



Teacher of Science

Application Pack

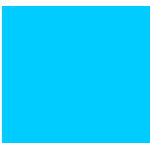
Holly Lodge School
Smethwick, West Midlands





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Welcome

Dear prospective candidate,

Thank you for considering an application to join the team at Holly Lodge.

At Holly Lodge, we believe that all students are entitled to an ambitious and diverse education, regardless of their background or starting point. We believe that it is our job to teach all of our students the best of what has been thought, said and created, through a powerful knowledge curriculum. In addition, we believe in the explicit teaching, practice and development of kindness, community and the soft skills which will stand our students in good stead for happy, successful and positive lives.

Our vision doesn't end with what we want for our students. We also believe that schools should be rewarding, inspiring places for staff to work, and that it is our responsibility to keep workload down and to intentionally build a positive and supportive culture. We do want our staff to work hard but we want them to have plenty of time and energy for the other things in life. We believe that supportive relationships between colleagues are fundamental to successful organisations.

Colleagues joining our team can expect the following:

- Comprehensive induction, a senior staff link and a buddy
- High expectations for student behaviour
- A senior team who believe their job is to create the conditions where teachers can teach and students can learn
- A focus on feedback and not marking



- No performative documents or requirements to “evidence” your work
- No graded lesson observations
- Research informed and subject-specific CPD
- Multiple career progression pathways
- An open-door and pro-active feedback policy – questions and suggestions are welcome all day, everyday

We are unashamedly ambitious in our aspirations, and our team of staff is key to our success. If you share our vision for the entitlement of all young people to an ambitious and diverse education, if you want to work in a school that focuses on what works and on genuine staff wellbeing, if you are prepared to work hard on the things that make a difference, and play your part in a strong, open and supportive culture, then please apply today. I strongly encourage you to contact the school and look forward to either arranging a telephone call, virtual or meeting in person through a visit to the school.

I look forward to meeting you.

Imran Iqbal
Headteacher





Vision and Values

Success for All

Ambition

Opportunity

Community

At Holly Lodge we believe in ambition: for students' achievements, conduct and future pathways. We believe in opportunity, in noticing what we are lucky to have and in seizing the chances we have in life. And we believe in community: in serving each other through respect, kindness and responsibility.

Ambition

At Holly Lodge we believe that a truly excellent education should be the entitlement of every single young person. This means we pursue an ambitious, knowledge-rich curriculum, made accessible and memorable for all. We believe that our curriculum and teaching should equip students to pursue high-flying further study and careers on their chosen paths, and to join *"the great conversations of humankind."*

As Aristotle said, *"Excellence is a habit."* Thus **hard work** from students and staff alike sits at the heart of our ambition. Our job is to help students develop good habits of hard work, and to effectively support them in their learning. We are immensely proud of our SEND and EAL provision, and are committed to inclusion in education. We are ambitious not only for our students' academic success but also for their personal development, soft skills and wider cultural capital. To this end we model and expect **excellent conduct** from all our students: *"We are becoming the best versions of ourselves."*

Ambitions such as these do not come easily. When we are pushing ourselves we should expect to feel challenged; we should embrace the obstacles we face as opportunities to grow and learn. **Resilience** is therefore the final component of our Holly Lodge Ambition. *"If it was easy, it wouldn't be worth doing."*



Opportunity

An education at Holly Lodge represents many, many fantastic opportunities, from the learning itself, to extra-curricular clubs, to trips, to life-long friendships made. We see opportunity as a value in itself: it is a way to see the world, to notice, seize, and make the most of the opportunities we are so fortunate to have.

Crucial to our opportunity outlook is **appreciation**. It is vital that we take time each day to notice all the wonderful things we are lucky to have – *"even in the darkness there is light."*

At Holly Lodge, we make the most of our opportunities by valuing **efficiency**. We spend our time on the things that make a difference, and we don't waste time on things that don't work. *Every second counts*: whether it is for learning, rest or leisure.

