



**HAMPSTEAD SCHOOL**  
Learning together Achieving together



Lead Practitioner in Science  
Application Pack



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Dear Applicant,

Thank you for your interest in this exciting post at Hampstead School. More information about the school can be found on our website [www.hampsteadschool.org.uk](http://www.hampsteadschool.org.uk).

The job profile and person specification are included in this document. We advertise our roles through TES but please take time to look at website to find out more about Hampstead School.

At Hampstead School, we are committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, staff engagement forums, in-school facilities and services to support staff from different backgrounds. We are keen to explore part-time, job share or flexible working arrangements. Everyone is welcome – we are committed to inclusion across race, gender, age, religion, identity and experience.

The School is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced DBS check. Checks will be made with previous employers.

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### **Message from the Head**

I started as Head at Hampstead School in September 2020. Reopening the school in the midst of a global pandemic was a baptism of fire but staff, students and parents were incredibly supportive. This is a remarkable school and it is a privilege to work here.

The period since has been made easier by my existing knowledge of the school, having started my career here as an NQT. My original spell only lasted four years, a length of time that pales into insignificance when compared to the years of service some have given, but after leaving I retained a strong connection to the school. Hampstead School reflects – and has shaped – my educational values. It is a truly comprehensive school, seeking to serve its local community. It is non-selective in the truest sense; there are no ability bands, selection tests or restrictions based on gender or religion. If you live nearby, if it is your local school, there is nothing to stop you coming here. It is part of a strong local authority working to ensure high standards through co-operation rather than competition.

When Hampstead School gets it right then there are no caveats, no 'yes buts'. Success is not based on a selective admissions criteria or top-down interventions from an academy chain. Success is sustainable, ethically sound and based on an unwavering commitment to equality of access. I can honestly say that I would not have applied for any other headship.





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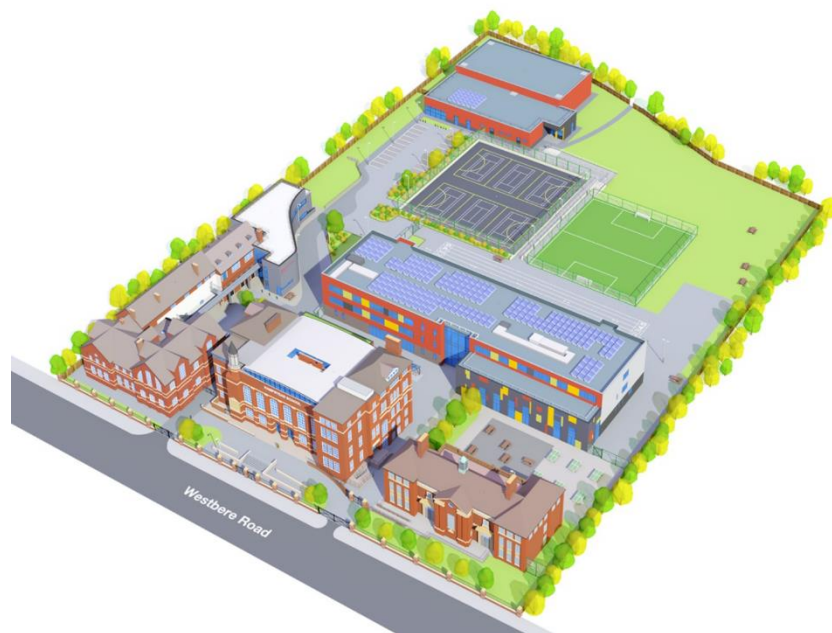
## The School and its Community

Hampstead School is a London Borough of Camden maintained comprehensive school with over 1330 students. The school, with an admission number of 210, is popular locally and oversubscribed.

Founded in 1961 as a mixed comprehensive school, visitors often comment on the mutual respect which is evident between students and staff. This has been recognised; we are the first secondary school in London to be awarded the UNICEF “Rights Respecting School Award” at the highest level.

