



# Huxlow Science College

Dear Candidate

Thank you for showing an interest in joining the Science Department at Huxlow Science College. The successful applicant will be joining us at an exciting time as we continue our journey to become an outstanding school.

Science at Huxlow has a rich history of success. Results are strong with approximately half the cohort opting to study triple Science. In 2017 84% of students gained A\*-C in Biology, 82% in Chemistry and 74% in Physics. Science is popular at A-Level with a 100% pass rate and an average A-Level grade B.

2017 saw record results across the board and we are now proud to be comfortably the highest attaining school in the locality with 64% of year 11 gaining the equivalent of 5 A\*-C including English and Maths. We are extremely proud of our students and staff for their dedication and commitment.

At Huxlow we believe that students who are happy, feel safe and are taught well will enjoy school and as a result be successful. We are passionate about caring for our students, ensuring that they are all known as individuals. Ofsted stated that "everyone in the school puts pupils' well-being at the centre of everything they do".

Students are challenged to be as good as they possibly can be and supported to achieve this. Academic success is hugely important to us and we have a rich history of students of all abilities and from a wide variety of backgrounds achieving as well as they could.

We recognise that to realise our vision, we need to attract, develop and reward our people. We are an 'Investor in People', and are committed to the professional development and career progression of our employees.

Successful candidates will have access to our tailored professional development programme. We run weekly training sessions that all staff have access to in addition to bespoke individual development. Our performance management system rewards excellence and there is fantastic peer support from established colleagues with long-standing teaching experience. In addition to this, as we are a small College new opportunities for leadership and personal development frequently arise.

Our Sixth Form provision is through a consortium of three schools. As a result there is every chance that the successful candidate will have the opportunity to teach A-level.

The successful candidate will most definitely enjoy their time at Huxlow but also develop rapidly to the next stage in their career through working in a department committed to continually raising standards.

Brilliant students, excellent resources and outstanding professional development make this a wonderful opportunity for the successful candidate.

If you would like to visit us before applying you are most welcome.

I look forward to reading your application. Please ensure your supporting statement demonstrates how you meet the person specification.

Yours sincerely,

Steve Gordon  
Headteacher



## Huxlow Science College

POST TITLE:	LEAD SCIENCE TEACHER
LEAD SCIENCE TEACHER	MPS/UPS PLUS TLR 2B (£4396 per annum) and a £3,000 performance related payment per annum for a Physicist
REPORTS TO:	LEARNING LEADER OF SCIENCE
PURPOSE OF POST:	To deliver outstanding leadership, teaching and learning of Science and therefore help students achieve excellent results and be a role model/impact the College more widely.

### PRINCIPAL RESPONSIBILITIES

- Build on the current Science curriculum
- Model a nurturing and structured classroom and school environment that helps pupils to develop as learners
- Model excellent pupil discipline and culture inside their classroom and across the whole College
- Contribute to the effective working of the College
- Be held accountable for all curriculum direction, teaching quality, and pupil attainment in their subject area
- Provide a nurturing classroom and College environment that helps students to develop as learners
- Help to maintain/establish discipline across the whole College
- Contribute to the effective working of the College
- Create and develop challenging and innovative curriculum
- Use regular, measurable and significant assessments to monitor progress and set targets
- Produce periodic assessments with marks schemes
- Ensure assessments are moderated internally
- Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENCO to ensure pupils receive high quality interventions
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- Develop an exciting and motivating extra-curricular and enrichment offer

- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment
- Use regular assessments to set targets for students, monitor student progress and respond accordingly to the results of such monitoring
- Produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Ensure that all students achieve at least expected progress
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact with and adhering to and ensuring compliance with the College's Safeguarding and Child Protection Policy at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the College s/he must report any concerns to his/her line manager or the College's Child Protection Officer.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Manager in consultation with the postholder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.



## Huxlow Science College

<b>POST TITLE: Lead Science Teacher</b>		
<b>CRITERIA:</b> Applicants will need to provide evidence of meeting the following criteria		
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>PRE-EMPLOYMENT CHECKS</b>		
Criminal Records	*	
Enhanced Disclosure and Barring	*	
Proof of identity	*	
Medical Questionnaire	*	
Satisfactory References	*	
<b>QUALIFICATIONS/TRAINING</b>		
Must hold QTS or NQT	*	
<b>COMPETENCIES</b>		
An effective classroom practitioner with experience of KS3 and KS4.	*	
A commitment to, and a passion for, the teaching of Science.	*	
Outstanding subject knowledge and a clear understanding of recent subject developments.	*	
A clear understanding of what constitutes effective Science Learning.	*	
A commitment to work with other teachers in the Curriculum Area.		*
High standards of classroom management and a willingness to share practice and ideas.	*	
A track record of successful A'Level Teaching.	*	
The ability to be a good form tutor.	*	
An ability to engage and inspire students.	*	
A commitment to Inclusion.	*	
An enthusiastic practitioner able to inspire learning through excellent teaching.	*	
The capacity to interpret data in order to monitor progress and identify intervention strategies.		*
A commitment to developing their own pedagogy and that of others.	*	
A passion and belief in every student.	*	

<b>PREVIOUS EXPERIENCE</b>		
Experience of raising attainment in a challenging environment.	*	
Experience of reflecting on and improving teaching practice to increase student achievement.	*	
Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities	*	
Effective organisation and communication skills.	*	
The ability to use ICT to raise standards.		*
Evidence of adding value to students' achievements.	*	
Able to demonstrate added value with less able students.	*	
Is committed to and meets all the requirements for safeguarding children.	*	

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# Huxlow

## Science College

# SCIENCE AT HUXLOW

### OUR TEAM AND FACILITIES

The Science Department is a very hard working department. It works together as an effective unit with excellent technician support and is successful in the delivery of outstanding education to students at Huxlow. Within the College, we are the most successful department and have been one of the most successful Science departments in the county for the past seven years. Other achievements include:

- Outstanding Value Added between KS2 and KS4
- KS3 results which have been above or considerably above the national standards for the last eight years
- KS4 GCSE results which have been above or considerably above national GCSE averages in the last six years
- HMI have studied department strategies and have used them as examples of good practice

The Science Department is the largest department in the College. It has seven laboratories, which are on the ground floor and are adjacent to each other. Every lab has a Promethean interactive board and we also have a class set of laptops. All labs are maintained to a high standard. We have a central prep room where teachers prepare materials. All resources are centralised with excellent schemes of work and resources for all the Sciences. Our technicians are very highly regarded and very supportive.

### KEY STAGE 3

Detailed schemes of work based on the Activate Science package have been recently completed and a modular teaching programme is used at KS3. Every module has a detailed scheme of work supported by extensive resources, taking into account the QCA schemes of work. Year 7 are taught in mixed ability classes for four weekly periods and Year 8 are taught in sets.

### KEY STAGE 4

KS4 students study the OCR Gateway Science Syllabi. Students are taught in ability sets for six periods a week and are entered for examinations in Year 11. We usually have at least two groups of students at KS4 taking Triple Science.

### KEY STAGE 5

Year 12 and 13 students are part of a consortium of three local schools – The East Northamptonshire College (TENC). This is an arrangement by which we share teaching and pupils across three different schools. As part of this our staff teach AS and A2 Biology, Chemistry, Physics and Applied Science. We are also offering BTEC Level 3 Applied Science. We have a large take up of Huxlow students at A Level.