



Application Pack

Head of Science

Published: March 2023

Start Date: August 2023



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Welcome from the Principal

Dear Colleagues,

The British School in Colombo is one of the leading British schools in the subcontinent and has an enviable reputation for providing high quality education in a caring, nurturing environment. We are now seeking an outstanding educationalist to lead Science in the Senior Section of our school.



Despite facing some economic challenges, Sri Lanka continues to be one of the top tourist destinations in the world. We are delighted that we have been able to have uninterrupted physical learning this academic year and we are very positive about what we can achieve. We are members of FOBISIA and have recently been awarded BSO (British Schools Overseas) accreditation. We are excited about our future and this will be an exciting place to work and develop professionally in the coming years. There will be challenge and rewards here for teachers at all stages of their careers.

We realise that teachers will apply to BSC for a number of possible reasons. However, what is the case is that successful teachers here usually have several things in common. First and foremost, they are enthusiastic and flexible. People need to be willing to rise to a challenge of adapting both culturally and socially to a new and very different environment. Of course, Colombo provides a wonderful base from which to explore and travel both Sri Lanka and the wonderful richness of south and east Asia. However, successful teachers also recognize that the school provides an outstanding opportunity for them to develop professionally through not only their own work but by helping others to develop professionally too.

Education is vitally important in Sri Lanka and therefore, teachers are held in very high esteem. Within our community, it is vital to be enthusiastic about teaching and learning and to recognize that successful teaching is a collaborative activity.

Successful expatriate staff at BSC appreciate that the school is an independent, fee-paying school and parents take a strong interest in the progress of their children. Anywhere in the world teaching is a difficult job: it is no different at BSC. We recognize that leading teaching at BSC is as demanding as it is rewarding. All colleagues need to go the extra mile, whether that is for academic work or for extra-curricular activities. Dedication and commitment are expected. The rewards are considerable: successful teachers enjoy teaching some of the most enthusiastic students anywhere, parents are extremely appreciative and respectful and school colleagues provide excellent companionship and support.

Colombo is a somewhat chaotic and busy city, with a hot and humid tropical climate. Nevertheless, it is a culturally and socially vibrant place, boasting a wide range of cuisine and it is a wonderful centre from which to explore the sub-continent and South East Asia.

Before applying to any international school it is important to think carefully about whether the environment is right for you: this is no different in Colombo. From having worked in a number of different international schools, I am certain that those who arrive in this wonderful city with their eyes open and a willingness to take full advantage of what Sri Lanka has to offer, will thoroughly enjoy their stay and, like many of my colleagues, will wish to remain in the area for much longer than an initial contract.

I recommend that you take a little time to read this Application Pack and visit our website www.britishschool.lk. We are also active on social media, so please take a look at our Facebook page: www.facebook.com/pg/BSColomboLK

Photographs of school life can be found on flickr: www.flickr.com/photos/bcolombolk and you can follow us on Twitter: @BSColomboLK

I look forward to hearing from you soon.

With my very best wishes,

Mrs Hannah Wells
Principal



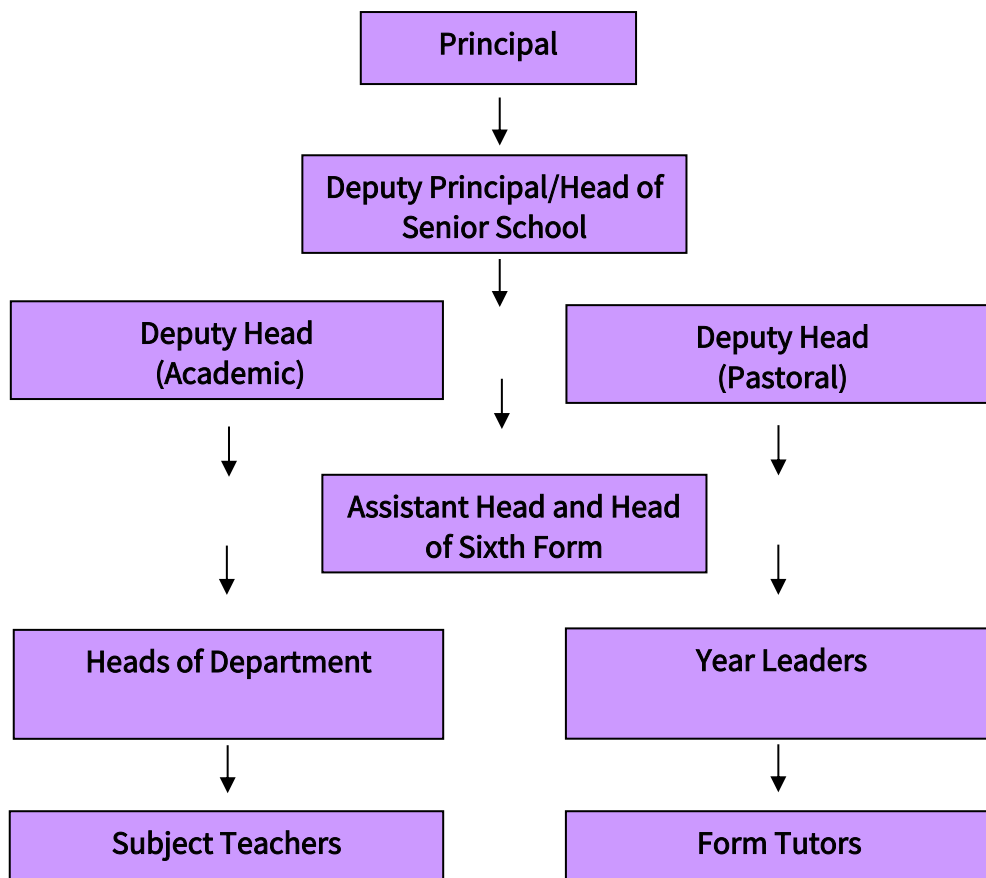
OVERVIEW

The British School in Colombo is an independent, co-educational day school which follows the National Curriculum for England. The school serves an international pupil body with some 53 different nationalities although the majority of children are of Sri Lankan origin. The school employs both local and expatriate teachers. There are currently 1400 pupils on roll with 650 in the Senior School.