The diversity of our students is a strength of the school. Over 80% of students are of ethnic minority origin, with over 60 different languages spoken. Around half our students have English as an Additional Language, with a similar proportion eligible for the Pupil Premium.

Sections of the school have been rebuilt over the past five years as part of the Priority Schools Building Programme; our facilities are now world class.



## Our Ethos

We expect staff and students to *Think Big, Work Hard and Be Kind*, principles underpinned by the value we place on ambition, critical thought, effort and compassion. This culture is fostered in an atmosphere where the quality of relationships is crucial; our motto, ‘*Learning Together, Achieving Together*’, is reflected in the interactions that take place between staff and students every day.

The impact of this ethos, when combined with the highest expectations of achievement and a belief that every student can and will achieve, is seen in some of our successes and initiatives over the past few years. They confirm that Hampstead School’s reputation for creativity, innovation and inspiration is firmly rooted in rigour:

- One of seven UK schools recognised as an inaugural “Achievement for All” Ambassador School
- Arts Mark Award (Gold) from the Arts Council for England
- Sportsmark
- International School Full Award
- Geography and History Quality Mark



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- Sustainable Schools Award (Gold)
- Cultural Diversity Quality Standard (Gold)
- Stonewall Award
- National Champions in the Model United Nations national debating competition
- Our work with New Arrivals recognised as best practice and disseminated to all UK schools
- Enduring relationships with Future Leaders, Teaching Leaders and Teach First.
- Princes Trust kitemark (English)
- Diana Awards from the Prime Minister for our anti bullying and peer mentoring schemes
- Part of the National Association for Able Children in Education (NACE)

We are proud of what we have achieved, never complacent and retain a genuine and positive determination to become exceptional in all areas. We relish our challenges, being fortunate in our committed and enthusiastic staff, all of whom work together for the benefit of our students. A sign of success is that, within a stable workforce, nearly all who leave do so for promotion. Consequently, this creates opportunities to appoint new colleagues with new ideas, enthusiasm, and moral purpose.

### **More about this role**

The Science Faculty at Hampstead School is a dedicated and enthusiastic team who work collaboratively to provide an enjoyable, engaging and relevant learning experience for students. Department members constantly strive to raise student achievement and offer students every opportunity to develop confidence, resilience and independence.

If you are creative, inquisitive, enthusiastic, and passionate about science, we look forward to welcoming you to our friendly, dynamic and highly successful Science Faculty. We value teachers who are committed to the academic success and wellbeing of their students as well as being keen to take part in a wide range of STEAM and other extra-curricular clubs and activities. We value colleagues who are imaginative, flexible and can inspire and support pupils with a variety of learning needs. Applicants will be expected to teach all three disciplines in Science to KS4 and one discipline to KS5.

I am very excited about developing the school further and working with colleagues with differing strengths, but who all share an unwavering passion for education, and a commitment to improving the life chances of all our students.

If you are one of these talented people, we would love to hear from you.

Matthew Sadler  
Head



**Job Description**  
**Lead Practitioner in Science**

Hampstead School is committed to safeguarding & promoting the welfare of children & young people. All staff are expected to share this commitment.

<b>Direct Reporting</b>	Head of Science Faculty
<b>Main Purpose</b>	<p>To, under the reasonable direction of the Head, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).</p> <p>The Lead Practitioner in Science will take lead responsibility for providing leadership to secure:</p> <ol style="list-style-type: none"> <li>High quality teaching</li> <li>Coaching and training of other members of staff</li> <li>Improved standards of learning and achievement for all</li> <li>Effective use of resources</li> </ol>
<b>Faculty Standard</b>	<b>Duties and Responsibilities</b>
<b>1. Culture</b>	<ol style="list-style-type: none"> <li>Establish and sustain the Faculty and school's ethos and strategic direction</li> <li>Create a culture where pupils experience a positive and enriching school life</li> <li>Promote positive relationships across the school community and a safe, orderly and inclusive environment</li> <li>Ensure a culture of high staff professionalism, including implementing and monitoring the school policies and procedures</li> </ol>
<b>2. Teaching</b>	<ol style="list-style-type: none"> <li>Carry out teaching responsibilities in line with the professional duties of a teacher</li> <li>Model consistently high-quality teaching and be able to demonstrate excellent practice to others</li> <li>Produce high-quality teaching materials that support excellent practice in the faculty</li> <li>Prepare and deliver training across the faculty and school to improve teachers' practice</li> <li>Support with teachers' professional development and appraisal, in the faculty, through carrying out lesson visits and learning walks, providing feedback and implementing strategies to improve practice</li> <li>Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching in the faculty</li> <li>Provide mentoring and coaching to individual teachers in need of 1-to-1 support to improve their practice</li> </ol>



