

Belong. Aspire. Achieve.



Lead Practitioner - Science

Start Date: **September 2024**

Job share/part time/family friendly hours considered

Please return completed application forms to
joinus@eggars.hants.sch.uk.

No CVs will be accepted.

Deadline for applications is: **09:00 Friday 17 May; interviews thereafter.**

Please note that we encourage early application, and we may interview and appoint ahead of the deadline if necessary.

Eggars's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to a DBS check and other relevant employment checks.

***A happy school where every child can thrive,
be their best and achieve their best.***

Welcome from Sarah Holman, Head Teacher

Thank you for your interest in the position. I would like to welcome you personally to our lovely school. We require a capable and inspiring professional to support our highly committed teaching staff. The right candidate will be self-motivated, organised and possess a passion for helping young people achieve their very best.

Eggar's is a friendly and vibrant school in the heart of Hampshire. Set in a magnificent 38-acre site, the campus is an impressive environment where students can focus on their learning and thrive in all aspects of school life. We hold firmly to our values of Belong, Aspire, Achieve and are committed to ensuring that every child is able to secure outstanding outcomes.

As a school, we have a well-established reputation for academic excellence, sporting prowess and exceptional talent in Music and the Performing Arts. We expect our students to reach their full potential across the curriculum and will help them every step of the way to be happy, confident, successful individuals ready to make a positive contribution to the world around them.

If you are interested in this position, you are very welcome to arrange a visit. Please email joinus@eggars.hants.sch.uk.

Shortlisted candidates will be invited to interview. Interview days provide an opportunity for applicants to find out more about the school and showcase their skills and ability. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

Eggar's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to a Disclosure & Barring Services check, along with other relevant employment checks. The application form is available on our website www.eggars.net/vacancies.

Yours sincerely

Sarah Holman
Head Teacher



Curriculum and Assessment

Our curriculum enables all Eggar's Learners to:

- belong, aspire, and achieve.
- be ambitious with challenge and support.
- enjoy in engaging, relevant learning that adapts to individual needs and interests.
- become innovative and enterprising life-long learners.
- engage in the Eggar's Experience within and beyond the classroom developing cultural capital.
- develop excellent literacy and numeracy skills extensively.

We intend that, when Eggar's Learners leave school, they are:

- curious, reflective, resourceful, creative, and persevering.
- prepared for the future with broad general and specialist knowledge of the subjects they study.
- able to apply a range of learning skills in their future studies and work life.
- well-informed and ambitious to succeed in the next phase of their lives.
- inspired to make a positive contribution to their community.

Year 7 and 8

Our curriculum is ambitious, broad, and balanced for all students. Students study English, Mathematics, Science, Computer Science, Design Technology, Food, Physical Education, History, Geography, PPD (Philosophy Personal Development), French/Spanish, Music, Art and Drama.

Year 9, 10 and 11

Our KS4 curriculum remains broad and balanced for as long as possible whilst enabling students to specialise in a range of subjects. Students leave Eggar's with between 9 and 11 examined qualifications. Core curriculum subjects include, English, Mathematics, Science, PE, PSHE and RS (from Sept 24). In Y9 students select 4/5 option subjects to study, from 16 available subjects. All students in Y9, from Sept 24, will study History and/or Geography and are strongly encouraged to study a language. 4 of these 5 subjects are continued into Y10/11. We offer a range of vocational subjects in Y10/11 and a bespoke curriculum provision where needed.

Assessment

Students are regularly assessed using formative and summative methods. Regularity, methods and utilisation are determined by Curriculum Leaders. Summative assessment information is tracked by Curriculum Leaders. Teachers centrally report on student progress 2 or 3 times each year. Teachers report on effort, attainment and progress towards target outcomes. Parents receive this information over email.

Teaching and Learning

Our Approach

QUEST is our teaching and learning approach, based on a range of academic research including Rosenshine's principles of instruction.

