



Subject Leader of Physics

RECRUITMENT PACK

Horizon Community College

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We are very confident that the college will go from strength to strength.

Character and Culture at Horizon CC



Nick Bowen—Executive Principal

At Horizon Community College we have a challenging ambition of raising achievement to a level that would put us in the top 10% of schools in the country. We have a vision for redressing the imbalance, re-shuffling the pack and give the young people of Barnsley a better hand – a better deal – breaking ‘vicious circles’ of underachievement and low aspirations and transforming the lives of every young person.

We want young people to leave the college well qualified and with a unique skill set that will enable them to stand out from the crowd. We want young people to be in possession of a passport of leadership and employability skills that will enable them to pursue exciting careers, attend prestigious universities, complete dynamic apprenticeships and play leading roles in regenerating this area.



Claire Huddart—Principal

The expectation that ‘We are Positive Role Models’ focuses on developing character and skill set of all students. This is underpinned by the College core values which help to prepare every student for a lifetime of success. We offer a quality of education that is tailored to the needs of and meets our ambition for each individual student. We expect every learner to be challenged in every lesson, every day – and to challenge themselves. This is coupled with a high-quality programme of Careers Education to ensure that every student is ‘school ready, work ready and life ready’.

Successful education is also about working in close partnership with our families and the wider community to ensure our students succeed in each School year so that every student is prepared for the next appropriate phase of their education. We work together to empower our students to believe that anything and everything is possible.

We heavily invest in the growth and development of our entire workforce, so they are prepared for the next phase of their careers. We promote ‘one team’ working hard to support each other. The ethos of staff development is reinforced by an offer of continuing professional development designed to respond to strategic priorities.

We are focused on developing students and staff at every level. We strive to embed a culture of hard work, opportunity and aspiration to enable every student and every adult in the College to simply “be the best, that they can be”.

To get a further insight into life at Horizon, [click here](#) for our latest College video.



We are very confident that the college will go from strength to strength.

STRATEGIC PRIORITIES 2019-20

QUALITY OF EDUCATION

'Challenging every
learner, in every
lesson, every day'

CURRICULUM

To establish that the **overarching curriculum and age-related expectations** are effective in supporting student progress.

For all subjects to establish the **intent** (ambition, coherence and principles) that underline their curriculum.

TEACHING AND LEARNING

To further develop pedagogy, so as to drive effective **challenge and support**, with a particular focus on Year 7.

To drive a whole college home-learning strategy, developing a culture of **independent learning** and improving the **ability of students to retrieve** the key knowledge required for success in all subject areas.

To embed a model of **developmental training and coaching for classroom staff** which drives the quality of teaching and learning, creates a culture of collaboration and holds people to account for the quality of their classroom practice.

ASSESSMENT & PROGRESS

To drive the progress of all students through the effective response to data with a focus on **disadvantaged, boys, high ability** and students **accessing inclusion**.

To ensure **formative and summative assessment** supports student progress.

BEHAVIOUR AND ATTITUDES

'We are positive
role models'

To develop the **character** and the skill set of all students through the College **core values** enabling them to become **positive role models** who are fully prepared for a lifetime of success.

To **reduce fixed term exclusions** – ensure support and interventions are appropriate and effective.

To further **improve attendance and punctuality** for all groups of students, in particular SEND and disadvantaged cohorts.

CAREERS & ENTERPRISE

'Work ready,
life ready'

To provide a planned programme of inclusive **careers education and skills development** for all students from Y7 to Y11.

To partner academic teams to link **curriculum learning to careers** to drive the ambition to learn and succeed.

To continue to improve the Careers offer at Horizon to ensure that all students are equipped with an in-depth knowledge of their **post 16 options and routes into work**.



CORE VALUES

At Horizon Community College

PRIDE Wear full College uniform at all times Take pride in all you do and actively look to improve your work	ORGANISATION Bring correct equipment to every lesson Organise your time and complete homework to the best of your ability	ENGAGEMENT Be focussed and attentive in lessons act on advice and feedback Seek to discover new things & be prepared to take risks	QUESTIONING Contribute in every lesson Ask questions to deepen your knowledge and understanding	RESPECT Follow staff instructions the first time & every time Be honest and polite to others
KINDNESS Be considerate and supportive of others Treat others as you would expect to be treated	TEAMWORK Engage with cooperative learning Take on an active role within the team, readily sharing ideas and information	TOLERANCE Value others regardless of sexuality, race, faith gender or disability Accept the quirks of others	INDEPENDENCE Demonstrate dedication & commitment Be self-disciplined and evidence self-direction	RESILIENCE Persevere and recognise it is alright to make a mistake Respond well to constructive criticism

“Raising aspirations for all through quality, excellence and innovation”

Child Safeguarding Policy

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A Disclosure and Barring Service (DBS) check will be undertaken for the successful applicant.