	<p>h. Contribute to the ECT programme within school and support faculty mentors according Camden Learning and national requirements</p>
<b>3. Curriculum &amp; Assessment</b>	<p>a. Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement</p> <p>b. Set challenging and ambitious targets for pupils on interventions and update parents on progress</p> <p>c. Measure and assess the impact of interventions on raising achievement for pupils and improving the quality of teaching</p>
<b>4. Behaviour</b>	<p>a. Establish and sustain high expectations of behaviour for pupils, built upon relationships and routines, which are understood clearly by staff and pupils</p> <p>b. Ensure high standards of pupil behaviour in accordance with the school's behaviour policy in a consistent, fair and respectful manner</p> <p>c. Ensure that adults within the school model and teach the behaviour of a good citizen</p>
<b>5. SEND &amp; EAL</b>	<p>a. Ensure the Faculty holds ambitious expectations for all pupils with SEND and EAL that enable pupils to access the curriculum and learn effectively</p> <p>b. Ensure the school fulfils its statutory duties with regard to the SEND code of practice</p>
<b>6. Professional development</b>	<p>a. Lead on researching best pedagogical practice in the faculty area and keep up-to-date with the latest developments</p> <p>b. Share knowledge with staff and offer support to implement the research into their own practice</p> <p>c. Inform faculty staff about the latest innovations in intervention strategies</p> <p>d. Support the whole school Lead Practitioners with identifying and delivering high quality CPD programmes to improve the quality of teaching and learning</p> <p>e. Take part in the school's appraisal procedures</p> <p>f. Take part in further training and development in order to improve own practice</p> <p>g. Take part in the appraisal and professional development of others in the faculty, where appropriate</p>
<b>7. Organisational management</b>	<p>a. Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care</p> <p>b. Prioritise and allocate financial resources appropriately, ensuring efficiency and effectiveness</p> <p>c. Ensure staff are deployed and managed well with due attention paid to workload</p> <p>d. Work with the Head of Faculty to establish and oversee systems, processes and policies that enable the Faculty to operate effectively and efficiently</p> <p>e. Contribute to the recruitment and professional development of other teachers and support staff</p>



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<b>8. Continuous Faculty improvement</b>	<ul style="list-style-type: none"><li>a. Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc.</li><li>b. Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development</li><li>c. Support with self-evaluation and school improvement planning across the school</li><li>d. Support with the preparation of ECT termly reports</li></ul>
<b>9. Working in partnership</b>	<ul style="list-style-type: none"><li>a. Forge constructive relationships within the school, working in partnership with middle and senior leaders in a climate of mutual challenge and support</li><li>b. Establish and maintain working relationships with staff across all other areas of the school to improve educational outcomes</li><li>c. Actively engage with stakeholders, including parents, exam boards, professional bodies and subject communities</li></ul>
<b>10. Accountability</b>	<ul style="list-style-type: none"><li>a. Understand and welcome the role of effective quality assurance and line management, upholding the obligation to give account and accept responsibility</li><li>b. Establish and sustain professional working relationship with those involved in line management</li><li>c. Ensure that staff know and understand their professional responsibilities and are held to account</li></ul>

The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities reasonably assigned to them by Senior Management.

This job description may be amended at any time in consultation with the post holder, Governing Body and/or Senior Management as required. Trade union representation will be welcomed in any such discussions.

