



Proud to be part of
GREENSHAW
LEARNING TRUST



HOLMLEIGH PARK

HIGH SCHOOL



Lead Practitioner of Science (Biology and/or Physics Specialism)

Start Date: 01 September 2021

Salary: LP point 1 - £42,402pa

Status: Full time and permanent

INTRODUCTION

Thank you for taking an interest in joining us as a Lead Practitioner in Science (with a Biology and/or Physics Specialism)

Holmleigh Park is an ambitious academy located in Tuffley, Gloucester. We believe that all children have limitless potential, and are proud to offer a comprehensive education to all students in our local community. We expect all staff, students and parents to embrace our three principles - **Work Hard, Be Kind, Take Responsibility** - so that our students leave school as ambitious, confident and successful young adults with the highest standards of integrity.

Why join us?

- **Impeccable behaviour:** Our centralised behaviour system is incredibly simple, meaning every minute of every lesson is disruption-free.
- **A common-sense approach to workload:** We only expect live-marking in class, and we work collaboratively across the trust to ensure all lessons are resourced centrally.
- **Our commitment to genuine development:** Our CPD is based on Rosenshine's principles of teaching, and all teaching staff (including the Headteacher) receive coaching feedback at least every fortnight.
- **The opportunity to make a difference:** Our school is improving incredibly quickly, and we're proud to offer all local students a standard of education which we fully expect to outpace the local grammar schools within two years.
- **The quality of living:** Our easily accessible location is just 15 minutes from the Cotswold Hills, and is within commuting distance from Cheltenham, Bristol and Cardiff.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, which collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive characters. Join us and see why we are one of the fastest improving MATs in the country.

Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours. We welcome visits or conversations with prospective applicants. To arrange a tour or a confidential phone call, please contact Ms Harrison (l.harrison@hphigh.co.uk).

We are committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

I look forward to hearing from you soon.



Patrick Farmbrough
Headteacher

JOB DESCRIPTION

This is an extremely exciting time to join the school. We are looking to appoint an exceptional classroom practitioner and leader, who will help drive the improvement of teaching and learning, both within the Science Department and across the school.

At Holmleigh Park we see our teachers as subject experts and professionals, and with disruption-free classrooms, our staff are free to focus on high-quality teaching. Our pedagogy is based on Rosenshine's principles of instruction, with a focus on retrieval, direct instruction, and deliberate practice. Lessons are planned collaboratively, both within the department and with other schools in the Greenshaw Learning Trust. Beyond assessments, we only live mark in class.

The successful applicant will:

- Believe passionately that all students can make outstanding progress, regardless of their starting point
- Have excellent subject knowledge and infectious enthusiasm for conveying knowledge
- Set exceptionally high expectations for students' behaviour and work ethic
- Enjoy helping others grow as professionals
- Reflect constantly on their own practice and welcome feedback
- Be flexible and relish the excitement of working in a rapidly improving school

The main duties and responsibilities of this post include:

Within the Science Department

- Teaching excellent and rigorous lessons at all Key Stage 5, delivering stellar outcomes at GCSE and A Level
- Supporting the Director of Science by leading on pedagogy within the department, contributing to meetings, and helping to resource the curriculum
- Working collaboratively with colleagues in the Science Department and across the Greenshaw Learning Trust to plan lessons which ensure outstanding progress for all students
- Adhering to the school's principles of teaching, learning and assessment

Across the school

- Work in close partnership with the Assistant Headteacher for Teaching and Learning and other Lead Practitioners to develop and deliver the school's Teaching and Learning strategy
- Fully engaging in the Developmental Drop In (DDI) process by both giving and receiving feedback
- Deliver whole staff training and evaluate the effectiveness of current training
- Setting the highest standards and behavioural expectations in lessons and around the school
- Committing to and supporting the school's policy and practice in relation to safeguarding and child protection
- Undertaking such other duties and responsibilities as may be reasonably requested by the Director of Science or the Senior Leadership Team, in accordance with the relevant Pay and Conditions document
- Provide school improvement support to other schools within the Greenshaw Learning Trust as and when appropriate

Key Contacts:

- Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Key Stages, Head of Subject Areas, other support staff and students of the school.

Other Job Requirements:

- The teacher will be part of the school's appraisal scheme. S/he will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.
- The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

The Greenshaw Learning Trust Mission Statement

- We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.
- We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.
- We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

Whilst every effort has been made to explain the main duties and responsibilities for the post, the list is not exhaustive and may not identify each individual task to be undertaken. The job description, in conjunction with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

PERSON SPECIFICATION

Education	
Essential	Desirable
Hold an appropriate teaching certificate and Qualified Teacher Status Hold a recognised degree with a good classification in a relevant subject Willingness to undertake further CPD	Master's Degree
Experience	
Essential	Desirable
Experience teaching Combined Science and/or Triple Science at GCSE A track record of delivering exceptional results in both subjects Detailed knowledge of current curriculum and pedagogical developments in the teaching of Science and the wider curriculum Outstanding classroom practitioner	Experience of teaching Biology and/or Physics at A Level
Knowledge and skills	
Essential	Desirable
Excellent subject knowledge and a genuine passion for teaching your subject Ability to teach Science confidently up to Key Stage 5 Excellent communicator – sensitive and effective An ability to establish good working relationships with a wide range of people including students and colleagues Knowledge of strategies to inspire and improve outcomes for students	

<p>The knowledge and vision to put strategies into practice to meet current and future challenges</p> <p>Outstanding organisational skills</p> <p>Confidence and experience in the use of ICT for learning, teaching and admin</p> <p>Good discipline/classroom management</p>	
<p>Personal Qualities</p>	
<p>Essential</p>	<p>Desirable</p>
<p>High expectations for accountability and consistency</p> <p>Ambition to have a significant impact within a short space of time</p> <p>A commitment to sustaining and raising achievement, attainment and aspirations of all students</p> <p>Strong interpersonal, written and oral communication</p> <p>Collaborative style of working</p> <p>Ability to work under pressure and remain positive, enthusiastic and resilient</p> <p>Reflective and analytical</p> <p>Unbridled optimism and energy High levels of professional integrity</p> <p>The ability to work independently and face the challenges of managing change</p> <p>Potential and capacity to grow professionally</p> <p>Ability and desire to make a significant contribution to the School as a whole</p> <p>Commitment to working within the School's Safeguarding Policy and Procedures</p>	

The Application Process

1. Applications

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.hphigh.co.uk

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than **Sunday 18th April 2021**. Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisting will be finalised on **Monday 19th April 2021**. Shortlisted candidates will then be invited by telephone to attend for interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

3. Interview

Interviews will take place as soon as possible.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

5. **Feedback**

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

6. **Taking up post**

The successful candidate will take up post as soon as possible.

Should you require any additional information, please contact Lin Harrison, HR Officer at l.harrison@hphigh.co.uk