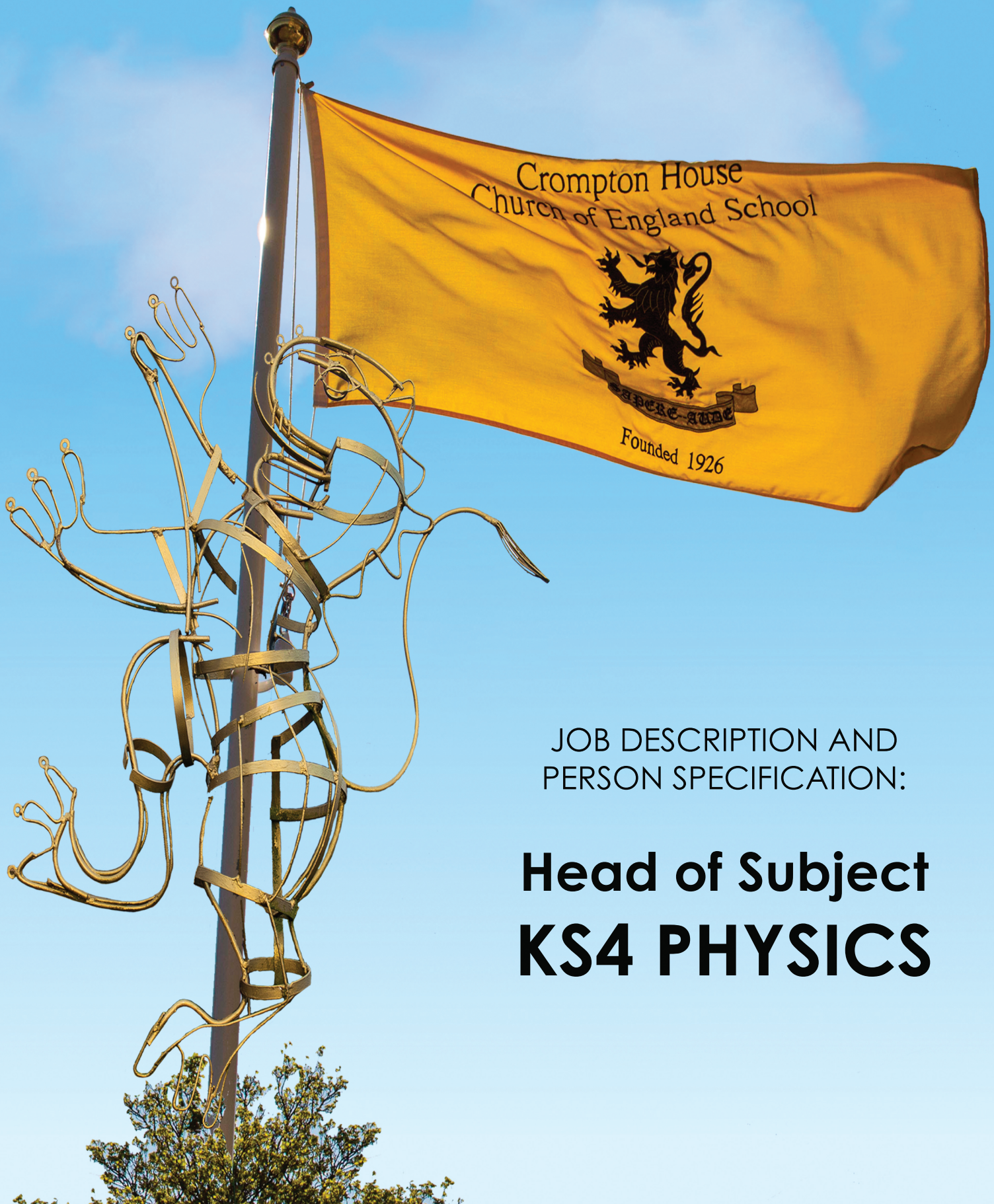


# Crompton House C of E School



JOB DESCRIPTION AND  
PERSON SPECIFICATION:

## Head of Subject KS4 PHYSICS

Loving God | Caring for each other | Achieving excellence





## Headteacher's Welcome

I am delighted that you are considering applying for a position at Crompton House School.

