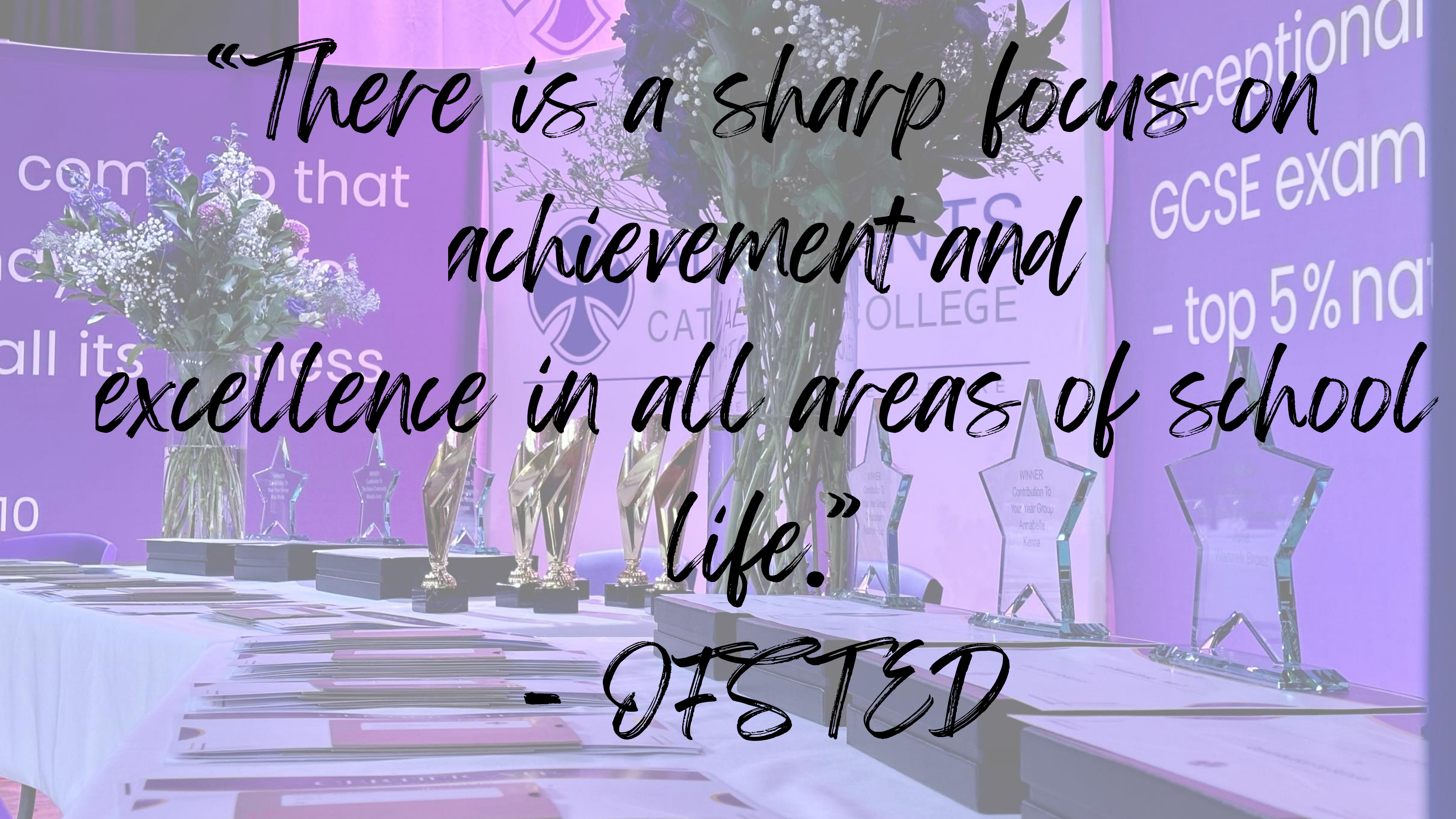


# ALL SAINTS CATHOLIC COLLEGE

Job Description –  
Head of Department (Science)



*“There is a sharp focus on achievement and excellence in all areas of school life.”*

*- OFSTED*

"Welcome to All Saints Catholic College. I am proud to be the Headteacher of this OUTSTANDING over-subscribed mixed secondary school in the heart of North Kensington. We pride ourselves on the strong reputation for outstanding teaching and exceptional results.

