



SN NORTHAMPTON
SCHOOL FOR GIRLS

Respect for Self | Respect for Others | Respect for Learning

Lead Practitioner - Science

Closing date: 9am, Friday 14th February 2025

How to Apply.

We warmly invite you to arrange an informal telephone or video call so that you can learn more about our wonderful school. Please also take a look at our **website** which will help bring to life the essence of NSG.

Applications are accepted via the school application form (available on the [vacancies page](#)) or via TES QuickApply. Please contact the school if you need to request the application form in an alternative format.

We would encourage you to submit your application as soon as you are able as we reserve the right to act on received applications before the closing date has passed.

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Friday 14th February
2025**

Welcome

Thank you for your interest in joining us at Northampton School for Girls.

We have a rare and exciting opportunity to grow and develop both our Science and extended leadership team, in the role of Lead Practitioner - Science. This role works closely with our experienced Head of Faculty and Associate and Assistant Headteacher links, providing the successful candidate with exposure to high level strategic work and a pathway for potential progression. We are looking for someone who shares our vision, who will enthuse our students about Science, show them the beauty and relevance of it, and build their confidence in Science and a sense of agency to use their knowledge and skills in further study or in their lives beyond school.

We will provide you with a range of bespoke opportunities to support your career and ongoing professional development. At Northampton School for Girls, we are committed to caring for and supporting the development and growth of all our school community, students and staff alike.

Northampton School for Girls is a truly remarkable school that students and staff are, rightly, proud to be part of. It has a unique vitality that springs into life as students and staff arrive through its doors. Our school is everything but ordinary and our students never fail to impress us with their achievements and the genuine desire they have to help others. They are incredibly talented, open hearted and courageous and we are unapologetically driven to supporting them to succeed.

Underpinned by our values of **'Respect for Self, Respect for Others and Respect for Learning'**, we provide our students a rigorous and ambitious curriculum which meets the needs of individual learners' talents and interests, building the foundation for their future successes in a fast-changing world.

From its inception in 1915, Northampton School for Girls has recognised and celebrated everyone as individuals and has also embraced the power of the community. Our students recognise the impact they have on others and particularly the responsibility that they have to give of their time, talents and charity to the wider community. We foster an environment where students can expand their minds, think flexibly, develop the skills of leadership that they all have within them, and grow as individuals.

We are a school with an impressive reputation, rich cultural diversity and a long-standing track record of success: we are proud to be Northampton School for Girls.

I very much look forward to welcoming you.

Cristina Taboada-Naya | Headteacher



<https://www.nsg.northants.sch.uk/vacancies>



@NSGPeople



01604 679540



people@nsg.northants.sch.uk

Job Description.

Lead Practitioner - Science

Salary: LPS (points 1 to 4)

FTE: £50,025 - £53,867

Please contact the school if you wish to discuss the salary further

Reporting to: Head of Faculty (Science)

Liaising with: Line Manager, TLR holders, teachers, relevant support staff, parents/carers

Start date: ASAP

Purpose

- Work with the Head of Faculty and extended Senior Leadership team to deliver the vision for the subject and raise standards of attainment
- Develop and sustain high quality teaching and learning across the department
- Act as Leader within the subject, making a difference to all the young people in our care



Role Responsibilities

School Ethos in Action

- To uphold the school ethos: 'Respect for Self, Respect for Others, Respect for Learning'
- To promote the school's non-negotiables: high achievement, inclusion and development of the whole child
- To promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with
- To provide a safe, happy, ordered, lively, stimulating environment and to give guidance, good examples and teaching so that each child has the opportunity to develop educationally, physically, emotionally, socially and spiritually to their full potential
- To support school policies with a commitment to high standards, high expectations and high achievement
- To foster children's development in the fullest sense, paying particular regard to the attitude and values the school promotes
- To promote a climate of encouragement and praise and actively support the school's rewards system

Lead with Impact

- Lead by example in displaying professional qualities expected of outstanding leaders/teachers with regards to subject knowledge, teaching skills, assessment, behaviour management, intervention and tutoring
- Line manager staff as required, ensuring individual staff accountabilities are clearly defined, understood and agreed
- Implement successful performance management processes and continuing professional development processes for all staff
- Take a role in the development of other teaching staff. Welcome and support student teacher and early careers teachers into their learning environment, taking on mentoring and coaching roles when required
- Use systems to analyse data for monitoring and evaluation, and use insights to inform strategies and plans for teacher development

Job Description.

Meet our Students

'NSG is an accepting, welcoming school with a very amazing, diverse community and has lovely, supportive staff always there to make sure you're comfortable.'

'I really enjoy the variety of extracurricular clubs NSG offers as there is something for everyone to try.'

