Person Specification

POST TITLE: Head of Physics

CRITERIA: Applicants will need to provide evidence of meeting the following criteria

	ESSENTIAL	DESIRABLE
PRE-EMPLOYMENT CHECKS		
Criminal Records	*	
Enhanced Disclosure and Barring	*	
Proof of identity	*	
Medical Questionnaire	*	
Satisfactory References	*	
QUALIFICATIONS/TRAINING		
A qualified Teacher of Science.	*	
COMPETENCIES		
An outstanding classroom practitioner with experience of KS3 and KS4.	*	
Experience of KS5		*
A commitment to, and a passion for, the teaching of Physics.	*	
Outstanding subject knowledge and a clear understanding of recent subject developments.	*	
A clear understanding of what constitutes effective Physics learning.	*	
A commitment to work with other teachers within the Curriculum Area and the Consortium.	*	
High standards of classroom management and a willingness to share practice and ideas.	*	



Person Specification

POST TITLE: Head of Physics

CRITERIA: Applicants will need to provide evidence of meeting the following criteria

	ESSENTIAL	DESIRABLE
A track record of successful 'A' Level teaching.		*
A commitment to developing their own pedagogy and that of others.	*	
An ability to engage and inspire pupils.	*	
A passion and belief in every student.	*	
Motivation to continually improve standards and achieve excellence.	*	
EXPERIENCE		
Experience of raising attainment in a challenging environment.	*	
Experience of reflecting on and improving teaching practice to increase student achievement.	*	
Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.	*	
Is committed to and meets all the requirements for safeguarding children.	*	
Effective organisation and communication skills.	*	
Evidence of adding value to students' achievements.	*	
Able to demonstrate added value with less able students.		*
The ability to use ICT to raise standards.		*



Department information

OUR TEAM AND FACILITIES

The Science Department is a very hard working department. It works together as an effective unit with excellent technician support and is successful in the delivery of outstanding education to students at Huxlow.

Within the College, we are the most successful department and have been one of the most successful Science departments in the county for the past seven years.

The Science Department is the largest department in the College. It has seven laboratories, which are on the ground floor and are adjacent to each other. Every lab has a Promethean interactive board and we also have a class set of laptops. All labs are maintained to a high standard. We have a central prep room where teachers prepare materials. All resources are centralised with excellent schemes of work and resources for all the Sciences. Our technicians are very highly regarded and very supportive.

KEY STAGE 3

At Key Stage 3, students will learn some of the fundamentals of science and scientific investigation which will give them the foundations they need to be successful at GCSE. The science course at Key Stage 3 is developed around the Activate resources from Oxford University Press and promotes a love of science through engaging practical activities.

KEY STAGE 4

Key Stage 4 students study the OCR Gateway Science Syllabi. Students are taught in ability sets for six periods a week and are entered for examinations in Year 11. We usually have at least two groups of students at KS4 taking Triple Science.

KEY STAGE 5

Year 12 and 13 students are part of a consortium of three local schools – The East Northamptonshire College (TENC). This is an arrangement by which we share teaching and pupils across three different schools. As part of this our staff teach Biology, Chemistry and Physics. We are also offering BTEC Level 3 Applied Science. We have a large take up of Huxlow students at A Level.



Vision, Goal, Values

OUR VISION

"Safe, happy and successful students who go on to become safe, happy and successful adults"

OUR GOAL

"At Huxlow every individual is empowered to fulfil their potential"

OUR VALUES

- Students and staff feel safe and happy at school
- Everyone is ambitious and welcomes the challenge of being the best they can
- High quality teaching challenges every student and develops their creativity, skills and knowledge
- We grow to meet the needs of our wider community who trust and value the school
- Students and staff are resilient, reflective, independent and take responsibility for their own performance
- We foster a love for learning across our entire community
- We are active and positive members of all our partnerships
- We celebrate everyone's successes



School Information



Students and staff feel safe and happy at school

The well being of our students and staff is integral to the success of our school.

Every individual matters at Huxlow and this underpins our College ethos.

Staff are encouraged to join our Well Being Group where we introduced initiatives and improvements to continually improve staff well being.

“There are excellent relationships between pupils and staff and this has created a calm, positive and purposeful climate for learning around the school” OFSTED





The Curriculum at Huxlow

Our curriculum has been designed to deliver an exciting and stimulating five year progressive programme.

We focus on key skills at Key Stage 3 for two years where we foster a love of learning through a broad and balanced curriculum.



Our Key Stage 4 programme is extended over three years to develop a deeper understanding and mastery of subjects at GCSE level, in order to achieve the highest outcomes and to aspire for every student to reach their potential.

- All students study English, Mathematics, Science, Religious Studies, Physical Education, French and Technology.
- At Key Stage 3 (Years 7 and 8) students also study History, Geography, Music and Drama.
- At Key Stage 4 (Years 9, 10 and 11), alongside our core subjects, students make a number of option choices from a range of subjects including History, Geography, Additional Sciences, Drama, Music, Examined Physical Education, Psychology, Business and Travel and Tourism.

Our Key Stage 5 provision is delivered alongside our partners - as part of The East Northamptonshire College (TENC) - The Ferrers School and The Rushden Academy. Our joint provision has the most comprehensive choice of subjects in the County, consisting of twenty nine A Levels plus ten BTEC additional Level 3 courses and four Level 2 post-sixteen options.





Extra Curricular and Enrichment

At Huxlow, there is a strong commitment from staff to offer our students an inclusive and enriching educational experience, both within the curriculum and through a wide range of extra-curricular opportunities.

An exciting array of clubs, activities and trips provide a springboard for developing Leadership, Organisation, Resilience, Initiative and Communication (LORIC) skills.

Inspiration is achieved through our many day and residential trips. The following highly popular residential trips enrich the educational experiences of many young people year on year:

- Normandy/Paris/Holland – cultural trips
- Belgium – WWI Battlefields
- Austria – ski trip
- Uganda – International Youth Conference.

Students also have the opportunity to visit places of interest in the UK, including the theatre, university campuses, science conventions and career opportunities. They will also experience visiting speakers, authors and theatre groups during their time at Huxlow.

We are extremely proud of our sporting achievements. Huxlow students repeatedly achieve excellent results at district, County and National level in this competitive arena. Many team and individual sports are run as clubs and activities by our motivated and competitive Physical Education team.

“Everyone in the school puts pupils’ well-being at the centre of everything that they do” OFSTED



Huxlow

Science College

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