

Science Lead Practitioner

Starting: 1st September 2025
Contract: Full Time, Permanent
Salary: Lead Practitioner 5-9 (£55,209-£60,943)

An exciting opportunity has arisen to appoint an outstanding teacher and graduate of Science, who is passionate about teaching and learning and sharing their knowledge and expertise with others, to join our highly successful school as a Lead Practitioner.

Our ideal candidate will:

- Have excellent subject knowledge.
- Be an outstanding practitioner.
- Be passionate about your subject and have the ability to challenge, inspire and motivate students to strive for success.
- Possess the ability to inspire, challenge and motivate students.
- Have high expectations of students – both academically and in relation to standards of behaviour.
- Support the curriculum area to enable all students to achieve their full potential.
- Have the adaptability to hit the ground running.
- Play an active role within the school and the wider community.
- Be pro-active with the ability to act on your own initiative.

In return, we will offer you:

- A skilled, talented team of colleagues to work alongside.
- A comprehensive programme of purposeful, relevant continued professional development that is shaped by your needs.
- Minimum 16% PPA for all teachers, additional given for responsibilities.
- Focus on high expectations for pupils with a centralised behaviour system.
- Regular review of staff workload in order to support staff wellbeing.

If you would like a conversation with a member of the team then please contact us at hr@thebarlowrchigh.co.uk

Closing date: Monday 21st April 2025, 8.00am
Interview date: Friday 25th April 2025

About our School



The Barlow is a highly successful, mixed, 11-16 Catholic comprehensive. **In June 2024, Ofsted judged our school to be 'Good' in all categories.** Public examination results are strong; above national average in most subject areas. We are a diverse and inclusive community, with high standards of pupil behaviour and a calm and purposeful learning environment. The school is located in Didsbury, a popular area of south Manchester, with excellent transport links.

Our school is committed to safeguarding and protecting the wellbeing of children and young people and expects all staff to share their commitment. An enhanced DBS is required for all successful applicants. To comply with our safer recruitment policy, successful candidates are also subject to a social media screening.



The Barlow RC High School
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☎ 0161 445 8053

www.thebarlowrchigh.co.uk



thebarlowrchigh



TheBarlowRC



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LEAD PRACTITIONER



JOB DESCRIPTION

Salary	Lead Practitioner Pay Scale
Working Time	Full time as specified within the STPCD
Directly Reporting to	Curriculum Leader
Liaising with	Senior Leadership Team, teachers, support staff, external agencies and parents.
Disclosure Level	Enhanced
1. Purpose of the role	
1.1	To work with the Quality of Education team to drive improvements in teaching and learning and professional development across the school.
1.2	To work with the Curriculum Leader and Assistant Headteacher responsible for Teaching and Learning, to coach teachers within the Curriculum area and across the school.
1.3	To keep abreast of the latest research in pedagogy and cognitive science, and use your knowledge to enhance curriculum development and delivery in your subject and across the school.
1.4	To take on a whole-school teaching and learning focus specific to your subject and/or disadvantaged pupils.
1.5	Responsibility for improving the quality of teaching and learning, both within your own Curriculum area and across the school. You will be accountable for ensuring the very best learning experience for all pupils.
1.6	You will play a key role in our Teaching and Learning Group, leading on high-quality and bespoke INSET, coaching individual teachers, leading by example with early career teachers and working with the senior team to improve strategy and policy.
2. Main Responsibilities	
2.1	To demonstrate outstanding practice to colleagues as a Lead Practitioner and support them as required to further develop their practice.
2.2	To act as a Family Tutor and carry out any duties associated with that role as outlined in the generic job description.
2.3	To develop and implement teaching and learning initiatives across the school which raise the quality of teaching practice of all members of staff and therefore raise pupil outcomes, with focus on the disadvantaged cohort.
2.4	To be a visible and proactive presence to staff and pupils.
2.5	Any other duties as reasonably requested by the Headteacher.
3. Strategic Direction & Development	
3.1	Ensure consistency across the school through coaching and mentoring of staff.
3.2	To work with the Professional Mentor to support Early Career Teachers (ECTs) and Initial Teacher Training (PGCE) and Graduate Teachers as appropriate.
3.3	Play a key role in Support Plans and capability process for all staff requiring to improve professional practice.

