

BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER



**Head of Physics
Recruitment Pack
(Inner London Payscale plus TLR2B)**



Message from the Headteacher

Dear Prospective Candidate,

I am delighted that you have shown an interest in the post of Head of Physics at Brentside High School and I hope that the information in this pack will encourage you to apply for the position. We seek to appoint a Head of Physics who will contribute strongly to the provision for our young people; this is an exciting and rewarding opportunity for the successful applicant.

Our school's journey has been one of sustained improvement over time, developing from an undersubscribed school, with below average achievement, housed in poor quality buildings, to the strong school we see today; with achievement significantly above that of students nationally and now housed in our impressive main school building with an additional, same-site building added in recent years to meet the demand for places.

I believe that our school is unique and that our diversity of experience, belief and culture enriches our classrooms, which are vibrant and responsive. We know that as a school we change lives, and our staff body is committed to taking every opportunity to do so. We work hard to remove students' barriers to learning and benefit from a wide range of partnerships beyond the school. Our support for students goes beyond the academic, but is also reflected in our students' successes. For the nine years pre Covid 19, our students' achievement at Year 11 has been above that of students nationally. In addition, for very many years, all of our Year 11 students have completed Key Stage Four with a suite of qualifications, reflecting our inclusive ethos and practice. Our A Level results are usually within the top 10% nationally, though we are particularly proud of two recent years which saw results in the top 2% according to DfE data. We are a high achieving school, and we work hard to ensure this.

We believe that our students have the right to a rich, broad and balanced curriculum. 75%-85% of our students study an EBacc curriculum at Key Stage Four. All students also select an art (visual or performance) at GCSE. This reflects the high value we place on the arts and on other high-quality qualifications such as humanities and modern foreign languages. All students study science at Key Stages Three and Four and we run a Science BTEC and separate A levels in each of the sciences at Key Stage Five.

The successful candidate can be assured of significant support from the team and the wider staff body. We have a stable, experienced and skilled staff team.

If you would like to speak with a member of our staff team or to visit the school prior to application, please contact Tara Roach, on t.roach@brentsidehigh.ealing.sch.uk. Completed applications should be received by 10am on Wednesday, 21 February 2024.

Yours faithfully

Charlotte Hames
Headteacher



Our school

OUR MISSION

Brentside High School challenges all to achieve excellence as lifelong learners with the highest expectations of themselves and others. No exceptions, no excuses.

“Brentside High School lives up to its vision of high expectations for all with ‘no exceptions no excuses.’ Equality of opportunity sits at the heart of that ambition and is demonstrated through progress made by all groups of students.”
(Ofsted February 2020)

The school and its community

Brentside High School is a large 11-19 mixed comprehensive school serving a culturally and socially diverse community in Ealing. The school is popular and oversubscribed and successfully serves the needs of our local community. Our students are complimentary about the school and also very proud to be part of our learning community. There are currently just over 1700 students and 160 staff.

Our student population is very diverse and representative of the local community. There is no majority ethnic group in the school but White British, Black Caribbean, Asian and White European are all well represented. The diversity of our students is a real strength of the school. The student population is fully comprehensive and nearly 40% of students qualify for pupil premium funding.

Brentside is currently rated by Ofsted as a ‘Good’ school and it is also a National Support School. Being outward looking is important to us, as we firmly believe that by

working in collaboration with other schools and institutions, the experience that we offer to our students is greatly enhanced.

On entry into Year 7 the ability profile of most cohorts is in line with national norms. However, the progress made by our students at both Key Stage 4 and Key Stage 5 is significantly above average. This occurs because of the positive ‘attitude to learning’ displayed by our students and our staff.

LEARNING AND ACHIEVING TOGETHER

Our school motto ‘Learning and Achieving Together’ underpins everything we do in school from ensuring that all our students are encouraged to achieve their full potential, in and out of the classroom, to the continuing professional development of our highly qualified staff.

Our students are very proud of their school and really are happy, positive and friendly young people that we are proud to serve. We instil into them the realisation that the route to a happy, fulfilling and successful life is through high quality education.



Curriculum

All learners have access to a broad and balanced curriculum, rich in depth and supportive of individual students' needs and aspirations. We believe in social equality and see a breadth of knowledge and skills as key to enabling our students to be confident, informed and capable.

We are ambitious for our students and believe that all should have access to high quality qualifications and to creativity; we pride ourselves on the breadth of our arts provision and also on our EBacc curriculum, enabling all students to study a broad, quality curriculum throughout Key Stage 3 and Key Stage 4, before specialising at Key Stage 5.

Between 75% and 95% of our students study the full EBacc curriculum, with between 5% and 25% of our students studying additional literacy and numeracy or specific subject development lessons.

Sixth form

The school has an active and vibrant Sixth Form offering a wide range of courses to students between the ages of 16 and 19.