The College pays full regard to DfES guidance 'Safeguarding Children and Safer Recruitment in Education' Jan 2007. We ensure that all appropriate measures are applied in relation to everyone who works for Horizon who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and an Enhanced DBS check.

Please visit:

<http://www.horizoncc.co.uk/safeguarding/>

Subject Leader of Physics

Location: Horizon Community College, Barnsley

Salary: TLR or Leadership (depending on experience)

Type: Permanent

Closing Date: Wednesday 2 October 2019

To Start: January 2020

We are delighted to offer this exciting opportunity for an inspirational and talented teacher to join our Science team from January 2020. Working with the Subject Leaders of Science, you will lead, manage and develop the teaching and learning, with the view to further improving rates of progress for students studying Physics.

You will report directly to the Subject Leaders for Science. The role will focus on teaching, learning and assessment, alongside the coaching and development of staff within the Science team. This role would suit an ambitious and consistently good or outstanding teacher looking to develop their career in middle leadership. You will benefit from a balanced timetable and the support of a very able and knowledgeable leadership team. An ability to develop and inspire young people and contribute to school improvement is essential. The ideal candidate will be a Physics specialist with experience of successfully driving standards within Physics, across years 7 to 11.

We welcome applications from colleagues who want to be part of a positive and forward thinking team at this exciting time for the school.

To be successful, you will:

- engage and enthuse our learners through a commitment to outstanding teaching and learning;
- have high expectations of students and help to drive student aspirations;
- contribute to the development of a strong and forward-looking team;
- be innovative in your techniques to motivate and inspire young people;
- build positive relationships with staff, students and parents alike.

We offer:

- relatively small class sizes;
- a calm teaching environment where behaviour for learning is good;
- superb career development opportunities;
- bespoke CPD opportunities to enhance professional growth;
- exceptional teaching and learning facilities and resources.

This College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A disclosure and barring services check will be undertaken for the successful applicant.

Horizon Community College reserve the right to close this advert prior to the closing date above.

Job Description

Job Description

HCAT

SERVICE AREA: Horizon Community College

JOB TITLE: Subject Leader of Physics

GRADE: TLR or Leadership depending on experience

RESPONSIBLE TO: Joint Subject Leaders - Science

EMPLOYEE SUPERVISION: None

DATE AGREED: **BY WHOM:**

Purpose of Post:

- To be accountable for leading, managing and developing teaching and learning of Physics within the Science Subject Team area.
- To develop and enhance the teaching practice of others with regard to lessons in Physics
- To work with other colleagues to develop the agreed *APP at KS4* across the science department.
- To raise the standards of student attainment and achievement in Physics within the Subject Team area of science and to monitor and support student progress
- To effectively manage and deploy resources within the Science Subject Team area, to support the learning & progress of students in Physics.

Duties and Responsibilities:

Operational & Strategic Planning

- To lead the development teaching and learning for Physics within the Science Subject Team area, in line with whole school policies and practices, using the accelerated learning cycle, collaborative/co-operative learning and assessment for learning.
- To actively monitor and follow up on the quality of teaching and learning in Physics, using whole-school and department data and analysis, developing support strategies for teachers as required.
- To lead and manage the planning of teaching and learning for Physics, ensuring that long, medium and short-term planning, of the whole team and of individuals working in the team, is robust, detailed and comprehensive, supporting the needs of students and teachers alike and in line with whole school priorities as outlined in the Strategic Plan.
- To lead and manage within the department an agreed Strategic Contribution derived from the whole School Strategic Plan, ensuring impact on the practice of colleagues and the progress of students

Curriculum Development

- To effectively lead curriculum development within the Science Subject Team for Physics.
- To ensure that the Science Subject Team is kept up to date with national developments in the subject area and with developments in teaching and learning & related methodology; similarly, with regard to the Strategic Contribution.
- To ensure that the Physics curriculum is actively monitored and reviewed in line with student need and initiatives at national, local and school levels.
- To ensure that provision for developing Key Skills is made for students in the Science Subject Team area.
- To ensure that the development of the curriculum/curricula in the Science Subject Team area is in line with national developments.

Staffing

- To ensure that the development needs of staff in the Science Subject Team with regard to Physics are identified through Performance and Line Management processes and to liaise with the Science Subject Leader to identify ways in which these needs can be met.

Job Description

- To take a lead in training and developing staff with regard to the teaching and learning specifically APP at KS4 in biology and STEM/HSW/Literacy.

Quality Assurance

- To ensure the effective operation of quality control systems, half termly work scrutiny, collaborative monitoring, evaluation and review of long, medium and short-term planning, analysis of lesson observations, data analysis.

Management Information

- To ensure that accurate and up to date information on teaching and learning is maintained and that support strategies/plans are reviewed.

Communications

- To ensure Science Subject Team colleagues are provided with key information with regard to Physics and the Strategic Contribution in a timely and efficient manner.