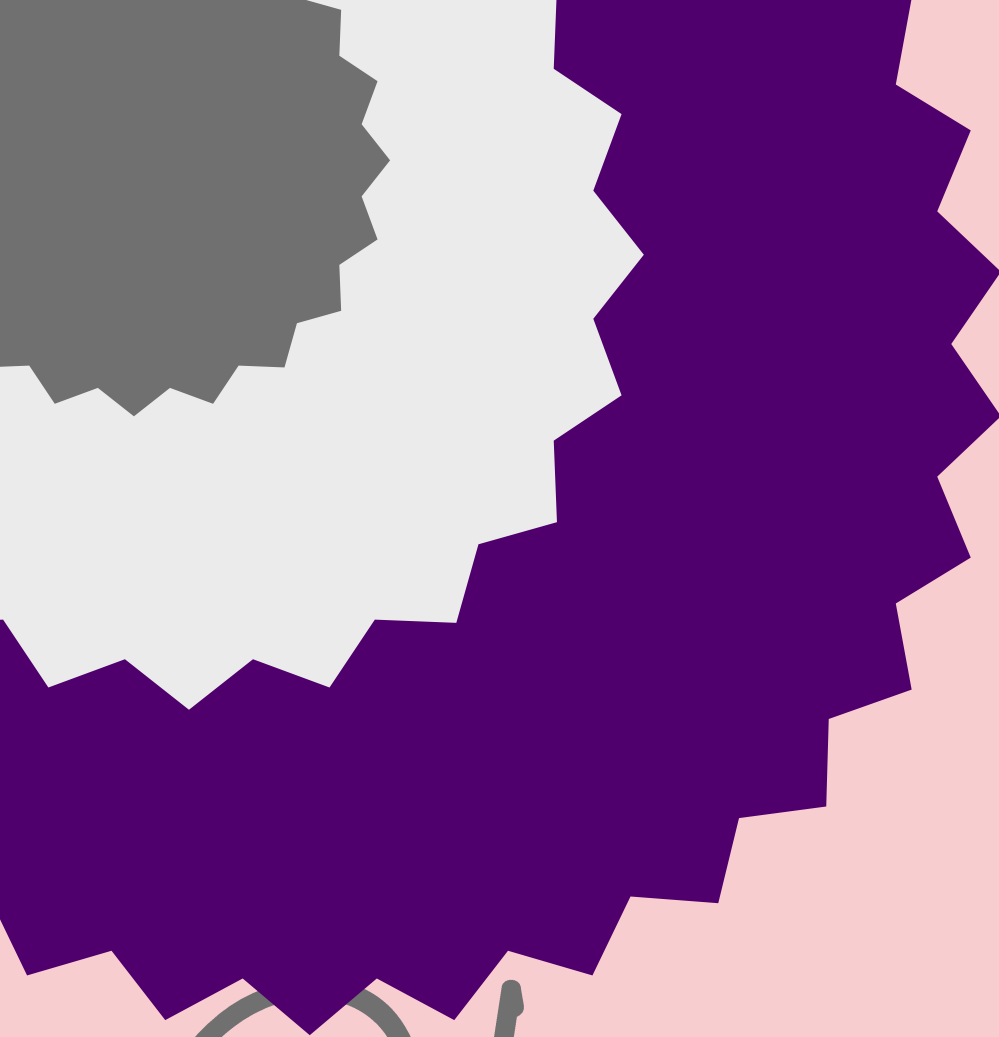
The diversity within our school is a key strength and allows students to acknowledge each other's differences whilst at the same time celebrating them.

The greatest ambassadors of our school are our students who demonstrate and model excellent behaviour as well as attitudes to learning.

We are a small school but with this comes a great strength. We are able to offer your child smaller teaching groups as well as ensuring that we get to know their learning needs intricately. We aim to ensure that we offer a safe but joyous learning environment to all of our students so that they can find the confidence to flourish during their time at All Saints."

