



STAMFORD
PARK TRUST



Longdendale

H I G H S C H O O L

Lead Practitioner - Science

Recruitment Pack



Welcome

From the CEO and Executive Principal

On behalf of the Trustees and Local Governing Body Members I would like to thank you for your interest in the post of Lead Practitioner for Science at Longdendale High School. We are looking to appoint a committed and inspirational leader, with a proven track record of school improvement.

Longdendale High School is at the beginning of an exciting journey, after joining Stamford Park Trust in January 2021. As a school we are committed to creating an outstanding quality of education and a culture of ambition and learning through collaboration and innovation.

The appointed person will be supported by the Headteacher, Mrs Andrea Jones and the Executive Principal (Secondary), Miss Melanie Wicks and will become a valued member of the Trust team. The Trust is committed to the development of all members of staff through tailored CPD and support.

The vision for the Stamford Park Trust schools is simple; Excellence and Ambition for All. We aim to support young people in our schools to become the very best they can be through a relentless focus on the quality of teaching and learning, outstanding pastoral support and a rich and varied enrichment curriculum which provides the space and opportunity to develop key skills for the future.

All educational settings in the Trust follow a simple set of values to help us translate our vision into practical steps so we can positively influence the lives of our young people: We are student centred and inclusive, built on a culture of trust and respect. We have a collegiate and collaborative approach to quality improvement and innovation. We are unashamedly aspirational for all and a driver for social mobility. This is an exciting time in the development of Stamford Park Trust and Longdendale High School.

Longdendale is a highly inclusive school and holds the Inclusion Quality Mark 'Centre of Excellence' for the level of provision provided and we are a partner school for the DfE Behaviour Hub programme. Currently, the school has over 850 learners on roll which provides the opportunity to create a strong community where all of our students are known as individuals.

If you have a commitment to excellence, aspiration and a strong focus on improvement, we would like to hear from you. Applications will be assessed against the requirements set out in the job description and person specification.

Stamford Park Trust offers a number of benefits for employees including discounted gym membership, free parking, well-being activities, access to an Employee Access Programme and strong investment in personal and professional development through an extensive CPD programme. If you would like to find out more about Stamford Park Trust please visit our Trust website <https://www.stamfordparktrust.ac.uk>

Once again, thank you for your interest in this position. We look forward to receiving your application.



Anton McGrath
CEO Stamford Park
Trust



Melanie Wicks
Executive Principal

Welcome

From the Head of School

I am extremely proud to be able to offer a warm welcome and to thank you for your interest in the Lead Practitioner for Science position at Longdendale High School.

We are a thriving 11-16 community school, which is built on strong values and high expectations that inform all that we do. We are proud of our highly inclusive approaches, and we have recently been recognised as a national Flagship School for Inclusion, having held the Inclusion Quality Mark for several years. We have high standards where everyone in our community is supported and challenged to fulfil their full potential and achieve their aspirations. We work in partnership with families to support the personal development, learning and progress of all of our students, and we are delighted that this has also been recognised through the achievement of the Leading Parent Partnership Award. We have the highest of expectations of our dedicated team of staff and of our students. Everyone at Longdendale is fully committed to maximising the achievement of every student, and to ensure they are fully equipped to succeed in all aspects of their lives and able to fulfil their future aspirations. Our school is a warm and caring community for all. We celebrate all of our students' achievements and believe strongly in providing an environment where all young people are able to thrive.

Our whole school community is happy and successful and has much to be proud of. We value our students as our greatest asset and their contribution to the school is magnificent – their determination, creativity and willingness to participate are the corner stones of the success of the school. Our students are offered a wide range of exciting learning experiences both in and out of the classroom, where they can develop new skills and interests, make new friends, and make a hugely valuable contribution to our wider community.

For the successful candidate, our school will offer a fantastic chance to work with a highly skilled, collaborative and passionate staff body and to join a dedicated and experienced senior leadership team, who wholeheartedly understand school improvement and focus on the things that matter.