3.4	Take a lead role, determining and developing policies, procedures and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning and whole school improvement.
3.5	Analyse national, local and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Headteacher, Senior Leadership Team and Governing Body on progress and plans.
3.6	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 and effectiveness of teaching; a basis for improving teaching and learning.
3.7	Know how to take a lead role to improve the effectiveness of assessment practice in the school, analysing statistical information to evaluate the effectiveness of teaching and learning.
3.8	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.
4. Accountability	
4.1	To ensure regular progress updates to the Senior Leadership Team in area of responsibility.
4.2	To assist with whole school provision of CPD as required.
4.3	To coach identified staff on aspects of their practice.
4.4	To assist the Senior Leadership Team with monitoring and implementing improvements to whole school practice.
4.5	To contribute to the planning for school improvement through teaching and learning.
4.6	To provide the wellbeing and continuing professional development of teachers.
5. Quality of Teaching & Learning	
5.1	To adhere to the School's Teaching and Learning Policy.
5.2	To comply with the School's Assessment & Marking Policies.
5.3	To comply with the School's Behaviour Policy.
6. Curriculum Development	
6.1	To participate, develop and manage activities relating to the curriculum.
6.2	To ensure delivery of cross curricular initiatives.
6.3	To be aware of curriculum development issues (locally and nationally).
6.4	To identify best practice and ensure this is shared and spread across the school.
7. Leadership & Management	
7.1	To attend meetings as required including some Senior Leadership Team meetings and Governing Body meetings.
7.2	To contribute to the Quality of Education Team and the Teaching and Learning Group and build consistency of approach in school policies and procedures.
7.3	To attend other meetings as determined by the Deputy Headteacher and Headteacher.
7.4	To model best practice and be seen as an approachable and useful fellow professional.
7.5	To coach and mentor subject staff and contribute to performance management arrangements as required.

7.6	To build external contacts with universities, subject associations and other bodies on behalf of the curriculum area.
8. School Ethos	
8.1	To play a full part in the life of the school community, to support our distinctive Catholic mission and ethos and to encourage staff and pupils to follow this example.
8.2	To support the school in meeting its legal requirements for worship.
8.3	To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

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.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

LEAD PRACTITIONER



PERSON SPECIFICATION

Criteria for Appointment (Person Specification)

Source Key:		A = Application Form, I = Interview, R = References, CC = Checking Certificates	
[A] Knowledge & Qualifications	Essential	Desirable	Source
Qualified Teacher Status.	*		A/CC
Evidence of continuous professional development.	*		A/I
Good Honours Degree.	*		A/CC
Excellent subject knowledge.	*		A/I/R
Evidence of continuous professional development.	*		A/I/R
[B] Experience	Essential	Desirable	Source
Minimum of three years post qualification experience.		*	A/I/R
Excellent classroom teacher.	*		A/I/R
Proven track record of public examination success.	*		A/I
Successful experience of turning theory into practice.	*		A/I
Experience of leading innovative curriculum development.	*		A/I
Effective relationships with pupils, parents and staff, commanding their confidence.	*		A/I
Experience of Appraisal of colleagues.		*	A/I
No adverse criminal or professional record.	*		A/I/R
Excellent record of attendance and punctuality.	*		A/I/R
[C] Skills	Essential	Desirable	Source
Innovative approach to classroom practice and exceptional teaching skills.	*		A/I
Ability to interrogate curriculum data to track pupil progress.		*	A/I
Excellent leadership and management skills.	*		A/I
Ability to review and evaluate the efficacy of all activities.	*		A/I
Ability to challenge appropriately.	*		A/I
Ability to provide effective professional support to staff.	*		A/I

Outstanding communication and interpersonal skills.	*		A/I
Organisational skills of a high order; able to multi-task and prioritise effectively.	*		A/I/R
Ability to manage people, projects and resources effectively.	*		A/I
Experience of using ICT and other technology to maximise learning outcomes.	*		A/I
[D] Personal Qualities	Essential	Desirable	Source
Absolute commitment to pupils and their learning above all else.	*		A/I
Passion for learning and teaching.	*		A/I
Relentless determination and commitment to constant review and refinement.	*		A/I
Drive, high expectations and a commitment to achieving standards of excellence.	*		A/I
Personal integrity and honesty.	*		A/I/R
Keen eye for detail.	*		A/I
Diligence and ability to sustain work ethic.	*		A/I/R
Emotional resilience and ability to work under pressure.	*		A/I/R
Ability to motivate self and others to work effectively as an individual and a team member.	*		A/I/R