Crompton House is a lively, energetic community offering a host of opportunities for all. There is a very real sense of community and our teaching and support staff are committed to ensuring that our students experiences not only the highest quality education, but also that each individual learns and grows within a supportive, caring environment. All students deserve the very best and by offering an exciting and diverse curriculum, together with a wealth of extra-curricular activities, we hope to ensure that our students are able to take full advantage of everything that the school can offer.

Young people are our future and Governors and Staff at Crompton House Church of England School believe it is vital for us to prepare them for the challenges and opportunities that lie ahead by giving everyone the flexibility to respond to the ever-changing society in which we live. What you will find here is tradition, blended with the latest in technological advances in an atmosphere of calm and purposeful learning. In April 2015 Ofsted stated, "The behaviour of students is outstanding. Students' attitudes to learning are excellent. Pupils want to learn and this has a strong impact on their progress in lessons. Students of all ages demonstrate a real pride in their school. Teaching is good and outstanding"

Expectations here are high and examination success evident, but we also believe that Crompton House encourages the moral, cultural and spiritual development of all our young people through scientific, sporting, musical, artistic, dramatic and technological pursuits. We endeavour to provide the opportunity to build well-rounded individuals who are capable of, and happy to respond to, any challenges that their future lives may hold. Our students, as you will see for yourself should you visit us, are happy, articulate, hardworking and very positive about the school. They genuinely are an asset to our community and are incredibly friendly.

If you are excited by the prospect of playing a significant role in helping us achieve our ambitions; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and clear understanding of providing an outstanding education, then, we would love to hear from you! In return, we will guarantee you the very best level of support, focusing on providing you with the right environment to be the "best you can possibly be".

If you would like to come and see us in action, please feel free to make an appointment with my PA, Julie Rankin. We are open to visitors every day.

I wish you the very best of luck with your application and I hope to meet you soon.

Karl Newell  
Headteacher

# CROMPTON HOUSE CHURCH OF ENGLAND SCHOOL



## About Our School

We are proud of our Christian heritage. A gift to the community in 1926, Miss Crompton and Miss Ormerod wished to provide a Christian School for local children and today they would feel proud to see the achievements that the school has produced over the last ninety-one years. As a Christian School, our ethos stresses the importance of care, courtesy and consideration and the relationship that exists between the school, parents and local community is extremely important to us.

Crompton House Church of England School opened its doors to the first 25 pupils on 1st October 1926. The original school buildings, which now mainly house the administrative offices of the school, were once the former home of the Crompton Family. The school has grown considerably in recent years and now offers 11 – 18 education to over 1300 students on roll.

Expectations here are high and examination success is evident, but also we believe that Crompton House encourages the moral, cultural and spiritual development of all our young people through scientific, sporting, musical, artistic, dramatic and technological pursuits. The school has a very strong reputation and as a result is heavily over-subscribed in all year groups.

## Achieving Excellence – Loving God – Caring for Each Other

### Our School Aims

**Provide** every member of our school community with excellent educational opportunities, using our Christian values in accordance with our foundation as a Church of England School.

**Deliver** a broad, balanced and accessible curriculum, which meets the needs of every student. A curriculum enabling all pupils to achieve their full potential: spiritually, morally, socially, culturally, physically and intellectually.

**Celebrate** a caring Christian community in which everyone is encouraged to demonstrate care and respect for each other and to develop self-respect and self-discipline.

**Ensure** our students develop excellent skills and knowledge and by doing so, learn about the world in which we live so that they can make a positive contribution to society.

**Develop** in every student and adult at Crompton House the joy of learning, a love of life and an appreciation that education is a life-long enjoyable process.

**Promote** an awareness of Christian beliefs, to pursue a commitment to Christian principles and to enable each child to develop a closer relationship with God.