The best way to get a real flavour of our school is to visit us. If you would like a tour then please contact Mrs Louise Hoyle who will help you arrange this on 01457 764006 or by emailing l.hoyle@lhs.spt.ac.uk.

Candidates selected for interview will receive further information about the process to help them prepare for the interview. I would also strongly encourage you to visit our website at www.longdendalehighschool.org.uk.

After reading the supporting job description and information, I hope you will pursue an application for this wonderful and rewarding role



Andrea Jones
Headteacher

About

Stamford Park Trust

Stamford Park Trust was established as a Multi-Academy Trust in February 2019. The Trust initially comprised of one educational institution, Ashton Sixth Form College, which converted from a designated Sixth Form College to a 16-19 Academy on the same date.

The College was joined by two 11-16 High Schools in January 2021 with Longdendale and Rayner Stephens High Schools transferring into the Trust.

The Trust's Vision and Mission The vision for Stamford Park Trust is Excellence and ambition for all. In meeting our vision to provide excellence and ambition for all, we will:

- Establish a dynamic Trust capable of building on its success, extending its influence and making a significant contribution within Greater Manchester
- Establish Academies which are centres of excellence and innovation for leadership, teaching and learning and collaboration
- Support the development of a coherent curriculum which supports strong transition to the next phase of education and prepares all for the next stage of their life
- To encourage the realising of ambition and taking of opportunity
- Be driven by a moral purpose to transform the life chances and opportunities of all children and young people in the Trust
- Work in partnership and in collaboration with schools and colleges in the Trust to support their development as successful centres of excellence aimed at improving achievement for all.
- Work in partnership with other schools, academies, and MATs in the Greater Manchester area to share ideas and promote excellence.

Our Values

- **Student centred and inclusive**
- **A culture of trust and respect**
- **A collegiate and collaborative approach to quality improvement and innovation**
- **Unashamedly aspirational for all**
- **A driver for social mobility**
- **Supportive yet challenging**

The vision of Stamford Park Trust has naturally evolved from the ethos and culture of Ashton Sixth Form College. It demonstrates our commitment to supporting young people in the borough and surrounding area from the age of 4 to 18, helping young people and adults to improve their life chances through improved outcomes. The mission is simple; to work collaboratively to improve the quality of teaching, learning and outcomes for all schools in the Multi-Academy Trust.



About Longdendale High School

Longdendale is a forward thinking and popular 11-16 academy set at the edge of the Peak District on the border of Tameside and Derbyshire, nine miles east of Manchester City Centre. We have a current intake of 850 students with cohorts typically above the national average in terms of prior attainment. We are a vibrant, caring and inclusive school. There is a strong ethos of genuine mutual respect, integrity and community spirit where everyone can feel safe, included and well supported in a caring and happy environment.

Our Inclusion Team is the heart of our school, this includes, two Assistant headteachers, five Heads of Year, three pastoral assistants, alongside our teaching assistant and SEND team and our school wellbeing and safeguarding lead. We also have our ASPIRE centre, led by our Aspire centre manager, which is dedicated to supporting the academic and emotional well-being of all our students. Our inclusion team work with individuals, groups and families to remove any barriers to progress. We are also looking forward to opening an onsite resource base provision – one of the first to open in Tameside, next academic year. Longdendale is a highly inclusive and student-centred school, with a strong vision for ongoing improvement. Our core purpose is to support students of all abilities and backgrounds to develop high aspirations, believe in themselves and achieve their full potential. We expect all students to work hard and aim high in order for them to succeed.

We have established strong professional values on the importance of good attendance, smart uniform, classwork and homework. We believe that our students learn best when they are happy and motivated and as such we ensure that we celebrate our students' achievements and reward their hard work and effort. We have a strong ethos of ambition and aspiration embodied throughout the school. We strive to ensure that all students are supported to achieve their goals and open the doors to future opportunities. Our staff know our students well, and to promote the best learning, staff engage and enthuse students through a wide range of learning activities which promote progress, achievement and enjoyment.