Strategy and Improvement

- Provide leadership and direction to students, staff, parents/carers and the wider community, promoting excellence, equality and high aspirations
- Prepare and deliver training courses across the school to improve teachers' practice
- Cascade professional development across the department through delivery of CPD sessions in areas of teaching and learning that require development
- Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice

Delivering High Quality Curriculum Provision

- To plan, develop, and implement the curriculum with reference to relevant school policies and schemes of work
- To support the faculty in the development or review of schemes of work and resources
- To produce high-quality resources to support the planning and delivery of science knowledge and skills
- To work with colleagues to ensure continuity, progression, breadth and balance in the curriculum
- Measure and assess the impact of inventions
- To constantly monitor and evaluate your own practice and the standards of learning in your classroom, making regular assessments of students and their progress
- To teach other subjects linked to the curriculum, as required
- To prepare students for the opportunities, responsibilities and experiences of adult life
- To ensure that ICT, Literacy, Numeracy, and the school's subject specialism in music are reflected in the teaching/learning experience of students
- To mark and feedback on progress to students and parents in accordance with the school's marking policy
- To ensure that excellent teaching is provided to all learners and that appropriate differentiation and challenge is provided for all learners. Ensure that students with SEND are taught with full knowledge of their ILP and in accordance with the Code of Practice on Special Needs.

School Improvement

- To contribute to the achievement of school improvement targets and to play a full part in departmental and whole school monitoring and evaluation
- To support the school's culture by ensuring policies relating to standards of conduct and appearance of students in your classes and around the school are followed consistently
- To compile reports on pupils when required and maintain records as required by the School Assessment, Recording and Reporting Policy Wider Responsibilities

Job Description.

Meet our Students

'To me, NSG gives you the opportunity to learn about things you never thought you would enjoy doing and it turns you into a better, more creative and more confident version of yourself'

'What I love best about school, is the nice feeling I have when I walk in the gates'

School Improvement (continued)

- Carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document.
- To be a tutor (or an active member of a year team) for a group of students, taking responsibility for the learning, achievement and progress of these students, including fulfilling the statutory responsibilities for attendance and punctuality monitoring
- To be aware of current educational developments and the conclusions of educational research that may be relevant to practices within the school
- To engage in continuing professional development (CPD)
- To actively participate in the school's arrangements for the appraisal of performance

Whole School Contribution

- To follow the school's policies and procedures for securing the safeguarding and welfare of students and staff
- To contribute to the development of whole school policy, aims and outcomes
- To play a full part in the life of the school community, support the distinct NSG ethos, and encourage staff and students to follow this example
- To attend staff meetings and other meetings with colleagues or parents as appropriate and as reasonably directed
- To carry out duties assigned by members of the Senior Leadership Team

Additional Duties

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out.

Lead Practitioner Scale

Teachers on the Lead Practitioner Scale play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

Teachers on the Lead Practitioner Scale are expected to demonstrate all post-threshold standards, as evidence in their professional review. In addition, the achievements and contributions to the school of teachers on the Lead Practitioner scale are expected to be substantial and sustained.

Person Specification.

Lead Practitioner - Science

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Start date: ASAP

Education / Training / Qualifications	Essential / Desirable
<ul style="list-style-type: none"> Qualified Teacher Status Degree in faculty-related subject, or B.Ed Recent (in the last 2 years) relevant CPD 	<i>Essential</i>
<ul style="list-style-type: none"> Masters level qualification 	<i>Desirable</i>

Experience	Essential / Desirable
<ul style="list-style-type: none"> Experience of effective learning and teaching across KS3, KS4 and KS5 Innovation and creativity to engage and enthuse learners Excellent subject knowledge and classroom management skills Experience of planning, implementing and assessment Successful experience of achieving success in outcomes for students across a department or key stage Experience of developing the whole child through your subject 	<i>Essential</i>
<ul style="list-style-type: none"> Experience of mentoring NQTs 	<i>Desirable</i>

Abilities, Skills and Knowledge	Essential / Desirable
<ul style="list-style-type: none"> Ability to communicate effectively with parents Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes Ability and passion to champion all children Ability to apply the use of ICT to teaching and learning An appreciation of local and national policies, priorities and statutory frameworks, including those relating to the safeguarding of children Ability to take initiative and to follow it through to completion Understanding of current debates about pedagogy within subject area 	<i>Essential</i>

Personal Skills and Attributes	Essential / Desirable
<ul style="list-style-type: none"> Commitment to tutor role A passionate belief in the school's ethos Good communication and interpersonal skills The ability to prioritise work effectively and plan ahead Confidence with an ability to motivate others Self-awareness and presence Dedication, enthusiasm, integrity and reliability Independent thinker Flexibility and creativity Caring, kind and approachable Positive and optimistic Ability to champion the cause of every learner and to challenge underperformance where it may occur Willingness to be involved in the wider life of the school 	<i>Essential</i>



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