Lessons at Eggar's will be high quality, including the below core components:

- **Questioning**
- Developing **Understanding**
- Using **Exemplars**
- Developing **Scholarly** Attitudes
- **Testing**, assessment and feedback.

Teachers use retrieval practice in every lesson. Curriculum Leaders are responsible for defining subject specific pedagogical processes whilst ensuring these fundamental elements are consistently applied.

Feedback

Our feedback policy is in two parts. The whole school feedback policy defines the overarching process for evaluation which is used in all areas. Curriculum Leaders determine how this policy is applied in their subject area depending on the needs of their curriculum.

Pastoral Care

At the heart of our pastoral provision is our team of exceptional tutors. Most teaching staff are tutors, who stay with their tutor group throughout the student's time in school. Tutors support students, meeting them daily during morning tutor time. Each year group has a Progress Leader (Head of Year), who support tutors and monitor student behaviour, attitudes, progress and wellbeing.

Our student services team is available to all students, supporting with uniform, wellbeing, and other pastoral issues. Student services is split into upper and lower school and fully staffed by our pastoral team.

Contact with parents

We work in partnership with parents to support students. Parents can contact us through reception or our centrally managed enquiries email address. Pastoral queries are directed to tutors and progress leaders. Academic queries are directed to class teacher and heads of subject. Students can also contact teachers using Satchel One.

Supporting staff

Arriving as an ECT

All ECTs at Eggar's are supported by a high-quality induction programme. The programme is quality assured by South Farnham Teaching School hub (SFET), our appropriate body. We work alongside the i2i SCITT at Weydon School, who are our delivery partner.

Each ECT will:

- Be provided with an induction period that is underpinned by the Early Career Framework (ECF) and helps ECTs to understand and apply the knowledge and skills required.
- Have an appointed Induction Tutor who will carry out regular progress reviews.
- Have a 10% timetable reduction in their first year and a 5% reduction in the second year of induction.
- Weekly one to one mentoring meetings throughout the two years to provide effective, targeted feedback with a qualified Mentor.

Recently Qualified Teachers

RQTs will be supported through year 3 to 5 by a Line Manager and Performance Management Reviewer. Our whole school programme of continuing professional development events include INSET days, Eggar's Experience clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect:

- An induction day for new staff before your position commences.
- Monthly and weekly subject specific focus time throughout the year.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.

Experienced Teachers

Experienced teachers, often with some Upper Pay Spine status, will be supported by a Line Manager and Performance Management Reviewer.

Our whole school programme of Continuing Professional Development events includes INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools and support for examiner training.

You can expect:

- An induction day for new staff before your position commences.
- Termly Middle Leadership focus time throughout the year.
- Annual opportunities to hold Teaching and Learning positions of responsibility.
- Leadership Development programmes in and out of school including the National Professional Qualifications.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.
- Teaching School Alliance Research Programmes.

Teachers in Middle Leadership Posts

Teachers in positions of leadership responsibility for curriculum areas or Progress Leadership often with some Upper Pay Spine status will be supported by a Line Manager and Performance Management Reviewer.

Our whole school programme of Continuing Professional Development events includes INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesday afternoons, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect:

- An induction day for new staff before your position commences.
- Bi-weekly subject specific focused line management and mentoring throughout the year.
- Half-termly middle or senior leadership focus time throughout the year.
- Annual opportunities to hold teaching and learning positions of responsibility.
- Leadership development programmes in and out of school including the National Professional Qualifications.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.
- Teaching School Alliance research programmes.

Staff benefits

Eggar's School enjoys a supportive work environment and offers staff a number of benefits:

- Employer contributions to both the Teacher Pension Plan and the Hampshire Local Government Pension Plan.
- Access to a free and confidential counselling support line and face to face sessions.
- Free eye tests and a set payment towards the cost of glasses if, as a result of the eye test, it is considered necessary by the optician that glasses be worn for display screen work.
- Free on-site parking.
- Tea and coffee provided free of charge.