The successful candidate will play a key role in our continuing journey of improvement as we work relentlessly to ensure all students are supported to achieve their full potential and flourish in all aspects of school life.

Longdendale is a vibrant, caring and inclusive school. There is a strong ethos of genuine mutual respect, integrity and community spirit where everyone can feel safe, included and well supported in a caring and happy environment.

This is an exciting opportunity for you to develop your own career in a challenging, innovative and highly supportive secondary environment. We will invest in you and provide you with the best resourcing and a personal programme of professional development. All staff are supported to access a wide range of nationally recognised professional development opportunities to support them in their roles and future career progression.

Future Development



A central aspect of our plan to reinvigorate and improve the student and staff experience at Longdendale High School is the redevelopment of the school's site to ensure that our future students have access to the very best facilities for teaching and learning.

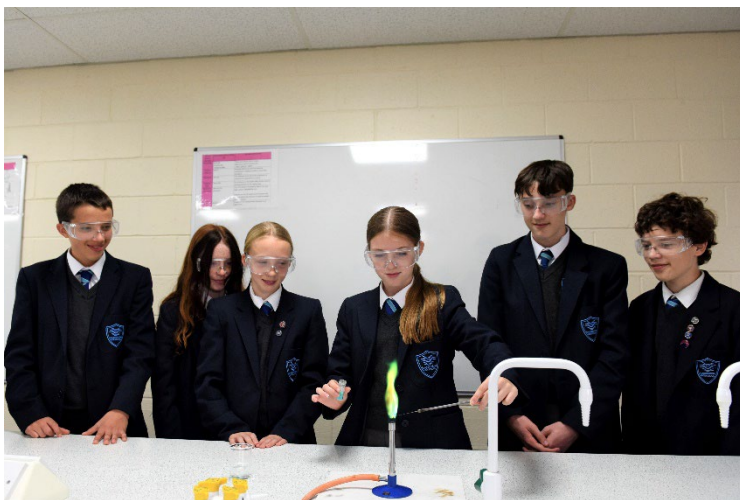
Stamford Park Trust is working with the school to turn this dream into a reality.

Students will have access to some of the very best accommodation and resources available to support their learning and help them achieve their ambitions, including access to a newly developed library space and modernised ICT facilities as well as additional social spaces for the students to enjoy in our wonderful location.

The school are also currently working with the Local Authority to open a ten-place specialist resource base on site.



With the support of the Stamford Park Trust, the long-term goal is to have a completely new school within the next three to five years with state-of-the-art facilities and opportunities, ensuring the school is at the heart of our community.



How to Apply

We would expect that all prospective candidates spend some time reviewing our website where a vast array of further information about our school exists. However, should you require any additional information about this post or would like an informal discussion or visit, please contact us on telephone number 01457 764006 or email Louise Hoyle on l.hoyle@lhs.spt.ac.uk.

To apply, please visit the school website to download an application form.

A call will be made and an email will be sent to short-listed candidates with details of the interview process.

If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

Longdendale is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is, therefore, subject to a satisfactory enhanced Disclosure and Barring Service application. We are an Equal Opportunities employer with excellent CPD provision.

Closing Date for Applications
Monday 21st August at midday



JOB TITLE: Lead Practitioner (Science)
SCHOOL: Longdendale High School
RESPONSIBLE TO: Head of Department, SLT link, Assistant Headteacher for T&L and Headteacher
GRADE: Lead Practitioner Pay Scale 1-5

PURPOSE OF POST:

- To exhibit exemplary teaching skills in the classroom
- Lead the development of teaching pedagogy and practice within the department
- Support the development of teaching pedagogy across the school (and wider Trust)
- Support with creating high quality schemes of learning and resources
- Support teachers experiencing professional difficulties through coaching and mentoring
- Support the development of the intent and implementation of the subject curriculum
- Support the Senior leadership team by working closely with the AHT for T&L, to lead and share best practice across the school and wider Trust, to facilitate the delivery of excellent teaching and learning.