- Andrew O'Neill, Headteacher





Since starting at All Saints in 2021, I have been fortunate enough to be supported and guided into multiple roles, that have progressed my career greatly. This is down to a strong and committed leadership team as well as a supportive and community-like spirit between colleagues.

Since returning to All Saints after my travels, I was welcomed with the same kindness and warmth that attracted me to the school initially. Teaching in a school with such diversity, opportunity and a forward thinking attitude for both staff and student, is the key to what makes All Saints unique. I can honestly say coming to work each week is a pleasure and even on the challenging days, there is always someone to make you laugh!

Tilly Stewart, Teacher of Maths

Staff

Testimonials

# What can we offer you?

- An Ofsted OUTSTANDING school
- Flexible working - all teaching staff have one morning per week off
- 35% non contact time on average per week
- Staff socials throughout the year
- A commitment to high-quality CPD
- Outstanding behaviour of students
- A supportive SLT committed to staff wellbeing and reducing workload
- Recognition and retention of excellent staff through internal promotion
- A friendly and dedicated team of experienced and supportive staff body
- A team of staff who are committed to ensuring children are both nurtured and educated



“LEADERS AND TEACHERS ARE  
UNWAVERINGLY AMBITIOUS FOR  
ALL PUPILS”  
-Ofsted

# KEEPING *STAFF* HAPPY




## ‘FRIDAY FUN’

All Saints is an incredibly sociable, close-knit community. Staff genuinely get on, support one another and form strong friendships. One of the most popular staff events include a ‘Staff Bake-Off’, kindly organised by Ms Kemi Obikoya in the Food Technology room. Other activities include volleyball with Team PE, Laser-Quest and table tennis!