### School performance

Crompton House consistently performs above local and national averages at all key stages. We are very proud of the efforts of our students and staff. However, we are not complacent and are constantly seeking ways to improve in the very few areas that are less effective. We work tirelessly to build on our successes and raise performance where needed to help make our school the best.



## In the area

Crompton House is situated on the boundaries of Oldham and Rochdale. Known as the 'Gateway to the Pennines', Oldham is perfectly placed between the cosmopolitan facilities of Manchester and the wide-open spaces of the Pennines and the Peak District National Park. There is a good choice of high quality housing and schools in Oldham with easy commuter links into the town and Manchester beyond. Visit [www.teacholdham.co.uk](http://www.teacholdham.co.uk) for further information.

## What we offer as an employer

We want to ensure that we attract the very best candidates to work at Crompton House so that we support our ambitious vision for the school and, most importantly, for all of our students. However, we also do all that we can to be an exemplar employer and we are pleased to offer a number of benefits to our staff team.

In supporting staff to become "the best they themselves can possibly be", the school actively seeks to invest in the highest quality of training for all teaching and support staff. A significant number of our teachers are involved in programs such as those for Oldham NQTs & RQTs, NPQ and PiXL courses, plus those provided through our MAT links and internal training programme. We are also working with the Oldham Research Schools initiative. Support staff are given opportunities to attend relevant courses to strengthen their skills and knowledge within their areas. We recognize the importance of personal development and identifying the most effective strategies to impact positively on the outcomes and provision for students. This work is shared systematically across the school.

We have a supportive Governing Body that works closely with the Headteacher, leadership team and other school staff to promote high standards of educational achievement and to drive the strategic direction of the school. We have a committed team of talented staff, and a vibrant community of aspirational and hard-working students.

We have strong relationships with the Local Authority; we are part of the New Bridge Learning for All Alliance and The Northern Alliance (including Manchester Nexus) and take trainee teachers from Manchester University and MMU. Crompton House is a forward thinking community and constantly working with other schools to identify and implement the most effective strategies to raise standards.



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## Job description Head of Subject – Physics KS4

Responsible to:	Curriculum Team leader
Responsible for:	Staff (teachers and support staff) within the Science team
<b>Core Responsibility</b>	An expert in subject matters, to work closely with the Curriculum Team Leader and colleagues to develop and implement the team priorities to develop “Outstanding learners for Outstanding Futures”.
<b>Pupil Performance Standards</b>	<p>To be accountable for the performance of KS4 teaching groups in physics so that all groups of students achieve appropriate levels of progress.</p> <ol style="list-style-type: none"> <li>1. Input accurate data, analyse electronic performance data and implement a range of tailored intervention strategies.</li> <li>2. To coordinate reports on performance in the subject area for internal and external use.</li> <li>3. To develop standards of teaching to promote good and outstanding progress for all learners.</li> <li>4. To monitor student welfare and implement the behaviour for learning processes, supporting the development of the House system across the subject area.</li> <li>5. To celebrate success through website entries, displays, newsletters, and contribution to assemblies.</li> </ol>
<b>Strategic Leadership, Consistency and Communication</b>	<p>Implement team priorities and whole school systems, policies and procedures, and ensure these are maintained consistently in all aspects of the curriculum area.</p> <ol style="list-style-type: none"> <li>1. To assist the CTL in the implementation of a shared, corporate vision.</li> <li>2. To be a positive role model with high standards, promoting teamwork and motivating staff.</li> <li>3. To operate accountable and developmental routine line management.</li> <li>4. To undertake Performance Management Review(s).</li> <li>5. Support the CTL in maintaining high standards of practice across the team, to develop consistency in the use of school systems, policies and procedures.</li> <li>6. To be involved in the implementation of quality assurance systems, with up to date self-evaluation records.</li> <li>7. Oversee procedures for staff attendance as required.</li> <li>8. To implement Safeguarding and Health and Safety policies and practices.</li> </ol>
<b>Outstanding teaching and learning against the national standards</b>	<p>Being a role model as a teacher, demonstrating excellence in all the national standards, to implement a range of strategies and developmental activities to monitor and improve the standard of teaching and learning.</p> <ol style="list-style-type: none"> <li>1. To develop and promote strategies for teachers in the Team to use to develop and evaluate their performance against the national standards.</li> <li>2. Demonstrate a thorough understanding of assessment, levels of progress and use targets, levels/grades in line with internal and external criteria.</li> <li>3. Keep up to date with developments in pedagogy related to the subject area.</li> </ol>
<b>A broad, balanced, relevant, exciting, challenging and differentiated curriculum for the 21<sup>st</sup> century</b>	<p>Coordinate the development, planning and delivery of the curriculum in the specified area, using appropriate short, medium and long term planning, and regular monitoring and evaluation.</p> <ol style="list-style-type: none"> <li>1. Oversee the development of Schemes of work for the specified Curriculum Area, with appropriate pedagogy and best practice, incorporating cross curricular strands</li> <li>2. To have responsibility for the day-to-day management of courses within the curriculum area, including the organisation and communication of rotas, schedules and changes as appropriate to colleagues (including technical support staff and non-specialist teachers) and SLT, and the setting of work for absent staff.</li> <li>3. Develop the provision for careers guidance (IAG) in the curriculum area.</li> </ol> <p><b><i>Across the team, a colleague will take on responsibility for each of whole school literacy, curriculum, numeracy, SEND, G&amp;T, SMSC.</i></b></p>

