**Job Description**

**Job Title: Lead Teacher - Whole School Teaching and Learning Science**

**Location: Kingswood Academy, Wawne Road, Hull, HU7 4WR**

**Hours of work: Full Time**

**Reports to: Assistant Headteacher**

**Purpose of the Role:**

* To support the ‘Assistant Headteacher – Teaching and Learning’ to continually and sustainably improve the standards of teaching and learning across the academy.
* Delivery of a consistently high quality of teaching, learning, assessment and high standards of achievement in Science.
* To promote and adhere to the Trust’s values to be unusually brave, discover what’s possible, push the limits and be big hearted.

**Responsibilities:**

**Details of key responsibilities for the Whole School Teaching and Learning – Science:**

* Live and breathe our vision and key drivers;
* Rapidly and sustainably improve the quality of teaching and learning across the academy;
* Ensure quality ‘continued professional development’ for teaching and learning via the IRIS system and CPD schedule;
* Lead members of the Teaching & Learning Group to improve the quality of teaching and learning and marking and feedback across the academy;
* Raise achievement of all pupils in all phases of the academy ensuring they consistently make better than expected progress.

**Teacher of Science:**

**Key areas:**

* Live and breathe our vision and key drivers;
* Deliver of a consistently high quality of teaching, learning, assessment and high standards of achievement;
* Meet the Kingswood Academy Teaching and Learning Standard and the Kingswood Standard of Marking. Also addressing any underperformance where the standards are not met;
* Evaluate student target and performance data for their teaching as required, and ensure it is analysed as set out in the academy calendar or other such documents;
* Positively engage and partake in all activities and events on the Kingswood Academy Assessment Calendar;
* Demonstrating positive approaches in matters relating to student discipline and contact with parents and so forth;
* Assist in producing and updating programmes of study and schemes of work including suitable assessments for each learning cycle for the Science department;
* Ensure that there is an atmosphere conducive to quality learning within the curriculum area, and that students’ experiences are challenging, stimulating and differentiated according to need;
* To ensure provision for different groups of students within the subject, including SEND, higher ability, disadvantaged, etc.;
* Ensure that all lessons taught conform to good practice as identified in the academy wide or department development plan;
* Be an active member of the Faculty through involvement in course development, consultation and planning on whole Academy issues;
* To undertake other tasks as appropriate and consistent with the Teachers’ Pay and Conditions of service;
* All staff who are appointed to the Academy are expected to teach across the age and ability range;
* All teachers are expected to act as an Academic Mentor in accordance with the Academy requirements;
* All staff are expected to develop the Academy’s commitment to the principle of equal value and work to achieve the aims of the Academy mission statement;
* All staff are expected to participate in opportunities for collective decision making including staff appointment and policy making;
* All staff are expected to take a whole Academy perspective in monitoring student behaviour outside the classroom paying particular attention to care and respect of the environment, adherence to expectations, uniform and time keeping;
* Such other duties as may be required by the Headteacher.

**Academic Mentors are expected to:**

* Mark and maintain registers of attendance;
* Deliver the Academic Mentoring programme through Academic mentoring (30 mins per day);
* Monitor the academic progress of students, guiding and advising them on areas for improvement;
* Maintain and monitor records on students’ behaviour, following up on incidents in lessons while also recognising and rewarding students’ achievements;
* Monitor students’ uniform and ensuring they are equipped for lessons;
* Link with parents to help students’ to improve their attendance, punctuality, behaviour and academic progress;
* Teach elements of the PSHE and ‘Character Education’ scheme of work.

**Impact on educational progress beyond assigned pupils**

* Monitor and evaluate assessment data across their classes to evaluate trends in student performance and issues for development;
* Implement intervention strategies to address issues for development that are identified;
* Evaluate and report on the effectiveness of intervention strategies used to address identified issues;
* Identify quantifiable and challenging pupil progress target levels and objectives;
* Plan appropriate strategies to achieve pupil progress targets and objectives;
* Ensure that agreed student target grades levels are achieved or exceeded;
* Encourage students’ motivation and enthusiasm, developing positive responses to challenge and high expectations;
* Monitor the objectives and targets for students with SEN and promote the importance of raising their achievement.

