



May 2026

Dear Candidate

## **COMPUTER SCIENCE – LEAD PRACTITIONER PACK** **Lead Practitioner - Outer London**

Join an exceptional, thriving and ambitious school community at Bishopshalt, where excellence is not just expected, it's achieved. We are a Leading Edge school, with a full suite of transforming SSAT awards and a strong track record of high performance, our school is a place where both students and staff flourish.

At this current time, Bishopshalt School is the only school in England to be judged '**Exceptional**' in all **seven areas** under Ofsted's new framework, placing it firmly among the very best schools in the country.

Our students achieve significantly above national averages in a calm, purposeful and disruption-free environment where learning thrives. We combine a research-informed curriculum with exceptional teaching and a deeply inclusive ethos, ensuring every student succeeds. Staff benefit from outstanding professional development, a strong culture of collaboration and a genuine commitment to wellbeing. This is a school where excellence is not an aspiration – it is the everyday experience

For September 2026, we are seeking a colleague to join a school where staff and students live our core values of Love Learning, Show Kindness, Build Character, Chase Brilliance and Bright Futures. We are seeking to appoint a colleague who also upholds these values and embraces professional learning.

We are a Leading Edge school. This year, we were awarded SSAT Exceptional Education awards for Progress and Attainment, as our GCSE results in 2025 placed us in the top 1 percent of schools nationally. It is a point of pride that all students excel and flourish at Bishopshalt, irrespective of their starting point, and therefore there are no gaps in progress. The school also has a large, successful and expanding Sixth Form.

Student behaviour at Bishopshalt is exceptional and students embrace the culture of the school. By joining our school, you will be in an environment where 'The behaviour of pupils leads to a calm and purposeful environment in which there is no low-level disruption.' (Ofsted 2021) While student outcomes are excellent, we also provide a more holistic education beyond examinations through a rich curriculum and our co-curricular offer. Students embrace the range of opportunities they are given. Therefore, 'Pupils enjoy school, are safe and value their community.' (Ofsted 2021). We were recently visited by Ofsted and are exceptionally pleased with the outcome, the report can be found on [our website](#).

Bishopshalt is a school with a rich history with a beautiful Grade 2 listed building. It is now a stand-alone academy in the London Borough of Hillingdon that provides education to a truly comprehensive student body. Bishopshalt has a proud tradition of serving the local community, having been established as a school in 1907. At first the school was Grammar which changed to Comprehensive status and then a school with Performing Arts college status. Whilst specialisms are no longer recognised the school has maintained its traditional ethos, continuing to build upon its strengths and weaving them into the fabric of the institution.

Above All Else, A Place For Learning





There is a strong house system, with house names inspired by the history of the school. The house system is an area of the school that is growing rapidly.

The school is significantly oversubscribed. We have over 300 first choice applications each year for 186 places, which demonstrates the popularity, high esteem and confidence the local community has for Bishopshalt. Our students, and our staff love our school.

We have the highest of expectations of ourselves, and our students. This is supported through excellent behaviour systems, a fantastic curriculum and a reflective and developmental approach to Teaching and Learning. Bishopshalt values developing our students into well rounded individuals through a focus on the values below. We also ensure that there is high quality CPD available for all staff, tailored to their own needs and future aspirations.

As a school, we recognise that one of our greatest assets are the exceptional teaching staff. As well as providing the culture and conditions that enable staff to enjoy and develop their practice, we also support staff well-being in a range of ways, including a two week October half-term, opportunities for flexible working and no regular book marking. Equally to ensure staff are able to switch off from work, we ensure there is no email communication outside of working hours.

If you would like to arrange a visit to the school or to have an informal chat about the role, the school or the community, please telephone 01895 233909 or email [zbermingham@bishopshalt.school](mailto:zbermingham@bishopshalt.school).

If you believe that you have the passion and determination to work and lead in our amazing school please complete the application form and include a supporting statement.

If you choose to apply and are successful, you will be joining a wonderful team, supported closely by our SLT.