Data Protection Act 2018

You will be responsible for ensuring that workplace responsibilities such as confidentiality, treatment of personal information and records management are carried out in compliance with the requirements of the Data Protection Act 2018 and the Employment Practices Data Protection Code 2002.

All shortlisted candidates will be subject to online and social media checks.

Job Title: Lead Practitioner - Science

Reporting to: Curriculum Leader - Science

Salary Range: L1-L5

Welcome from the Science Curriculum Team

Thank you for your interest in this position. The successful applicant will play a pivotal role in shaping the future of our Science curriculum, working closely with the Curriculum Leader for Science and Senior Leadership Team.

We have an ambitious and progressive Science team, always seeking new ways and means to help students learn more about science and develop a deep-seated curiosity about the world they live in.

The Science team work extremely well together, focused on delivering the best experiences for young people. The team is friendly and supportive of each other, sharing ideas and experiences that help develop the curriculum and the way it is delivered.

We are members of the RSC, IoP, ASE and Hampshire Science Network to help inform practice and ensure staff are up to date on recent guidance/research.

The Science department has superb facilities and is well resourced, including interactive touch screens and department iPads in our fully equipped classrooms. The team organise trips and visits to enrich the experience of students and work hard to educate them regarding career and educational opportunities in STEM related disciplines in further and higher education.

Science is a core subject in all years. In KS3, students study Chemistry, Biology and Physics with the same teacher. In KS4 students' study either combined or separate Science. We are working towards a subject specialist model from September 2024.

We wish all applicants the very best of luck with their application and look forward to meeting short listed candidates at interview.

If you are interested in applying and would like to come and visit, please get in touch.

Job Description

We are looking for an aspirational Lead Practitioner of Science to develop and implement Teaching and Learning initiatives and strategies throughout the school which raise the teaching practice of all members of staff and therefore raise student standards and progress.

- Planning high quality lessons and leading the delivery of consistently good and outstanding teaching and to be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence
- Carrying out the day to day duties of a classroom teacher on an exemplary basis
- Leading, inspiring and motivating colleagues in developing their teaching and learning through mentoring, coaching and support
- To take a lead role, working closely with the Leadership team in developing, implementing and evaluating policies and practices that lead to school improvement
- To undertake research and evaluate innovative curricular practices and draw on research outcomes other sources of external evidence to inform own practice and that of colleagues
- To develop high quality teaching materials and schemes of learning for mathematics and numeracy
- To support the literacy coordination across the school

Strategic Direction and Development

- To lead in the development of appropriate curriculum, resources, schemes of work, marketing policies and teaching strategies in the subject area of Science
- To assist in embedding literacy within the subject area
- Provide and implement Mentoring Support Plans to raise teaching standards and science teaching across the team
- Take a lead role in determining and developing policies, procedures and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning and whole-academy improvement
- Analyse national, local and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies
- Use local and national data and other information in order to provide a comparative baseline for evaluating learners' progress and attainment; a means of judging the effectiveness of their teaching; a basis for improving teaching and learning
- Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues

Teaching and Learning

- Consistently and effectively use appropriate strategies to engage all learners and maximise progress for all
- Disseminating good classroom practice to enhance consistency of quality teaching in science
- Secure and sustain effective teaching of subjects through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the school's monitoring evaluation and review cycle through lesson observations, feedback to teaching staff, work sampling, learner interviews and written reports to the Head Teacher and LT as necessary
- To demonstrate excellence and a wide understanding and knowledge of pedagogy
- To support the management of behaviour for learning so that learning is sustained for all
- To be a tutor and perform the duties associated with the generic job description
- To contribute to careers advice and guidance, spiritual, moral, social and cultural education according to school policy

- To teach a timetable within specialism appropriate to the demands of the role and the needs of the school.