Marketing & Liaison

- To ensure that effective bridging projects with partner schools are developed and to attend, where appropriate, liaison events with partner schools
- To ensure that effective projects are developed for National Science and Engineering week.

Management of Resources

- To effectively manage Physics resources to optimise the environment and resources for learning.

Pastoral System

- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description
- To ensure that the Subject Team area in Physics contributes to PSE, Citizenship and Enterprise according to the school policy.

Strategic Contribution

- To take responsibility for developing Physics within the Science Subject Team, ensuring that all Subject Team colleagues are informed about and up skilled in these areas.
- To monitor, evaluate and review the impact of the Strategic Contribution in terms of impact on teaching and learning, student conduct, progress and attainment, making further interventions as necessary.
- To work with the Vice/Co-principal and colleagues in Strategic Contribution roles in other Subject areas to ensure that the Strategic Contribution is rolled out whole-school, ensuring that all colleagues are informed about and up skilled in these areas.
- With the Vice/Assistant Principal and other Strategic Contributions, to monitor, evaluate and review the impact of the Strategic Contribution in terms of impact on teaching and learning, student conduct, progress and attainment, making further interventions as necessary.

Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher, as laid out in that generic Job Description

Other Specific Duties

- To continue professional development appropriate to role, taking into account future developments in the Science Subject Area and Subject Team need, as identified in Performance/Line Management meetings and in the self-evaluation/Strategic Plan.
- To undertake any other duty as specified by the STPCB not mentioned above.
- Whilst every effort has been made to explain the main duties and responsibilities, each individual task has not been identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in his job description.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- 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.

The College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Date Job Description Revised:

By whom:

Person Specification

EMPLOYEE SPECIFICATION

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Minor criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA, we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

Post Title: Subject Leader of Physics	School: Horizon Community College	Grade: TLR or Leadership (depending on experience)
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Criteria No	Attributes	Criteria	How Identified (either Application Form or Interview)	Rank (Essential/Minor)
	Relevant Experience	Successful experience of teaching Physics at secondary level	Application form/Letter	Essential
		Experience in: Curriculum development Administration Personnel management Resource manager	Application form/Letter/Interview	Essential
	Education and Training Attainments	Teaching qualification	Application form/Qualification certificate	Essential
		Degree in a relevant subject	Application form/Qualification certificate	Essential
		Evidence of training in use of up-to-date ICT	Application form/letter	Essential
		Commitment to further professional development	Application form/letter	Essential
	General and Special Knowledge	Recent developments in courses and syllabuses in Physics	Application form/letter	Essential
		Assessment practices and requirements in Physics	Application form/letter	Essential
		Application of ICT to the teaching of Physics	Application form/letter	Essential
		A good knowledge of the Secondary National Strategy in relation to the teaching of Physics	Application form/letter	Essential
		Demonstrate knowledge and understanding of current educational developments	Application form/letter	Essential
	Skills and Abilities	Ability to teach Physics at Key Stage 3 and 4	Application form/letter	Essential
		Demonstrate a clear educational philosophy in sympathy with the school's aims and values	Application form/letter	Essential
		Demonstrate an ability to interpret national and LA initiatives in a way appropriate to the school	Application form/letter	Essential
		Demonstrate a determination to secure the highest quality of educational experience for all pupils	Application form/letter	Essential
		Demonstrate a clear understanding of and commitment to equal opportunities (gender, race, class and special needs)	Application form/letter	Essential
		Demonstrate a knowledge and ability to use ICT systems	Application form/letter	Essential
		Demonstrate commitment to inclusion	Application form/letter	Essential
		Ability to develop and maintain appropriate and efficient administrative systems	Application form/letter	Essential
		Ability to set realistic targets	Application form/letter	Essential

Person Specification

		Ability to accept responsibility, monitor and evaluate	Application form/letter	Essential
		Ability to exercise judgement and make decisions	Application form/letter	Essential
		Ability to work with and within a team	Application form/letter	Essential
		Ability to communicate clearly and liaise effectively	Application form/letter	Essential
		Ability to engage young people in learning and assess their progress	Application form/letter	Essential
		Ability to use Information Technology	Application form/letter	Essential
		Ability to form and maintain appropriate relationships with children and young people	Application form/letter/interview	Essential
	Additional Factors	Commitment to the safeguarding and promotion of the welfare of children and young people	Application form/letter/interview	Essential

In compiling this, please refer to the Section 'Review Job Description and Employee Specification' in the Recruitment and Selection Code of Practice.

Further Information

Should you wish to discuss the role further please contact us on 01226 704230.

Please read the [Guidance Notes for Applicants](#) before completing an application form.

This is an exciting and rewarding role and we look forward to receiving your application.

The Application Process

The candidates selected for interview will be informed after shortlisting and full details of the interview process will be provided.