<b>Effective resource management</b>	Assist with the management of teaching and support staff, financial and physical resources within the curriculum area. <ul style="list-style-type: none"> <li>• To develop the learning environment linked to the subject area.</li> <li>• To assist the Curriculum Team Leader in the effective management of the available resources of space, staff, money and equipment.</li> </ul>
<b>Focus area and professional development</b>	Develop expertise and lead the Team in an aspect of Team or whole school improvement.

#### Other responsibilities

- Undertake the professional duties of a teacher, as set out in the current School Teacher's Pay and Conditions Document (STPCD).
- Deputise for the Curriculum Team Leader in their absence.
- Actively contribute to day-to-day running of the Team e.g. attending meetings, induction and mentoring of colleagues (including trainee teachers), setting of work for absent colleagues, and promotional events as required.
- To play a full part in the life of the school community, to support its distinctive Christian mission and ethos and to encourage and ensure staff and students to follow this example.
- To participate in the interview process for teaching posts and in the school's ITT, NQT and other staff development programmes as required.
- Other duties as reasonably requested by the headteacher.

#### Personal Responsibilities

- Work to a high professional standard and observe confidentiality as appropriate.
- Comply and assist with the development of policies and procedures and report all concerns to an appropriate person.
- Set an example to students in all aspects including professional dress, presentation.
- Be prepared to work flexibly, both in and out of the pupils' school day.
- Participate in training and development appropriate to this post, and participate in the school's Appraisal and CPD programmes.
- Promote the overall work and ethos of the school.

#### NOTES

1. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it should be so construed. In allocating time to the performance of duties and responsibilities the post holder must use Directed Time in accordance with school policy and have regard to the relevant clauses in the Teacher's Conditions of Employment document for the current year. The job descriptions are subject to annual review.
2. This job description is not necessarily a comprehensive definition of the post. It will be reviewed from time to time and it may be subject to modification or amendment after consultation with the holder of the post.



## Person Specification

Post: Head of Subject – Physics KS4

In your application, please demonstrate how you meet these criteria.