Openness is key to opportunity: openness in our minds and outlooks, a willingness to try new things and consider other viewpoints, and to receive and act on feedback that helps us to get better every day. As Ghandi said: *"Openness strengthens truth."*

Community

Communities are valuable because together we are stronger. At Holly Lodge we value our school community and the wider community we serve as a school. Community is based on **respect**: tolerance, trust and consideration. It is also based on **kindness**: we do things to help others because it is the right thing to do. Finally, we take **responsibility**: we are independent thinkers and we have the power to make the world a better place – it is up to us to do so, in our actions every day.



School Information

Smethwick Deprivation

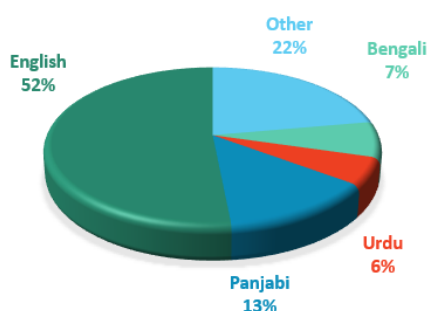
Smethwick is more deprived than England and Sandwell and its deprivation score would put it in the 20% most deprived areas in England.

European languages: 18

Asian languages: 27

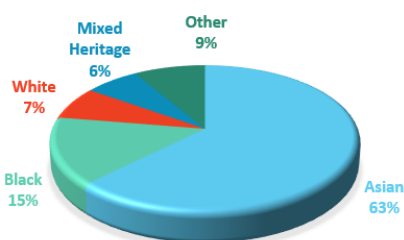
African languages: 18

**Total number of first
languages: 65**



**First languages
spoken**

Heritage and Ethnicity



Bangladeshi 14%

Indian 18%

Pakistani 22%

Other Asian 10%

Black African 11%

Black Caribbean 2.5%

Other Black 2%

All Black and Asian

Number on roll: 1382

(Yr 7 to 11)

42%

Pupil Premium

SEND



Non SEND: 87%

SEN Support: 11%

EHCP: 2%





Job Description

Position: Teacher of Science
Scale: Teachers Main Range or Upper Pay Range (suitable for ECTs)
Start date: September 2025
Responsible to: Director of Science

The core purposes of the role:

- Teaching and contributing to curriculum development
- Pastoral care and supporting students in their personal development
- Contributing to the staff professional culture of the school

Key duties and responsibilities:

- Plan and teach highly effective, motivating, ambitious and supportive lessons
- Support students to develop excellent habits of learning through modelling, monitoring and discussion
- Read around your subject and the education literature in order to continuously develop your teaching and curriculum thinking
- Attend whole-school, department and pastoral CPD and apply what you learn to your practice
- Visit colleagues' lessons and welcome visitors into your own lesson as part of our commitment to continuous improvement
- Contribute to department discussion and development of curriculum materials
- Use information from lessons, looking at student classwork and assessments to inform future planning and teaching
- Apply the school systems to ensure excellent behaviour from all students
- Support students through your role as form tutor
- Actively participate in duties, engaging students in conversation and helping to ensure an excellent climate for break and lunch
- Contribute to the staff culture through professionalism, discussion, openness and warmth





Job Description

This appointment is subject to the current conditions of employment contained in the School Teachers' Pay and Conditions Document, the required Teacher Standards, other current educational legislation and the school's articles of governance.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for job applicants with disabilities or specific requirements or continued employment for any employee who develops a disabling condition or specific requirement.