We have an absolute commitment to safeguarding and promoting the welfare of children. As such, current and/or previous employers will be contacted for references as part of the verification process and pre-appointment checks. All successful applicants will be required to undertake a full enhanced criminal record check (DBS).

I look forward to receiving your application. The closing date is **Friday 15<sup>th</sup> May 2026**.

Yours sincerely

**L McGillicuddy (Mr)**  
**Headteacher**  
**Mr)**  
**Headteacher**



## BISHOPSHALT SCHOOL

	<b>Love Learning</b>	To develop in students a love of learning. Bishopshalt students will thirst for knowledge due to the intrinsic joy that it brings.
	<b>Show Kindness</b>	To develop and instil in our students the virtue of kindness. Our students do things for others for no personal gain.
	<b>Build Character</b>	To develop in students the determination and dedication to succeed. Bishopshalt students are able to overcome any challenge that may come their way. Our students are focused, resilient and readily overcome adversity.
	<b>Chase Brilliance</b>	To develop students who do not settle for 'it's good enough'. Bishopshalt students always aim to improve their work and aim for perfection due to their belief that they are entitled to be brilliant.
	<b>Bright Futures</b>	To ensure that, for whatever field they choose to enter, Bishopshalt students will succeed. Bishopshalt students will be the very best versions of themselves and compete on the world stage.

### THE POST – Computer Science - Lead Practitioner

We require a specialist Computer Science teacher for our Department. You will offer Computing to KS4 and 5 as well as teach IT to our mixed ability KS 3 cohort. Computer Science is a popular choice for our examination classes.

The ability to offer a second subject such as Business Studies would be beneficial but not a prerequisite.

#### [Computer Science at Bishopshalt School](#)

The successful candidate will have:

- Vision and innovative ideas
- Will support and lead the running of our faculty related clubs and co-curricular opportunities
- A “can do” approach to school improvement
- High expectations of self, staff and students
- Ambition and the potential for further career development
- Have the desire to develop the offer of Design Technology within the school

Above All Else, A Place For Learning





Applications are welcome from professionals who maybe in the early stages of their careers as well as those who are seeking to progress.

If you would like to arrange a visit or speak to a member of our Senior Leadership Team or the Head of Faculty, please contact Mrs Bermingham on the details below.

## **Salary**

The person appointed this post will be paid at the appropriate career stage point of the Lead Practitioner Scale Outer London Allowance.

## **Application Process**

Please submit your application form electronically to Mrs Z Bermingham, Headteacher's PA/Office Manager on [zbemingham@bishopshalt.school](mailto:zbemingham@bishopshalt.school) All applications will be acknowledged.

Please note that references will be sought prior to interview.

## **We can offer you:**

- A student cohort with outstanding behaviour and a willingness to learn
- A Professional Development Programme for all stages of a teachers' career
- An aspirational, supportive Leadership Team and Governors
- Ambitious, hardworking staff
- Opportunities to develop and grow in your career in an environment that values and supports initiative.
- A two week half term in October without detriment to other holiday periods throughout the year
- Free onsite parking and good road links to the M4, M25 and M40
- We are situated a short walk from the Uxbridge Road for links to public transport

## **Job Description**

Classroom Teacher  
Lead Practitioner

## **Useful Links**

<https://www.bishopshalt.hillingdon.sch.uk>

## **Ofsted Report**

[2024/2025 National Data](#)

## **Diversity Statement:**

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and students, enabling them to achieve their full



potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the life of Bishopshalt School.

*Bishopshalt School operates strict Child Protection Recruitment Procedures and all successful candidates will be expected to undertake an enhanced DBS check.*

Bishopshalt School is a non-smoking site and as such smoking is not permitted on the school grounds.

***Bishopshalt School operates strict Child Protection Recruitment Procedures, references will be called for in advance of interview and all successful candidates will be expected to undertake an enhanced DBS check.***

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### ***Application Process***

Please submit your application form electronically to Mrs Z Bermingham, Headteacher's PA/Office Manager on [zbemingham@bishopshalt.school](mailto:zbemingham@bishopshalt.school) Applications will not be considered without the safeguarding declaration form. All applications will be acknowledged.