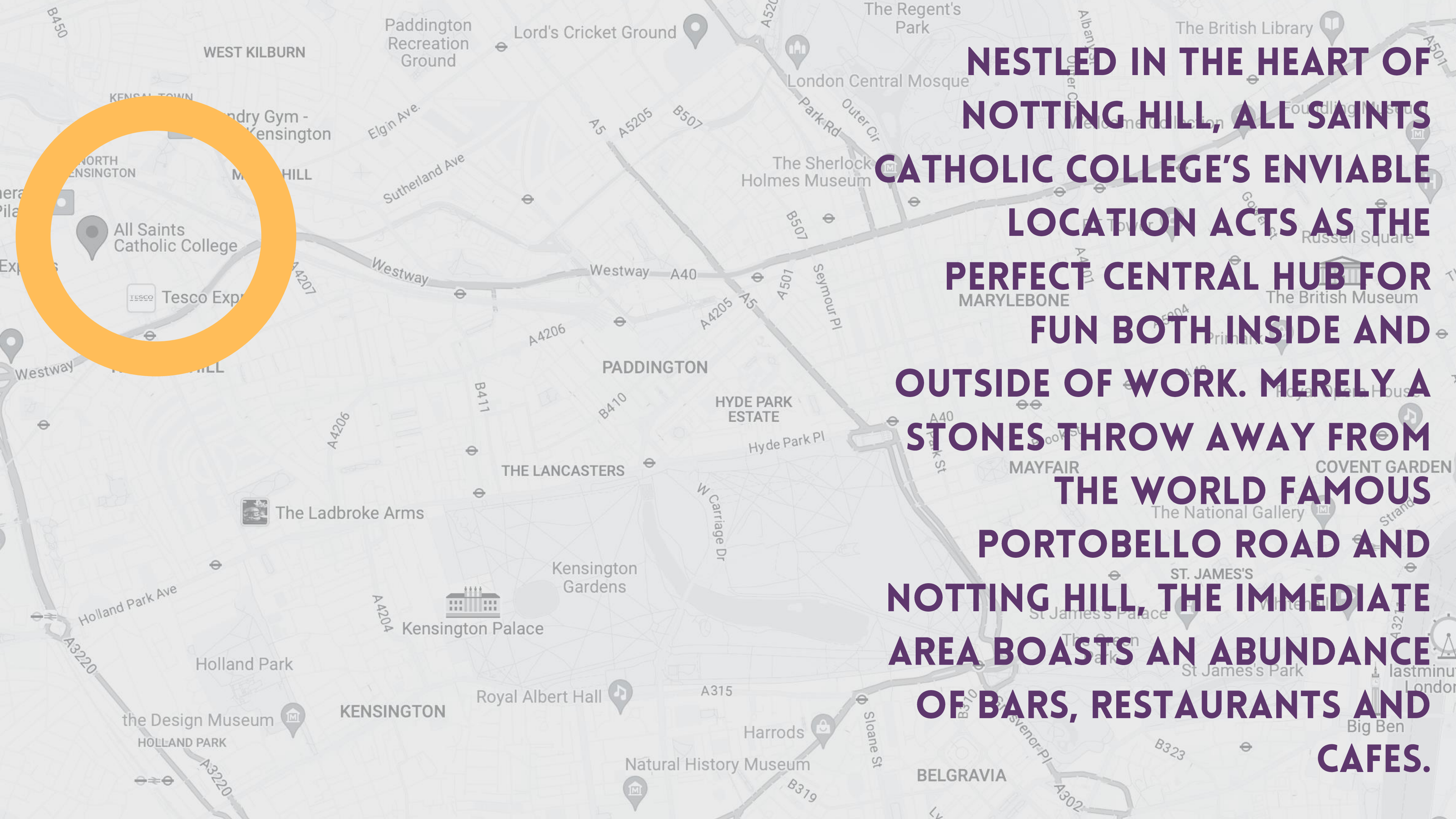




In the All Saints staff room, you will find cycling fanatics, Bake Off champions and even a few big time actors. It's a great environment to work in. Everyone is very welcoming and it's easy to build valuable working relationships. Although I am not a member of teaching staff, I still feel connected and interegrated into the staffing team. I'm always able to reach out to others who will be able to provide advice and knowledge.

Testimonials

Rob Walmsley, Data Analyst



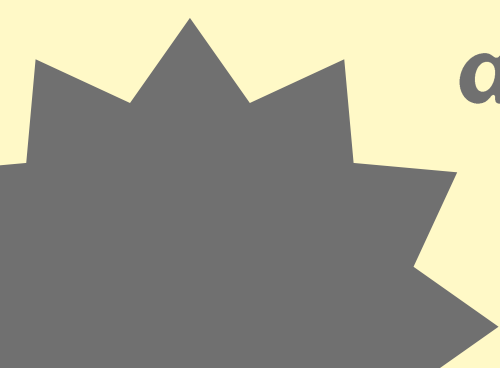
**NESTLED IN THE HEART OF  
NOTTING HILL, ALL SAINTS  
CATHOLIC COLLEGE'S ENVIABLE  
LOCATION ACTS AS THE  
PERFECT CENTRAL HUB FOR  
FUN BOTH INSIDE AND  
OUTSIDE OF WORK. MERELY A  
STONES THROW AWAY FROM  
THE WORLD FAMOUS  
PORTOBELLO ROAD AND  
NOTTING HILL, THE IMMEDIATE  
AREA BOASTS AN ABUNDANCE  
OF BARS, RESTAURANTS AND  
CAFES.**

# KEEPING STAFF HAPPY



## ‘Staffroom Treats’

It is vital to ensure that staff are kept happy - and in most instances it's the little things like a bacon sandwich or fresh coffee with a flapjack that can do just that! On those cold, dark Mondays in December and January the Senior Leadership Team cook up a storm in the school kitchen, and bacon/egg sandwiches are served in the staffroom from 7.45. On Wednesdays, coffee and sweet treats are served at break time, and every Friday morning staff are provided with breakfast trays and fruit juice to enjoy.





**“This school’s culture is both aspirational and highly nurturing. Pupils spoke enthusiastically about the education and wider opportunities that they receive.”**