The majority of students work towards level 3 (Advanced level) qualifications which will allow them to progress to university. These are A level, CTEC or BTEC certificates and diplomas. In addition, level 3 students study citizenship, PSHE and PE as part of their enrichment curriculum and can study for the extended project qualification (EPQ) as an additional AS qualification.

A Message from the Science Team



The science department provides a vibrant and supportive community of teachers who work together to deliver powerful scientific knowledge, appropriate to student-needs.

The department has a high expectations classroom culture, where every student is academically challenged with high-level concepts and disciplinary scientific thinking, and encouraged to apply their knowledge in real-world contexts. As well as excellent explanation, modelling and scaffolding, we practice the adaptive teaching model, using finely tuned assessment techniques to ensure that all students progress in their lessons.

The team is comprised of talented teachers with diverse scientific backgrounds and experience, from industry engineers to PhDs. We have a fantastically collaborative culture, where we share and improve upon each other's pedagogical ideas and resources, continuously developing a big ideas-based curriculum for our students. We believe that the teacher is the greatest resource in the classroom and ensure that all staff get professional development opportunities for their teaching and learning, and leadership practice.

We also recognise that science is not a singular subject, and the students are taught in biology, chemistry, and physics classes from Year 7 onwards, by specialist teachers. We also provide support and training for teachers who want to teach out of specialism.

We have a thriving wider-learning curriculum to inspire our future scientists with projects such as Backyard Brains, Imperial College Summer School and the Oxford Inspire Programme, not to mention the CERN trip to Switzerland.

Our students benefit from excellent science facilities, including 13 laboratories of which three are specialist sixth form laboratories. We also have a highly skilled and creative technical support team which caters for reliable delivery as well as innovation in the teaching of practical science.

In short, the high levels of collaboration, support and professional development, result in outstanding student progress for the science department with a strong and successful uptake for the A level sciences.

We look forward to meeting you and to showing you around the science department. If you would like to visit us prior to applying for this post, please contact Tara Roach on t.roach@brentsidehigh.ealing.sch.uk



Safeguarding Statement

Principle

Brentside High School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the students in its care. The school believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse.

The students in our care have the right to expect adults in positions of responsibility to do everything possible to foster these rights. They have the right to be safeguarded from harm or exploitation whatever their:

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability
- political or immigration status

Governors and staff in this school understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

Purpose

The purpose of the policies which are linked to this statement is to:

- afford protection for the students at Brentside
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this school a safer place to learn

Scope

All policies apply to the Headteacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of Brentside High School

We will endeavour to safeguard children and young people by:

- valuing them, listening to and respecting them
- involving them in decisions which affect them
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures
- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- adopting a code of conduct for all staff and volunteers
- providing effective management through induction, support and training
- ensuring staff and volunteers understand about 'whistle blowing'
- dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance



BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER

Head of Physics Inner London Payscale plus TLR2B

We are a popular and vibrant 11-19 mixed, multi-ethnic comprehensive school of 1700 students. We require, from April 2024 (September 2024 start considered) a Head of Physics to join our diverse and vibrant learning community.

Our students make excellent progress supported by teaching, learning and assessment of the highest standard. Ofsted reported that students 'are extremely complimentary about their school and the staff who work with them. They want to do well, regularly attend and work hard.'

This is an exciting opportunity for an existing or aspiring Head of Physics to lead and develop both students and staff to achieve their full potential. The successful candidate will lead our hard-working, ambitious and enthusiastic team of science staff to make a real impact, supporting students at all key stages to enable them to achieve outstanding outcomes in science

We are actively committed to partnership work within London and further afield and work with a number of schools and organisations each year supporting the development of strong practice. We offer a supportive community, outstanding CPD and the opportunity for collaborative working.

This exciting opportunity now exists for an ambitious and talented professional to join our successful school.

Ofsted recognised that 'there is high-quality support available for those new in post' enabling staff to 'quickly integrate into the school' and acknowledged our 'supportive ethos where staff can share best practice and continue to develop new skills'. Staff also enjoy outstanding facilities including high quality ICT provision and access to a fitness suite.

If you believe you have the passion, determination and high expectations to contribute to our vibrant and cohesive community, we look forward to hearing from you.

The school is committed to safeguarding children and the successful applicant will be required to apply for an enhanced disclosure from the DBS. Further information can be found at <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs>

In addition, as part of the shortlisting process, we may conduct an online search as part of due diligence checks in the recruitment process.

Please visit www.brentsidehigh.ealing.sch.uk for more details of this post or contact the school to request an information pack.

Closing date for applications: Wednesday, 21 February 2024



BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER

JOB DESCRIPTION

SALARY: TLR2B

ACCOUNTABLE TO: Director of Science

Job Purpose

To support the vision and values of Brentside High School through outstanding science teaching along with professional leadership and management of the Physics Department. To ensure the design and delivery of a creative and dynamic Physics curriculum for all pupils from KS4 to KS5, instilling a passion for science learning amongst the students and staff and achieving the highest standards of teaching and learning in the department.