Please note that references will be sought prior to interview.



## BISHOPSHALT SCHOOL

### Classroom Teacher

#### Job Description

**Core Purpose:** To deliver high-quality teaching and learning that ensures excellent outcomes for **all students**, supports the school's values, and contributes positively to our inclusive, aspirational culture. Classroom teachers are expected to uphold the [Bishopshalt Standards](#) and embed the principles of the [Quality of Education policy](#) in all aspects of their work. All staff should embody and promote the Bishopshalt values so that all students can love learning, chase brilliance, show kindness, build character and have bright futures.

#### Professional Qualities and Expectations:

- Uphold the Bishopshalt values: *Love Learning, Chase Brilliance, Show Kindness, Build Character, and Have Bright Futures.*
- Embody high expectations in professional conduct, inclusive practice, safeguarding, and behaviour management.
- Commit to reflection and continuous improvement and personal development through engagement in the School Improvement Cycle (SIC) and professional development.

#### Key Responsibilities

##### 1. Teaching, Curriculum and Assessment

- Deliver high-quality lessons that follow the carefully sequenced and ambitious department curriculum and use the shared department resources.
- Plan collaboratively with colleagues the shared departmental resources and review them prior to teaching your class.
- Ensure the learning intention of each lesson is clear and sequences of learning within the lesson build the knowledge or skills needed to meet the intent.
- Begin all lessons with a silent, retrieval-based 'Do Now'. Use extended 'Do Nows' at KS4 and KS5 as specified in the department curriculum map.
- Use the "I do, we do, you do" model for instruction and plan opportunities for modelling, scaffolded practice, and independent application of core knowledge and skills.
- Implement effective Assessment for Learning strategies (cold calling, MWBs, hinge questions) to gauge understanding and inform teaching.
- Follow the departmental homework curriculum. Ensure clear deadlines are set (based on Year group) and all homework is uploaded on to Google Classroom.
- Provide whole class feedback regularly, and individual feedback on assessments.
- Students should use green pens for corrections.
- Support the preparation and delivery of formal assessments each term in accordance with department guidance and take an active part in the moderation processes.
- Upload lesson resources to Google Classroom so Focus Room students can access the same curriculum.
- Ensure excellent outcomes for all students. Use data to review student progress and provide appropriate and timely interventions.

##### 2. Classroom Culture, Behaviour and Routines

- Greet students at the door; ensure silent entry, coats off, bags on floor, and books/MWB/equipment ready.
- Enforce consistent routines for lateness (L code), equipment checks, chewing gum, mobile phones, and uniform standards.
- Follow the [Behaviour for Learning Policy](#) at all times, using the script provided or warnings.



- Circulate and teach from a standing position to maintain visibility and presence and to aid live marking and responsive teaching.
- Actively check books and ensure students' work is of the appropriate standard in regard to effort and presentation.
- Ensure lesson endings are calm and orderly: students stand behind chairs and are dismissed row-by-row whilst you are at the door ensuring calm and orderly corridors.

### 3. Inclusion and Learner Knowledge

- Know your learners through learner profiles, data, and pastoral updates.
- Plan for the needs of students with SEND, EAL, high vulnerability, and disadvantaged background, and use Teaching Assistants effectively.
- Use inclusive language and adapt teaching to suit all learners.
- Actively liaise with the Inclusion Faculty and make appropriate referrals where necessary.

### 4. Contribution to School Life and Culture

- Uphold expectations in corridors: calm movement, no running, intervene in unsafe or inappropriate conduct and challenge poor uniform.
- Arrive promptly for all duties
- Participate in the life of the school beyond the classroom (e.g. clubs, trips, events).
- Participate in delivering assemblies and Drop Down Days as directed.
- Promote the Bishopshalt Experience and support enrichment within your subject area.
- Teachers of practical subjects must run clubs and teams.
- PASTORAL contribution through various ROLES

### 5. Professional Development & the School Improvement Cycle

- Engage fully with the School Improvement Cycle (SIC): lesson coaching, peer observations, learning walks, and student voice.
- Attend and contribute to CPD sessions and departmental CPD meetings.
- Reflect on feedback from learning walks, book reviews, and assessments to continually develop your practice.
- Maintain an up-to-date knowledge of your subject, pedagogy, curriculum developments, and safeguarding responsibilities.
- Actively engage in reading and research to inform practice.