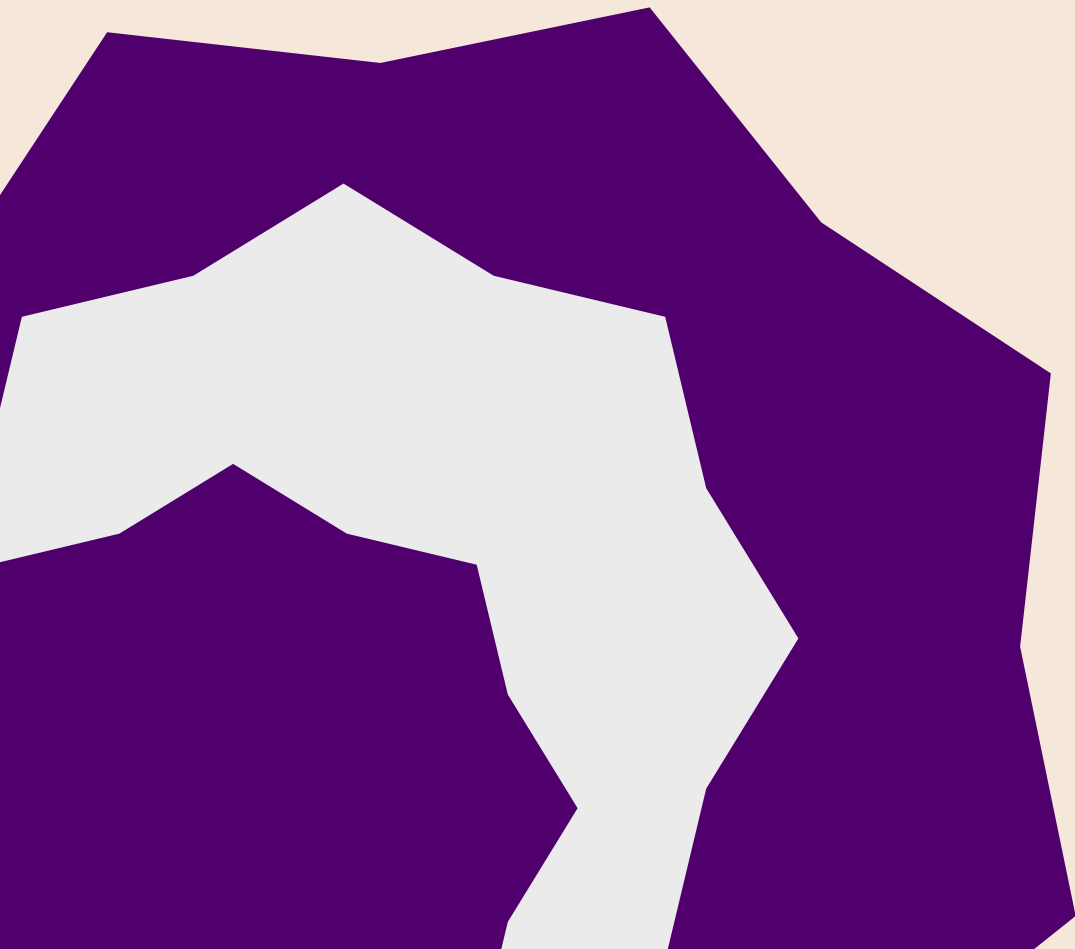
**-OFSTED**

# Staff

## Testimonials

This is my second year at All Saints, and I am having an amazing time at the school. The school has a vibrant and fun atmosphere. As a staff body we are a community, and everyone is happy to help, which makes working here very enjoyable and is a great place to make friends. The school allows you to progress and take opportunities. I have been able to introduce Oracy and the summer theatre festival, which makes you feel valued and able to express your interests and creativity. There are so many opportunities to get involved in the culture of the school and support the pupils in school productions, concerts and sports. I really enjoy coming in to work every day. You will have a great time here!

-Kate Jeffreys, Head of Drama





**“Pupils’  
behaviour  
is excellent”  
- OFSTED**



# Job Description

**Job title:** Head of Department (Science)

**Salary:** MPS/UPS inner London plus TLR 1b (£11,284)

**Contract:** Permanent

**About the role:** As Head of Department, you will:

- The subject leader will take lead responsibility for providing leadership and management of the department to secure:
- High quality teaching
- Effective use of resources
- Improved standards of learning and achievement for all

# Job Description

## **Key roles and responsibilities:**

- Develop and implement policies and practices for the department which reflect our school's commitment to high achievement, effective teaching and learning
- Create a climate which enables staff to develop and maintain positive attitudes towards the subject and confidence in teaching it
- Seek opportunities to be an innovative department leader through exceptional curriculum design and implementation
- Use data effectively to identify pupils who are underachieving in the subject, and create and implement effective plans to support those pupils where necessary
- With the involvement of relevant staff, establish short, medium and long term plans for the development and resourcing of the subject
- Monitor the progress made in achieving subject plans and targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement
- To be responsible for pupil outcomes