Specific Responsibilities

- To carry out the duties of a teacher as outlined in the Teachers' Standards
- To effectively lead and manage the KS4 and 5 physics team
- To play a significant role in curriculum development and assessment in physics
- To share, as directed by the Director of Science, in the responsibility for the planning, monitoring and evaluation of science at Brentside
- To make a significant contribution to the development and regular review of physics schemes of work, taking account of the varying needs of students across the age and ability ranges and ensuring high standards of achievement for all students in physics
- To contribute to the teaching of science at Key Stages 3 and 4 up to and including GCSE
- To teach physics at A level
- To play a leading role in ensuring the highest standard of behaviour in the department, thus ensuring an environment where behaviour does not interrupt the flow of learning
- Contribute to leading teaching and learning and professional development in the department to ensure that staff deliver outstanding lessons appropriate to the needs of their students
- Monitor and evaluate the progress of students in KS4 and KS5 physics through analysis of a range of available data and work with the science leadership team to develop intervention strategies
- To liaise with staff in the department to track progress and to effectively intervene with students to ensure the highest possible outcomes for all students

- To act as an ambassador for science within and outside the school
- To keep abreast of developments in science education and education in general
- To adhere to equal opportunities legislation, both generally and through the teaching of science
- To be a Form Tutor
- To line manage department staff as required
- To contribute to the team development plan and self-evaluation process
- To help establish and maintain productive relationships with parents and carers and others who support the school in various capacities
- To work with flexibility, resourcefulness and initiative, undertaking any duties at the reasonable request of the Headteacher

Person Specification

Successful candidates are likely to be able to give evidence in support of all or most of the following:

Essential criteria	Desirable criteria
<p>Qualifications:</p> <p>Qualified teacher status</p> <p>Good physics-related degree</p>	<p>Further professional or educational qualifications</p>
<p>Experience:</p> <p>An excellent physics teacher and form tutor with the ability to inspire students in their learning</p> <p>Ability to teach Science across the age and ability range including Physics at A-level</p> <p>At least three years of experience working in comprehensive schools</p> <p>Proven ability to lead initiatives designed to impact progress</p> <p>Evidence of continued educational professional development Demonstrate success in raising attainment and standards of teaching and learning</p> <p>The ability to lead colleagues in the development of the science curriculum leading to excellent outcomes</p>	<p>Involvement in the successful delivery of a whole school initiative</p>
<p>Knowledge</p> <p>A thorough understanding of curriculum developments in physics at Key Stages 3, 4 and 5</p> <p>Knowledge of strategies to fulfil the learning needs of all students including those with SEN</p> <p>Knowledge of the career possibilities related to science education across the curriculum</p> <p>Knowledge of recent developments in science education and education in general</p>	

Skills and abilities

Potential to show strong leadership and management skills

Sound understanding of team leadership issues

Ability to make accurate judgements about the quality of teaching and learning and student progress

Commitment to Equal Opportunities legislation both generally and in the teaching of science

Enthusiasm for science, science education and STEM in general

Creativity regarding ways of enabling students to participate in science activities beyond the classroom

Skills in collaborating productively with colleagues within and outside the science area

Have high expectations of students in terms of learning, achievement, attendance and behaviour

Ability to lead and manage change effectively

Outstanding verbal and written communication skills

Able to relate positively to all stakeholders

Capacity for hard work in an organised and effective fashion

Commitment to safeguarding and promoting the welfare and well-being of children and young people

This job description is current at the date shown but may be changed by the Headteacher, to reflect the experience of the successful candidate



Contact details

Brentside High School
Greenford Avenue,
Hanwell, London W7 1JJ

Telephone
020 8575 9162

E-mail
info@brentsidehigh.ealing.sch.uk

Website
www.brentsidehigh.ealing.sch.uk

How to find us

Public transport

The school is served by various bus routes as follows:

E1, E3 and E11 buses stop close to the entrance on Greenford Avenue

E2, E9, E7, E10, buses stop on Ruislip Road East. The main entrance to the school is close by.

Tube stations

Ealing Broadway (Central and District Line). Take E1, E2 (destination Greenford Broadway) E9 (destination Barnhill Estate) or E10 (destination Northolt) from Haven Green (directly opposite the station). Alight at Brentside High School on Ruislip Road East.

Greenford (Central Line). Take the E6 bus from the stop opposite the station and alight at Greenford Road, near Greenford Broadway. Buses travelling from Greenford Broadway in the direction of Ealing stop outside the school. (E1, E3, E2, E9, E7, E10). Mini cab service available at Greenford Tube station.

Main line

Hanwell railway station (GWR mainline) is a short bus ride away (E3)

Parking

60 parking spaces available on site for staff.

Please contact Tara Roach if you require on-site parking for the day of the interview.