KEY RESPONSIBILITIES:

Strategic Planning

- To lead and support the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies within the subject area, which reflect the school's commitment to high achievement and effective learning and teaching, based on the latest educational research and practice
- Assist with the day-to-day management, control and operation of the subject area.
- To support teachers in raising student outcomes across the department and assist in monitoring and intervention to support student progress.
- To work with department colleagues to formulate the aims and objectives for the subject area, which have coherence and relevance to the needs of students and to the aims and objectives of the school.
- Foster the development amongst staff of positive attitudes towards the subject and confidence in teaching it.
- To support the relevant dept lead/ manager in the delivery of cross-curricular themes e.g., literacy, numeracy, ICT etc in the subject area.
- Use data effectively e.g. with the identification of students who are underachieving in the subject and, where necessary, create and implement effective plans of action to support these students
- To help develop and drive initiatives and innovative practice across the subject area

Curriculum

- To liaise with colleagues to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the school's strategic objectives.
- To develop pedagogy and practice across the subject to ensure consistently high quality implementation and delivery of the curriculum.



Curriculum Development

- To support curriculum development within the subject area, to secure effective sequences of lessons that builds on knowledge over time
- To keep up-to-date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels to support consistently high quality implementation and delivery of the curriculum.
- To devise and implement strategies for narrowing the progress gap for different groups of students

Staff Development

- To work with the Head of Department and dept colleagues to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To develop and lead subject specific and wider CPD for teaching and support staff to secure and maintain excellent pedagogy and practice across the department leading to excellent outcomes for all students.
- Ensure that teachers are clear about the teaching objectives and outcomes in lessons, understand the sequence of teaching and learning in the subject, and communicate such information to students.
- To contribute to the school Appraisal process and to act as reviewer for a group of staff within the designated area.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To ensure the effective efficient deployment of classroom support.
- To act as a teaching and learning coach

Quality Assurance

- To help establish common standards of practice and develop the effectiveness of teaching and learning styles within the key stage.
- To assist the Head of Department in securing and sustaining effective teaching of the subject, evaluating the quality of teaching and standards of students' achievements and set targets for improvement
- To contribute to the school's procedures for lesson observations and learning walks.
- To take a full and active part in the school quality assurance procedures and to ensure adherence to those within the area e.g. student work scrutiny.
- To participate in the monitoring and evaluation of the subject area in line with agreed school procedures.

Management Information

- To ensure the maintenance of accurate and up-to-date information in the subject area.
- To assist in the use of analysis and evaluation of performance data.
- To assist in the implementation of school policies and procedures.
- To help to produce reports within the quality assurance cycle.
- To assist in the production of reports on examination performance and expected progress of students.
- Ensure that information about students' achievements in previous classes and schools is used effectively to secure good progress in the subject.

Communications:



- To ensure that all members of the subject area are familiar with its aims and objectives.
- To ensure effective communication as appropriate with the parents/carers of students.
- To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies when appropriate.
- Presenting the views of members of the department at, and reporting back from, all areas of consultation.

Marketing and Liaison:

- To contribute to the school liaison and marketing activities, e.g., the collection of material for press releases.
- To contribute to the development of effective subject links with partner schools and the community; attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events in partner schools and the wider community.
- To actively promote the development of effective subject links with external agencies.

Management of Resources:

- To assist the Head of Department to identify resource needs and to contribute to the efficient and effective use of physical resources within the subject area.
- Maintain existing resources and explore opportunities to develop or incorporate new resources from a wide range of sources inside and outside the school.
- Use accommodation to create an effective and stimulating environment for the teaching and learning of the subject.
- Ensure that there is a safe working environment in which risks are properly assessed.
- Provision of work, materials and advice for non-specialist teachers taking classes in this subject area.

Student Support System:

- To monitor and support the overall progress and development of students within the subject area.
- To help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description, which includes the delivery of a fully resourced PHSE programme
- To support the implementation of Behaviour Management procedures so that effective learning can take place.