Attributes	Essential	Desirable	How Identified
Qualifications	<ol style="list-style-type: none"> <li>1. Degree, teaching qualification in the specified subject area.</li> <li>2. Recent record of appropriate in-service training</li> </ol>	<ul style="list-style-type: none"> <li>• Higher level degree, further educational qualifications</li> </ul>	A
Work Related Experience and Associated Skills	<ol style="list-style-type: none"> <li>3. Substantial successful classroom experience across the 11 – 16 range, demonstrating excellent student progress against targets at all levels.</li> <li>4. Commitment to the role of the form tutor.</li> <li>5. Ability to teach A Level Physics.</li> <li>6. Experience of being a team player, of taking a lead role in a team, with good people skills and evidence of the impact of these on raising staff performance.</li> <li>7. Experience of the performance management and pay progression process.</li> <li>8. Experience of leading developments in teaching and learning, with demonstrable impact, demonstrating strategic planning and task completion.</li> <li>9. Experience in the use of ICT and data to monitor and raise achievement.</li> <li>10. Promotion of school ethos, including participation and or coordination of extra-curricular and whole school activities.</li> </ol>	<ul style="list-style-type: none"> <li>• Substantial successful classroom experience across the 11 – 18 range, demonstrating excellent student progress against targets at all levels.</li> <li>• Experience of teaching A Level in specialist subject.</li> <li>• Contribution to or leading whole school improvement work, including INSET, with demonstrable impact.</li> <li>• Collaboration with feeder schools, partner schools and partners.</li> <li>• Evidence of good progress against targets of any taught groups who have recently completed external qualifications e.g. GCSE and A Level.</li> </ul>	A/L/LO/I/R
Personal Skills/Specialist Knowledge	<p><b>Learning &amp; Teaching:</b></p> <ol style="list-style-type: none"> <li>11. Demonstrate good and outstanding classroom practice against the national standards in both formal and informal observations.</li> </ol> <p><b>Leading People:</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate outstanding classroom practice against the national standards in both formal and informal observations.</li> </ul>	L/LO/I/R



	<p>12. Being a strong team player, with the skills to motivate and inspire staff to be involved in change and school improvement.</p> <p>13. Understanding the balance of whole school and subject based priorities.</p> <p>14. Having the confidence to lead other team members in school improvement.</p> <p>15. Understanding “outstanding performance” and have ideas and creativity to move from “good” to “outstanding”.</p> <p>16. Ability to line-manage staff giving meaningful feedback to them, in order for them to improve.</p> <p><b>Decision making:</b></p> <p>17. To think decisively and plan strategically, promoting an appropriate, corporate balance of whole school and subject based priorities.</p> <p>18. Have good judgment in decision making, knowing when to delegate and consult senior staff, maintaining confidentiality.</p> <p>19. Be creative in anticipating and solving problems, addressing team and whole school priorities.</p> <p>20. To use comparative data to make judgments and make decisions.</p> <p><b>Communication:</b></p> <p>21. Obvious passion for Physics.</p> <p>22. Confident and competent in the use of ICT, literacy and numeracy to enhance learning, monitor progress and communicate, and in the use of complex performance data and intervention strategies.</p> <p>23. Effective communication skills with students, parents and adults, negotiation, consultation and conflict resolution.</p> <p>24. Effective communication with staff in other school teams such as pastoral, special needs and associate staff teams.</p> <p><b>Self-Management:</b></p>		
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	<p>25. Self-critical, awareness of own strengths and development targets, and professional development requirements.</p> <p>26. Ability to work independently, using initiative, sticking to deadlines, completing tasks accountably.</p> <p><b>Learning Relationships:</b></p> <p>27. Have the ability to set and maintain high standards, and respond to feedback.</p> <p>28. Excellent subject knowledge, planning and delivery, classroom management and assessment practice.</p> <p>29. Understand the principles of outstanding learning, independent learning and intervention.</p> <p>30. Be a role model, promoting the school's values.</p> <p>31. Ability to articulate, form and maintain appropriate relationships and boundaries with children and young people.</p>		
Personal Qualities	<p>32. Professional, enterprising, personal impact.</p> <p>33. Outgoing, warm personality, approachable, inclusive.</p> <p>34. Positive, adaptable.</p> <p>35. Energetic and enthusiastic.</p> <p>36. Self-motivated, self-confident, reliable.</p> <p>37. Calm under pressure, emotionally intelligent.</p> <p>38. Sensitivity, fairness, tact and discretion.</p> <p>39. Commitment, generosity of spirit.</p>		I/R/L
A = Application L = Letter I = Interview LO = Lesson Observation R = Reference P = Presentation			

**Crompton House School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

**An enhanced DBS check is required for all successful applicants.**