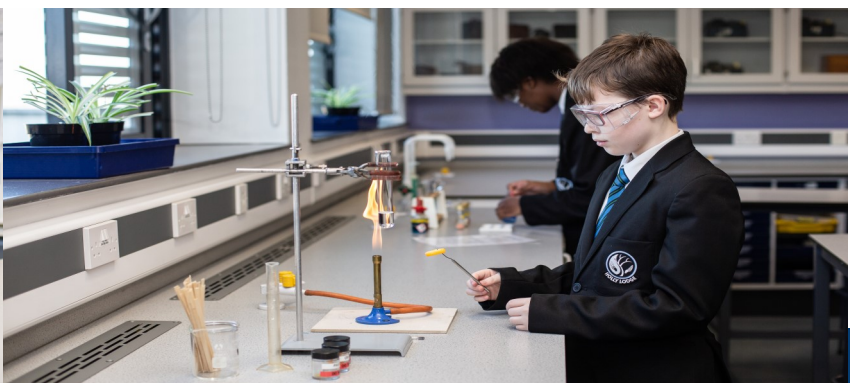
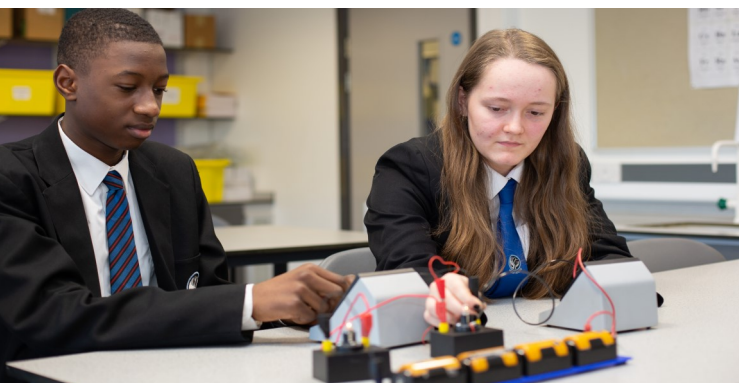
Person Specification

Essential (E)

Desirable (D)

Qualifications and experience	
Good Honours degree in a relevant Secondary subject	E
UK Qualified Teacher Status or equivalent	E
Professional experience and practice	
Extensive subject knowledge	D
Excellent classroom practice and planning including explanation, checking for understanding, student practice and habits of discussion	D
A commitment to ambitious education for all students, regardless of their background or starting point	E
Proficient use of information from lessons, classwork and formal assessment to inform teaching and future planning	D
High Standards of behavior and the application of our “warm-strict” approach	D
A readiness to provide world-class pastoral care and personal development as a form tutor	E
Personal Attributes and qualities	
A passion for your subject and for teaching	E
A belief that we are none of us the finished article, and that professional life is about ongoing learning, discussion, challenge, feedback and continuous improvement	E
A willingness to proactively contribute to our staff culture through professionalism, discussion, openness and warmth	E

Knowledge and Skills	
Evidence of teaching in more than one school	D
Outstanding inter-personal and communication skills with students, colleagues, stakeholders	E
Motivates and inspires students	E
Knowledge and use of SIMS and/or other data management systems to monitor students behaviour, attitudes and well-being	D
Knowledge of and experience in safeguarding and child protection and the role of the DSL.	E
Evidence of dealing with classroom day to day issues	E
Outstanding ICT skills	D





How to Apply

We believe that staff are fundamental to student success and happiness. We strongly encourage prospective applicants to visit the school prior to applying, to have a tour with Headteacher Mr Iqbal, to meet some of our lovely students, and to see for yourself our values in action. If you would like to arrange a visit, please contact: HLS_hr@holly-lodge.org.

If you would prefer to arrange a telephone conversation to discuss the role, or if you have any questions regarding the role or your application, please contact HLS_hr@holly-lodge.org.

Holly Lodge is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks and a willingness to demonstrate commitment to the standards which flows from our vision and values.

We very much look forward to meeting you.

Completed applications should be sent to: HLS_hr@holly-lodge.org

Deadline for applications: Monday 20th January 2025 at 09.00am

Interviews may be held as applications are received

Holly Lodge School
Holly Lane
Smethwick
West Midlands
B67 7JG

Telephone: 0121 558 0691

Email: info@holly-lodge.org

Main reception time:
7.45am until 4.00pm
(Monday to Friday)