Teaching:

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To act as a professional role model to others
- To maintain excellent classroom practice

Professional Standards:



- To support the vision and values of Longdendale High School and Stamford Park Trust to promote a learning community of respect, resilience and aspiration
- To promote the ethos of Stamford Park trust both internally and externally
- Model high standards in expectations and practice
- To be an effective professional, who challenges and supports all students to do their best.
- Treat all members of the community, colleagues and students, with respect and consideration.
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of the school by attendance at and participation in events such as open evenings, parents' evenings and the like.
- Support the ethos of the school by avoiding confrontation, rewarding achievement and positive classroom management
- Take responsibility for your own professional development and participate in staff training when required.
- Reflect on your own practice as well as the practices of the school with the aim of improving all that we do.
- Read and adhere to the various policies and priorities of the school and Trust
- Participate in the management of the school by attending various team and staff meetings.
- Undertake duties as prescribed within school policies.
- Ensure that all deadlines are met as published in the school calendar.
- Undertake professional duties that may be reasonably assigned to you by the Head of School e.g. cover etc.
- Be proactive and comply with the school's Health and safety policy and undertake risk assessments as appropriate.

Other Specific Duties:

To play a full part in the life of the school and Trust community, to support its distinctive mission and ethos and to encourage staff and students to follow this example. To promote actively the school's corporate policies. To undertake any other reasonable duty as specified by the Head of school not mentioned in the above.

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



This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title. The post holder will be expected to participate in the school appraisal programme for staff and to participate in appropriate staff training and development activities.

The person appointed must at all times work within the requirement of the Health and Safety at Work Act 1974, current Health and Safety legislation and the school's policies and procedures.



Lead Practitioner (Science)– Person Specification

In your application, please demonstrate how you meet the following criteria

Attributes	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Degree in a relevant subject • Qualified Teacher Status 		<ul style="list-style-type: none"> • Letter of Application • Interview
Work related experience and associated skills	<ul style="list-style-type: none"> • Ability to teach to a high standard • Proven track record of teaching within the subject area, at both KS3 and KS4, which led to students achieving at least expected progress • Secure knowledge and understanding of current curriculum expectations / research relating to Science, including National curriculum requirements • Inspirational, effective and adaptable classroom practitioner • Ability to effectively analyse student performance data • Evidence of collaborative working with a range of stakeholders • Excellent classroom management skills • Knowledge and understanding of how to develop teaching and learning. • Experience of sharing good practice at departmental or whole school level • Experience of creating high quality schemes of learning / resources • Able to monitor and evaluate the impact of interventions and strategies 	<ul style="list-style-type: none"> • Evidence of impact of leadership in developing others • Experience of coaching/ mentoring colleagues to develop teaching practice • Experience of delivering CPD at departmental / whole school level • NPQ • Knowledge and understanding of the ECF 	<ul style="list-style-type: none"> • Letter of Application • Interview



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	<ul style="list-style-type: none"> • Detailed knowledge of current developments in the subject area across KS3 and KS4 • 		
<p>Personal Skills/Specialist Knowledge</p>	<ul style="list-style-type: none"> • Excellent subject knowledge • Ability to develop positive relationships with all stakeholders • Effective organisational skills and the ability to plan, prioritise and meet deadlines • Ability to formulate clear and effective short, mid and long term plans • Experience and understanding of using a range of data to plan interventions and action plans as appropriate. • Excellent communication skills. • Commitment to safeguarding young people • Evidence of ongoing continuing professional development • An effective team player, but can think and work independently • A commitment to staff wellbeing • Emotionally intelligent and inspirational • Enthusiastic, ambitious and resilient 	<ul style="list-style-type: none"> • An interest in further professional development. • Experience of leading initiatives / strategies to raise attainment. • Use of creative technologies to enhance T&L • Evidence of cross-trust working 	<ul style="list-style-type: none"> • Letter of Application • Interview