

JOB DESCRIPTION & BACKGROUND INFORMATION

| Post: Team Leader for Science | |
|--------------------------------------|---|
| The role | To provide highly effective leadership and management of the Science department, supporting, challenging and developing the team to secure excellent progress and outcomes for all students. To manage, lead and develop the curriculum and the team's professional learning to ensure high quality teaching based on excellent subject knowledge and pedagogy. To manage the effective use of resources, including the learning environment, and to contribute to the wider work of the school, e.g. enrichment, building cultural capital and creating positive relationships with the whole school community. |
| Grade | Leadership scale based on experience (max pay range L15) |
| Line Manager | Deputy Headteacher |
| Headteacher | Sarah Creasey |
| Team summary | There are 12 teachers including Teach First and Early Career Teachers in the team. The team also includes 2 full time science technicians. |
| Terms & conditions | This post is offered subject to the terms and conditions in the Teachers' Pay and Conditions Document 2017, the National Standards for Qualified Teacher Status and the Teachers' Standards 2021. |
| Reason for vacancy | This is a permanent appointment |
| Equal opportunities | The school operates an equal opportunities policy. We believe in the right of all individuals, regardless of ethnicity, age, disability, sexuality, gender or background to be treated with respect and fairness. |
| Safeguarding | Parliament Hill School 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. We will ensure that our recruitment and selection practices reflect this. All successful candidates will be subject to DBS checks along with other relevant employment checks. |
| Employment checks required | <ol style="list-style-type: none"> 1. Fully completed application form (curriculum vitae NOT acceptable) 2. Rehabilitation of Offenders Act declaration 3. Right to work in the UK 4. Enhanced DBS 5. Employment history including explanation of any gaps 6. Proof of academic and professional qualifications 7. Qualified Teacher Status 8. Statutory Induction Standards (if appropriate) 9. General Teaching Council registration 10. Occupational Health check 11. Receipt of at least two satisfactory references |

| Information about the recruitment process: | |
|---|---|
| Start date | January 2024 or earlier. |
| Closing date for applications | Monday 02 October |
| Interview date | TBC |
| Interview panel | Sarah Creasey- Headteacher Deborah O'Connor- Senior Deputy Headteacher Governor |

Main responsibilities for all Team Leaders

1. To develop best practice in curriculum design, and in the team's classroom and enrichment provision for all students including disadvantaged students, SEND and those with English as an additional language.
2. To ensure that all team members, including new staff, understand and are actively implementing the school's mission statement and all aspects of school and department policies.
3. In line with whole school targets and in discussion with the SLT line manager, use assessment data effectively to monitor the team's progress towards those targets, leading effective interventions as needed.
4. To lead the team's co-creation and implementation of a department development plan (DDP) based on the school development plan (SDP) and in light of local and national initiatives. To monitor the progress towards achieving the DDP targets, amending the plan and taking the actions necessary to ensure all team members contribute positively.
5. To work with post holders in order to design and implement effective methods of assessment which allow all students to demonstrate the progress they are making across the full science curriculum.
6. To develop a deep understanding of the strengths and professional learning needs of the team through systematic monitoring and discussion, e.g. through learning walks, student voice, work sampling and standardisation.
7. To line manage department post-holders, promoting high expectations and modelling exemplary leadership behaviours.
8. To plan the science team's professional development programme including coaching teachers in order to develop colleagues' teaching skills both within and outside of the Science department.
9. To contribute to the school's professional development strategy and Research School status.
10. To lead, monitor and evaluate the impact of the team's professional learning on students' achievement and well-being, ensuring equality of opportunity for all team members and succession planning for the next steps in their careers. To promote well-being in the team to positively impact on retention and recruitment.
11. To create opportunities to share best practice in the department and across the school, e.g. through co-constructing schemes of learning, contributing to professional learning of others and collaborating with other Team Leaders.
12. To celebrate students' successes, including contributing to the school's marketing and publicity strategies.
13. To lead appraisal in the team and to quality assure any appraisal carried out by post-holders, ensuring the appraisal process makes a measurable, positive impact on all students' achievement.
14. To ensure the budget achieves best value for money in line with identified priorities.
15. To be responsible for health and safety during classroom activities and for enrichment activities, carrying out risk assessments in line with school policy.

In addition to the above, the role includes these specific responsibilities:

1. To teach Science to all year groups, including at GCSE, A level and vocational programmes as applicable.
2. To liaise effectively with Team Leaders for Science in the LaSWAP schools and LB Camden in order to secure excellent outcomes for students.
3. To engage with the relevant professional organisations, exam boards, universities, colleges and schools with excellent practice in the teaching of Science to ensure the department is at the forefront of developments in the subject.
4. To line manage the technician team to ensure effective organisation of the department's resources.
5. To contribute as required to the *North London Alliance Research School*.

Whole School leadership (in accordance with position on the leadership scale)

1. To take on a senior middle leadership role, e.g. coaching and mentoring other middle leaders.
2. To make a leading contribution to whole school and Camden professional development programmes.
3. To contribute to the quality assurance of whole school teaching and learning.
4. To take a lead role in middle leadership strategic planning activities including across LaSWAP.
5. With the Deputy Head, identify priorities and shape the agenda plan for Team Leader collaboration meetings.
6. To contribute to the senior leadership team's management of whole school behaviour.
7. To lead on a whole school priority as directed by the Headteacher.

| The successful candidate will possess some, or all, of the following | |
|--|--|
| Qualifications | <ul style="list-style-type: none"> • Degree in the subject taught • QTS • Evidence of continuing professional learning |
| Experience | <ul style="list-style-type: none"> • Teaching the subject across the age range, including GCSE and A level, and/or vocational qualifications • Sound knowledge of curriculum developments in the subject • Curriculum development based on research into best practice • Proven track record in raising achievement and securing excellent outcomes for students • Responsibility for leading and aspect of learning and teaching, innovation or change |
| Qualities and skills | <ul style="list-style-type: none"> • Excellent classroom teacher • Leads by example and displays a 'can do' attitude • Commitment to closing the attainment gap between disadvantaged and non-disadvantaged students • Ability to recognise and celebrate others' successes and hold colleagues to account • Excellent communication skills in writing and orally • High expectations of attainment, behaviour and professionalism • A vision and knowledge of how to promote excellent learning in the subject • Able to make learning relevant and exciting • Ability to create excellent professional relationships with all members of the school community to facilitate team working within and across departments and schools • Evidence of commitment to Equal Opportunities • Able to use technology creatively to enhance learning and management of the department |