The post holder is required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law, and following recognised codes of practice. The post holder is also required to be aware of and comply with policies on health and safety.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.



**Person Specification**  
**Lead Practitioner in Science**

Hampstead School is committed to safeguarding & promoting the welfare of children & young people. All staff are expected to share this commitment.

Criteria	Qualities and evidence
<b>1. Qualifications &amp; experience</b>	<ul style="list-style-type: none"><li>a. Degree and QTS</li><li>b. Professional development in preparation for a leadership role</li></ul>
<b>2. Professionalism</b>	<ul style="list-style-type: none"><li>a. Leading by example and modelling excellence</li><li>b. Having successfully raised standards and improved outcomes</li><li>c. Having successfully built positive and effective relationships with both teaching and support staff</li><li>d. Having developed and/or worked within firm systems of accountability</li><li>e. Ability to work under pressure and prioritise effectively</li><li>f. A positive mindset, adaptability and resourcefulness</li></ul>
<b>3. Inclusion:</b>	<ul style="list-style-type: none"><li>a. Experience of successfully planning and delivering curriculum, teaching and learning that ensures progress for ALL students</li><li>b. Belief in every child's potential and a desire to see every child succeed</li><li>c. Commitment to equal opportunities</li><li>d. Commitment to celebrating diversity</li><li>e. Commitment to ensuring every team member feels valued</li><li>f. Ability to mentor, coach and develop all</li></ul>
<b>4. Pedagogy:</b>	<ul style="list-style-type: none"><li>a. Strong commitment to own CPD</li><li>b. Action to ensure colleagues have access to CPD – particularly in relation to improving classroom practice.</li><li>c. Good understanding and implementation of Formative Assessment, Metacognition and Growth Mindset</li><li>d. Evidence of own excellence as a classroom practitioner</li><li>e. Knowledge of national education policy, priorities and initiatives</li></ul>
<b>5. Curriculum:</b>	<ul style="list-style-type: none"><li>a. Proven ability to lead and implement schemes of learning that are exciting, challenging and encourage enquiry</li><li>b. Proven ability to promote a love of reading</li><li>c. Proven success in implementing strategies to support students at risk of falling behind</li><li>d. Evidence of strong understanding that an excellent curriculum promotes well-being, SMSC, character and citizenship</li><li>e. Evidence of personally making effective use of home learning platforms to create more independent and responsible learners and of leading and developing the use of these by others.</li></ul>



### Timeline of events for this post

Date	Event
Thursday 18 <sup>th</sup> May 2023 @ 09:00am	Deadline for applications
Tuesday 23 <sup>rd</sup> May 2023	Interviews

### What can Hampstead School offer you?

*“Staff really like working at the school. They feel valued and very well supported. Leaders have ensured that they have very good opportunities for training and development, to which they contribute. Many staff have moved on to promoted posts internally and elsewhere. This is an exciting, dynamic place to work, and its vitality greatly benefits the pupils.” (Ofsted)*

Our employee package includes personalised training, a comprehensive package for NQTs starting a career in teaching, placement on leadership programmes for middle leaders, financial and professional support for MA degree programmes and National Professional Qualifications, and engagement in the wider programmes offered by Camden Learning.

We are keen to ensure a positive life-work balance. Staff are granted time-off for a range of personal days as well as access to a free 24-hour employee assistance package and annual flu jabs. We were the first school in London to achieve the Optimus Wellbeing Award for Schools and a staff working group continues to drive this important work forward.

Our location, minutes from Cricklewood Station and only a short distance from the transport hub in West Hampstead, mean that staff benefit from Inner-London weighting but have flexibility in where they choose to live.

Benefits include, but are not limited to:

- 15% PPA time for all teaching staff
- Free access to a staff gym on site
- Employee Assistance Programme
- Annual flu jab
- In-house professional development programme
- TOIL days in recognition of twilight CPD
- Bespoke leadership development pathways
- Time off for personal days (e.g. nativity plays, graduations)