**In addition to the above requirements, all Academy leaders are required to:**

Promote the ethos of the Academy by:

* Being strong teachers in their own right with students of all attainment levels;
* Being a positive leader of ethos, demonstrating a “can-do” solution focused mentality when faced with any gripes or concerns with other colleagues;
* Being a strong presence wherever they are in the academy;
* Modelling high standards in expectations and practice;
* Following Academy policy and promoting policy in all areas and at all times;
* Dealing immediately with any problem they observe;
* Being positive and proactive in seeking solutions to problems and in planning ahead;
* Constantly looking for ways to improve and innovate in education;
* Seeking the highest standards possible and sharing them with others**.**

**Kingswood Academy Mission**

Ultimately our Mission is to ensure that: ‘all students have an inner-belief and ambition to fulfil their dreams and live a happy and successful life.’ We are passionate about our students ‘recognising their academic worth’ and making sure that they are ‘prepared to make bold choices in order to secure places, and thrive, at the most reputable and highest performing colleges, universities and world-class employers.**’**

**Kingswood Academy Key Drivers**

We live and breathe our key drivers which are:

* + The highest expectations
  + Never give up
  + Everyone is valued
  + Value feedback
  + No excuses
  + Outstanding learning

**Employee value proposition:**

We passionately believe that every child can discover their own remarkable life. It’s what motivates us around here. We know this vision requires something extra. Which is why at AET, you’ll find more. More opportunities, so you can forge your own path. More care and support, so you can prioritise what matters most. More purpose, for you and for the children we’re inspiring. Come inspire their remarkable with us.

**Our values:**

The post holder will be expected to operate in line with our values which are:

* Be unusually brave
* Discover what’s possible
* Push the limits
* Be big hearted

**Other clauses:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers’ Pay and Conditions.

2. 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 may be so construed.

3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal/Group/Chief Executive

5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.

6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

**Safeguarding**

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

**Person Specification**

**Job Title:**

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| --- | --- | --- | --- |
| **General heading** | **Detail** | **Essential requirements:** | **Desirable requirements:** |
| **Qualifications** | Qualifications required for the role | * Qualified Teacher Status * Good honours degree * Evidence of recent professional development related to teaching and learning |  |
| **Knowledge/Experience** | Specific knowledge/  experience required for the role | * Understanding of leading and developing outstanding teaching and learning across a school. * Evidence of recent professional development related to teaching and learning * Ability to deliver KS3 and KS4 Science including experience of delivering excellent outcomes * Experience of working in a middle leadership role within a secondary school through which you delivered substantial impact on students’ outcomes and/or standards * Up to date pedagogy, particularly in relation to teaching and learning and overall school effectiveness * Understands how high performing teams function and how they can lead initiatives which deliver rapid improvements in pupil outcomes. | * Posts in at least one schools, at least one of which was in a challenging urban circumstances |
| **Skills** | Line management responsibilities (No.) |  |  |
| Forward and strategic planning | * The ability to think strategically, evaluate options, find the best solutions to problems taking into full account the views of others, and implement changes that lead to improvements in pupil outcomes. |  |
| Budget (size and responsibilities) |  |  |
| Abilities | * Highly motivated and able to inspire others * Outstanding Science classroom practitioner |  |
| **Personal Characteristics** | Behaviours | * Positive, growth mindset * Fully aligned to our vision and key drivers * Ambitious with a dynamic drive to deliver impact |  |
| Values | * Ability to demonstrate, understand and apply our values   + Be unusually brave   + Discover what’s possible   + Push the limits   + Be big hearted |  |
| **Special Requirements** |  | * Successful candidate will be subject to an enhanced Disclosure and Barring Service Check * Right to work in the UK * Evidence of a commitment to promoting the welfare and safeguarding of children and young people |  |