Leading & supporting staff development and CPD

- To become part of the Eggar’s School Teaching and Learning team
- Contribute to INSET days and Twilight INSET
- Have teaching skills which lead to excellent results and outcomes. Demonstrate excellent innovative pedagogical practice, and deliver demonstration lessons
- Supporting teachers in subject areas in planning strategies to achieve student progress target levels and objectives and that student progress target levels are achieved or exceeded
- Define intervention strategies for subject area
- Carry out subject/ quality assurance activities e.g classroom observations
- Contribute to the professional development (and performance management where appropriate) of colleagues using a broad range of skills appropriate to their needs so that they demonstrate enhanced and effective practice (e.g coaching, mentoring, induction within subject area)

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with a reasonable request from the Head Teacher to undertake work of a similar level that is not specified in this job description.

Full training and development will be available. The role would suit anyone interested in developing into senior leadership in the future. We have a first-class track record of developing our staff into senior leader positions.

Eggar’s is an innovative and enjoyable place to work, with opportunities for career progression within the school actively encouraged and supported.

Person Specification

	Essential	Desirable
Knowledge and Qualifications	QTS Appropriate subject/technical qualifications. Current knowledge of curriculum and associated research. Understanding of assessment and its use to raise standards. Current knowledge of safeguarding legislation and government guidance on this.	Ability to foster strong parent/school partnerships. Evidence of CPD for relevant post. Relevant NPQ or middle leadership qualification.
Skills	High quality teaching (challenge and support all). Planning and sequencing learning. Leading a team. Leading subject assessment. Writing subject policy. Communication and organisation. Leading change/improvement. Use of computer systems. Managing student behaviour. Supporting and developing staff. Working with all stakeholders.	Strong educational data analysis skills.
Experience	Proven record of delivering excellent teaching in KS3 and 4. Designing, implementation and improving curriculum content.	Leading a curriculum area. Leading whole school development or change projects.

	Sequencing learning, monitoring progress, and adapting to gaps. Leading a team. Being an effective team member. Contributing to whole school developments. Solving problems. Leading successful extra curriculum provision. Leading subject CPD.	
Personal attributes	Positive/growth mindset. Solution focused. Good interpersonal skills. Reliable and able to work to deadlines. Strong communicator. Welcomes accountability. Responsive to feedback. Reflective and self-starter. Calm and responsive under pressure. Able to adapt. Strong personal accountability.	

How to apply?

Applicants should complete an application form in full before your application can be considered. It is available to download from our website www.eggars.net/vacancies. Please submit your application so that it is received no later than the closing date and time to:

Eggars's School | London Road | Holybourne | Alton | Hampshire | GU34 4EQ

FAO: HR Officer

E: joinus@eggars.hants.sch.uk

Please ensure that the application form is fully completed, including the Equality Monitoring Form. Two referees must be supplied, as indicated on the application form. Please indicate on the form where you saw the post advertised.

Selection Procedure

Shortlisted candidates will be invited to interview. Interview days usually involve time for applicants to get to see the school and staff they will be working with, as well as a number of assessment activities, depending on the post. Interviews are normally arranged within three weeks of the closing date. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

Job Hazard Assessment

Job Specific Information

The following information highlights hazards related to the role that could pose a risk to the post holder. Applicants should be aware that, where roles are exposed to hazardous risk, risk assessments are undertaken and control measures put into place where possible.

Manual Handling

The types of manual handling operation involved in this role are:	Objects
The above manual handling operations are required on the following basis:	Infrequent

The weights involved in these manual handling operations are likely to be:	Up to 5kg
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Display Screen Equipment

This role will require the post holder to be a Display Screen Equipment user and will involve the use of:	A laptop An inter-active whiteboard A desktop computer A tablet
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Job Characteristics

This role involves working with children and young people:	Between 11 and 16 years of age. In addition, this role involves working with children and young people with special needs including those with physical disabilities
This role also has potential to involve:	Low level confrontation and this is likely on an infrequent basis

Work Environment

This role is carried out in an environment which involves:	Lone working on occasions
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Driving

This role may require the postholder to drive:	Their own vehicle, if applicable, for work purposes on infrequent occasions
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Applicants should be aware that, where roles are exposed to hazardous risks, risk assessments are undertaken and control measures are put into place where possible.