# Job Description

## Teaching & Learning:

- Ensure curriculum coverage, continuity and progression in the subject for all pupils, including more able pupils, pupils with special educational needs and pupils with English as an additional language
- Make sure that teachers are clear about the teaching objectives in lessons, understand the sequence of teaching and learning in the subject, and communicate such information to pupils
- Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the subject and of different pupils
- Establish and implement clear policies and practices for assessing, recording and reporting on pupil achievement, and for using this information to recognise achievement, set targets, and secure good progress
- Set expectations and targets for staff and pupils in relation to standards of pupil achievement and the quality of teaching
- Evaluate the teaching of the subject in the school, use this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching
- Ensure effective development of pupils' individual and collaborative study skills
- Work with staff to establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets
- Develop effective links with the local community, including business and industry, in order to extend the curriculum, enhance teaching and to develop pupils' wider understanding
- To develop outstanding teaching resources for the department
- To monitor the quality of pedagogy for the department
- To provide continuous CPD for the department.

# Job Description

## Leading and managing staff

- Help staff to achieve constructive working relationships with pupils and parents
- Establish clear expectations and constructive working relationships among staff involved with the subject, including through team working and mutual support; devolving responsibilities and delegating tasks, as appropriate
- Sustain your own motivation and, where possible, that of other staff involved in the subject
- Appraise staff as required by the school policy and use the process to develop the personal and professional effectiveness of the appraisee(s)
- Audit training needs of subject staff
- Lead professional development of subject staff through example and support, and co-ordinate the provision of high-quality professional development by methods such as coaching, drawing on other sources of expertise as necessary, for example, higher education, local authority, subject associations
- Make sure that trainee and newly qualified teachers are appropriately trained, monitored, supported and assessed
- Enable teachers to achieve expertise in their subject teaching
- Work with the SENCO and any other staff with special educational needs expertise, to make sure that education, health and care plans are used to set subject-specific targets and match work well to pupils' needs
- Make sure that the Headteacher, senior managers and governors are well informed about subject policies, plans and priorities, the success in meeting objectives and targets, and subject-related professional development plans

# Person Specification

Qualifications and training	<ul style="list-style-type: none"><li>• Qualified Teacher Status with degree</li><li>• Evidence of continued professional development</li></ul>
Experience	<ul style="list-style-type: none"><li>• At least 2 years' experience of successful teaching at secondary level, up to and including GCSE, across the full ability range</li><li>• Relevant Continued Professional Development</li><li>• A proven track record of good or better outcomes for all students</li><li>• The ability to establish and maintain strong relationships with staff and students</li><li>• The ability to work as a member of a team and to lead others in teams</li><li>• The ability to hold others to account through effective line management</li><li>• The ability to undertake a range of quality assurance procedures effectively</li><li>• The ability to handle potentially difficult situations sensitively</li><li>• The ability to manage challenging student behaviour effectively and respond appropriately to it, within school systems and procedures</li><li>• An appreciation of the importance of establishing and developing a good professional working relationship with students, parents and Governors, the local community, partner schools and other external agencies</li><li>• The ability to analyse evaluate and present data systematically</li><li>• The ability to communicate effectively, both orally and in written form</li><li>• The ability to meet deadlines</li><li>• The ability to self-reflect and to take responsibility for own personal and professional development</li></ul>

# HOW TO APPLY

All job details and application form is available to view and download from the school website under the vacancies section, TES online, Department for Education Vacancies website.

Alternatively, you can download an application form [here](#).