### 6. Marking, Feedback and Reporting

- Mark extended work and assessments using whole class feedback and individual feedback, where appropriate.
- Use green pen corrections to support improvement.
- Report student outcomes as required and contribute to data analysis and target setting in collaboration with curriculum leads. Ensure deadlines for this are met.

**Line Manager:** Head of Department or Faculty

**Review:** This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties, as required, by the Headteacher.

This Job Description will be reviewed annually, or as to the needs of the school.



## Lead Practitioner

### Job Description

**Core Purpose:** To model exemplary classroom practice, lead whole-school initiatives, and support the strategic development of teaching and learning in line with the Bishopshalt Standards. To drive improvements within and beyond their department, contribute to the Quality of Education (QoE) team and/or Bishopshalt Experience team, and play a pivotal role in developing staff and systems across the school. To embody and promote the Bishopshalt values so that all students can love learning, chase brilliance, show kindness, build character and have bright futures.

#### Leadership Qualities

- Demonstrate outstanding classroom practice that embodies the Bishopshalt values of love of learning, brilliance, kindness, character, and aspiration.
- Motivate and influence staff to improve the quality of education across departments.
- Model professionalism, continuous self-reflection, and a commitment to excellence.
- Lead whole-school development areas and inspire, support and challenge others to embed these improvements.
- Challenge staff and students when falling to meet Bishopshalt Standards. Where necessary, hold professional conversations to address underperformance, ensuring that appropriate support and referrals are put in place.

#### Responsibilities

##### 1. Teaching, Learning & Curriculum Development

- Consistently deliver outstanding teaching, embodying the [Bishopshalt Standards](#).
- Lead departmental and cross-departmental curriculum and teaching and learning developments.
- Support departments in curriculum planning, sequencing, inline with the [Bishopshalt Quality of Education Policy](#).
- Undertake coaching, mentoring, lesson walks and book looks to drive improvement.
- Plan and deliver high-impact CPD informed by evidence-based practice and school priorities.

##### 2. Whole School Development & Strategic Contribution

- Lead a designated whole-school improvement priority, in alignment with the School Improvement Plan and their Lead Practitioner Priorities .
- Contribute to the Quality of Education (QoE) or Bishopshalt Experience (BE) teams, supporting evaluation and development work across the school.
- Collaborate with SLT and middle leaders to embed impactful pedagogical practices.
- Use data and evidence to critically evaluate the impact of initiatives and inform next steps. This must include stakeholder feedback.

##### 3. Staff Development & Professional Learning

- Act as a lead coach and mentor for staff at varying stages of their careers.
- Deliver and contribute to CPD, INSET days, aligned with the curriculum model.
- Support staff in developing and meeting performance management targets based on the Bishopshalt Standards.
- Play an active role in the induction and development of ECTs and new staff.



#### 4. Operational Leadership

- Take a leadership role in whole-school operational systems such as On-call, detentions, and duty rotas.
- Support smooth running of behaviour systems and contribute to the consistent implementation of routines.
- Run the Drop Down Days (DDD) linked to their core value.

#### 5. Culture, Behaviour & Expectations

- Deliver high-quality assemblies where appropriate, which contribute to the development of school culture.
- Promote and uphold the highest standards of behaviour, presentation, and engagement.
- Model and champion high expectations for all students and staff.

#### 6. Collaboration, Communication & Wider School Contribution

- Be an active and visible member of the wider staff team, contributing to broader school life.
- Build collaborative relationships across departments and with wider stakeholders.
- Support extracurricular and enrichment activities that enhance the Bishopshalt Experience.

#### 8. Other Duties:

- Undertake any other reasonable duties as required at the discretion of the Headteacher or Senior Leadership Team (SLT).

**Line Manager:** Member of SLT, or other appropriate Lead Practitioner

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