The school is housed in modern, purpose-built accommodation with dedicated facilities for science, computer science, art, music, drama and sport. All classrooms and offices are air-conditioned. The professionally equipped Auditorium is used for assemblies and productions throughout the year. The school has installed a robust wifi network which facilitates our Bring Your Own Laptop (BYOL) programme. The school is oversubscribed with waiting lists in most year groups.

Focused on the principles of holistic education, child-centred excellence and inclusivity, the Senior School sets out to provide a broad educational experience in which all pupils are prepared for a successful and healthy future founded on mutual respect, self-discipline and a love of learning. It is a school where students can experience many opportunities and develop confidence in a challenging and inspirational environment.

ORGANISATION



There are currently 75 full and part time academic, sports and learning support staff. There are 4 classes in each year group, with a maximum of 25 pupils in each class.

The Deputy Head (Academic) leads the heads of department and subject teachers whilst the Deputy Head (Pastoral) leads the Year leaders and Form Tutors.

ACADEMIC STANDARDS

The National Curriculum for England is followed throughout the Senior School with adjustments to take account of our Sri Lankan setting and the international context.

The Deputy Head (Academic) tracks the progress of each child with termly reports to parents providing good information on progress and achievement.

Students are entered for Cambridge IGCSE and A Level examinations. Results are excellent with students performing well above the world averages. This enables most BSC students to enter the universities of their first choice around the world.

Examination Results 2022

IGCSE Results 2022 Summary

	2022
A*-A Grade %	54%
A*-B Grade %	80%
A*-C Grade %	96%
5+ IGCSE Including English and Maths	91%

A Level Result 2022 Summary

The British School in Colombo	2022
Number of Candidates	79
A*-A Grade %	42%
A*-B Grade %	64%
A*-E Grade%	96%

SCHOOL EVENTS

A full programme of curricular and extra-curricular events is compiled each term and published to parents through the Parent Portal on Engage. Pupils and parents particularly value the various whole-school days such as Book Week, UN Day, Languages Day and Science Week which are annual events designed to extend and enrich the curriculum.

All teachers participate in the after school provision for pupils and there are currently over 50 different sports and activities on offer.

The school is committed to a strong home-school partnership and there is a proactive and thriving Parent Teacher Association. This includes parent representatives from each section of the school and organises many social events that bring together the whole school community whilst also raising money for charitable causes and additional school resources.



Job Description: Head of Science

We are currently seeking an outstanding candidate to lead the Science Department. The successful candidate will join a supportive and experienced group of international teachers who excel in delivering a broad curriculum, culminating in the prestigious Cambridge International A Level Programme.

The Head of Science will take a major role in:

- modelling a culture of high expectations and aspirations aligned to the vision and priorities in establishing the school as a world class institution
- inspiring and influencing others to believe in the fundamental importance of education in young people's lives and promote the value of education
- demanding ambitious standards for all students whilst ensuring a strong sense of accountability in staff for the impact of their work on student outcomes.
- contributing significantly to school improvement/development planning and promote the school's values

Qualities:

- To act as a role model by demonstrating high quality pastoral care and academic monitoring of pupils.
- Contributing to the culture of continual professional development by modelling engagement with CPD opportunities.
- Maintain high visibility within the school, continuing the culture of professional support and challenge. Monitor and evaluate the delivery of learning and pastoral support to drive school improvement.
- Articulate the School's vision consistently and compellingly to support the strategic direction of the school.
- Demonstrate high levels of emotional intelligence building positive relationships with all members of the school community.
- Keep up to date with changes with developments in education and have a good knowledge of education systems locally and globally.
- Proactively seek CPD opportunities to suit personal development needs.
- Understand the principles and practice of school improvement and the leadership and management of change in order to support and drive school development.
- Demonstrate the following leadership behaviours:
 - commitment, collaboration, personal drive, resilience, awareness, integrity and respect.

Pupils and Staff:

- Demand ambitious standards for all pupils instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes.
- Use assessment data such as CAT4/PASS/Progress tests to inform an analysis of all pupil's progress enabling the identification of barriers to learning and appropriate interventions.

- Ensure that both formative and summative data are used to inform everyday teaching and learning for all children / groups of children.
- Demonstrate excellent knowledge and application of pedagogy. Model innovative approaches to teaching, learning and assessment practices.
- Hold all staff to account for their professional conduct and practice, set an ethos where all staff feel supported and motivated to develop their skills and knowledge.
- Have an involvement in policy development and decision making across the school.

Systems and Processes:

- Regularly update school management system to maintain accurate pastoral and academic records.
- Ensuring high standards of teaching, through support and methods such as lesson observation, addressing any issues where teaching falls below the required standards
- Ensuring that all courses have schemes of work that enable examination objectives and other whole school objectives be met. Ensuring that those courses are appropriately resourced;
- Preparing the Department Improvement Plan and the Department SEF
- Ensuring that staff complete school monitoring, recording and reporting requirements to a high standard
- To liaise with all stakeholders to ensure the wellbeing of students during their induction into the school community.
- Provide a safe, calm, well ordered environment for all pupils and staff focused on safeguarding pupils and developing exemplary behaviour.
- Implement systems for evaluating and addressing the performance of all staff, acting on underperformance swiftly and systematically.
- To attend Head of Department meetings and to lead Science team meetings.

March 2023