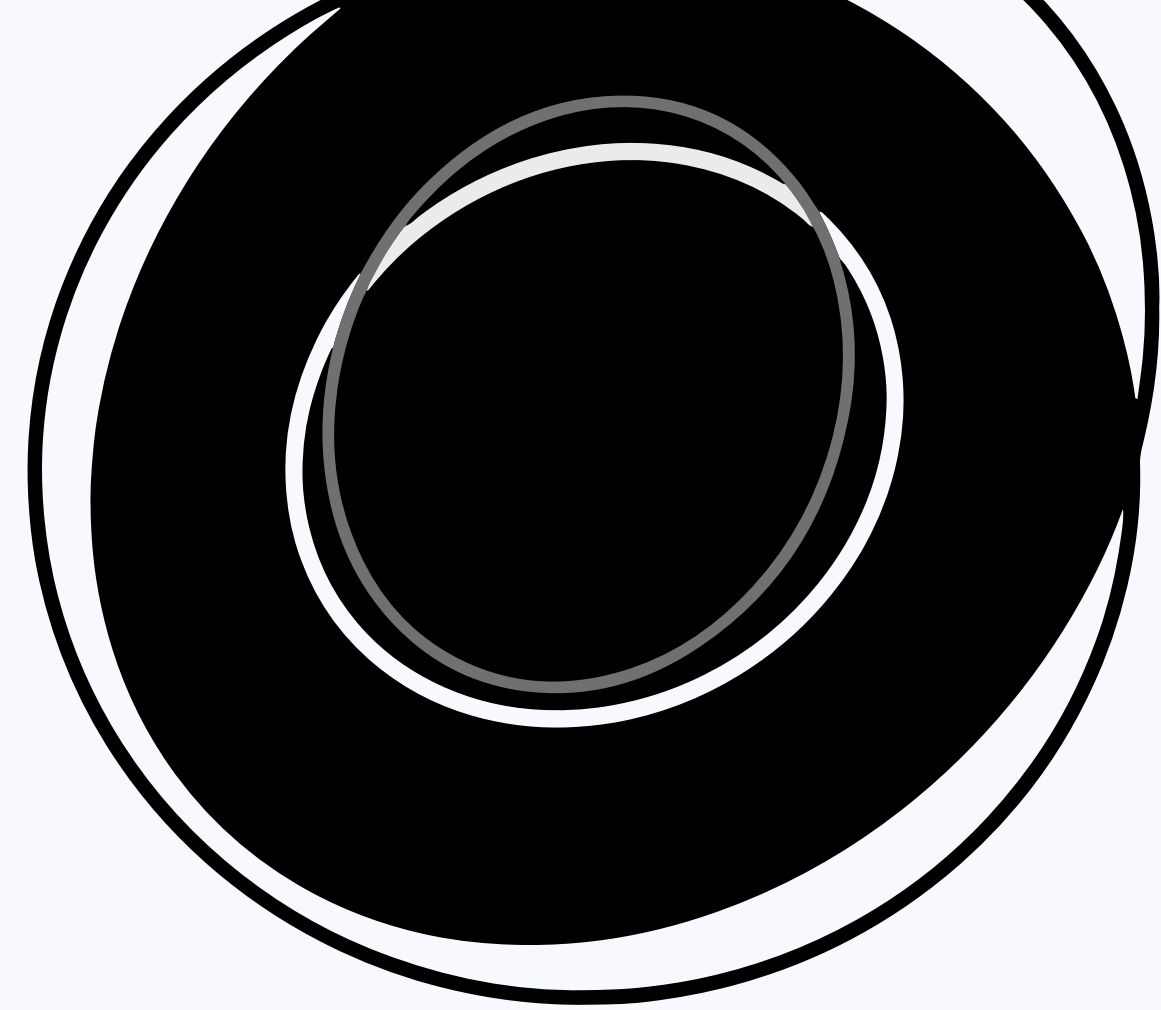
Should you wish to obtain further information about this post, please contact Ms Lagunas, the Headteacher's PA, on 02089697111 or [rm.lagunas@allsaintscc.org.uk](mailto:rm.lagunas@allsaintscc.org.uk)

**DEADLINE:** Monday 6<sup>th</sup> May 2025

**INTERVIEWS:** Week Commencing 12th May 2025

**START DATE:** September 2025

# Child Protection and Safeguarding



At All Saints, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way. Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction.

**“I HAVE COME SO THAT  
YOU MAY HAVE LIFE,  
LIFE IN ALL ITS  
FULLNESS”**

**JOHN 10:10**