



Durrington High School are seeking to appoint a

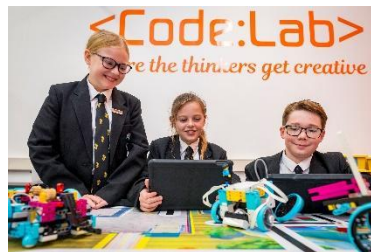
# Director of Science



[dmat.education](https://dmat.education)

# Welcome to Durrington High School

---



Do you want to work in a great school with a brilliant team of staff and students? Is your core belief that all children are entitled to an excellent education, as this opens doors for them in the future? If so, read on, because we want to hear from you.

Durrington High School is part of Durrington Multi Academy Trust (DMAT) and is a large and oversubscribed school with 1650 students on roll in years 7 to 11. We have a strong and driven SLT and place a great deal of emphasis on recruiting and retaining excellent staff. This AHT post arises due to the recent promotion of the existing post holder to Deputy Headship. As a school we are committed to ensuring that all students go beyond their best. We have a track record of sustained success achieving a P8 of +0.42 last year and a 4-year trend of rapidly improving outcomes for our pupil premium students. We are both relentless in our pursuit of excellence and immensely proud of our staff and students.

Our Research School enhances further the opportunities for all who work with us. Being a Research School means that we are fully committed to evidence informed practice. There is excellent on-going support, rich professional development opportunities and many career progression opportunities on offer for all our staff. We

are really proud that the South Downs SCITT (School Centred Initial Teacher Training) is part of our organisation and provides an excellent route into teaching.

Everything we do is driven by our core vision: ***“Going beyond our best through kindness, aspiration, perseverance and pride”***

If you:

- are an excellent teacher and leader who is committed to evidence informed practice.
- have values that align with ours.
- are seeking a new challenge and to work with a brilliant SLT.
- have the passion, commitment and drive to make a real difference to our students and school

We want to hear from you now!



**Chris Woodcock**  
Co-Headteacher



**Shaun Allison**  
Co-Headteacher

# The Role

## Director of Science

---

We are delighted to be able to advertise this key leadership role at our school. The role is aimed at an excellent teacher and a proactive leader, who will lead the school strategy to ensure outstanding outcomes in science in all year groups, for all students irrespective of their starting point. You will be a visible and effective leader, having the rigour and determination to succeed and showing strong emotional resilience.

You will be joining a hugely successful school leadership team, consisting of specialist staff and leaders who are knowledgeable, committed and passionate about delivering fantastic outcomes for our young people. This will be an enriching and exciting experience for any colleague who joins the team.

### **Main Duties**

#### ***Safeguarding Responsibilities***

- Demonstrate a commitment to keeping all children and young people safe
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of Trust and school policies in relation to safeguarding

#### ***Key priorities***

- To lead the school strategy to improve further the outcomes in science in all year groups, securing best value from staff deployment, shaping the focus of their practice and most importantly ensuring the right students are supported in the right way
- To lead teacher development across the science team, including SPDS and instructional coaching, with a view to embedding high quality evidence-informed teaching.
- To lead the work of the senior technician and the technician team to ensure the smooth running of practical science and the health and safety of other members of staff and students.
- Plan, implement and evaluate a curriculum that is rigorous, coherent and well-sequenced.
- Embed high quality formative and summative assessment approaches and then use this to shape teaching and plan appropriate interventions.
- To be creative in your approach, analyse and shape the use of the best practice from outside of the school, alongside your own and that of existing science staff.
- To take every possible opportunity to raise the profile of science in and outside of the school.
- To be a visible and effective leader, having the rigour and determination to succeed showing strong emotional resilience.
- Actively use a range of data (both progress and wider school related) to analyse the overall impact of your own and other leaders both in terms of strategy, outcomes and behaviour.
- To actively contribute to and support the strong team ethic which already exists within the curriculum leader team.
- To effectively work with the leaders of maths and English to ensure highest grades for students at all levels across the core subjects

#### ***Curriculum, Teaching and Assessment***

- To deliver a challenging, coherent and cumulative science curriculum that enables all students to enjoy the subject and achieve at the highest level, supported by detailed schemes of learning which ensure consistency and coherence across science teaching.
- To ensure that the quality of teaching is consistently strong across the team, with a commitment to continuous improvement.
- To keep up to date with national developments in the subject area at each key stage and evidence informed pedagogy.

- To actively monitor and respond to curriculum developments and initiatives at national, regional and local levels and to disseminate this knowledge to staff
- To set, oversee and evaluate regular, relevant and diagnostic assessments for students ensuring that they are carried out consistently by all subject staff and standardised /moderated thoroughly
- To ensure that all student data is understood, interpreted and utilised by all subject staff to modify planning and personalise support
- To ensure that a range of enrichment and extension activities are offered to and taken up by students to enhance their numeracy and literacy skills, confidence in and love of the subject and attainment levels
- To ensure that all subject staff are marking, assessing and providing feedback in line with best practice and school policy at all times

### ***Monitoring and Evaluation***

- To monitor the effectiveness of teaching and learning within the subject area
- To regularly and forensically review the attainment and progress of all students, groups and subgroups with subject staff and plan, implement and oversee support and interventions
- To produce reports as required on student attainment and progress
- To liaise with all appropriate personnel regarding support for student progress, including SENCO, SLT and parents/carers
- To ensure that all Academy policies are implemented consistently by subject staff and that deadlines are met

### ***Staff Development***

- To support the development and training of subject staff (teaching and technicians), ensuring that their CPD needs are met and (personal and departmental) and inconsistencies in teaching are addressed.
- To establish a structure for mentoring, coaching and line managing staff in the subject area, including ECTs and ITTs as appropriate.
- Develop and grow other leaders within the team (including UPR staff) ensuring they have a clear remit, plan and are regularly reviewing the impact of their work. This will include line-managing deputy leaders.
- To act as an appraiser for members of the subject area, carrying out appraisal in line with the Academy's policy and setting challenging and appropriate targets.
- To support other members of the team in appraisal duties and to monitor the effectiveness of appraisal arrangements within the subject team.
- To participate in the recruitment process for members of the subject team
- To ensure effective induction of new staff in line with Academy procedures

### ***Resources***

- To effectively manage and deploy teaching and operational staff in the subject area
- To effectively manage the subject area's budget in order to progress agreed team and Academy priorities, maximise attainment and ensure value for money
- To effectively manage physical resources, stock and subject accommodation in order to maximise attainment levels and maintain an environment conducive to learning
- To ensure that risk assessments and health and safety checks are carried out in line with Academy policy

## Package

---

**Responsible to:** SLT Line Manager and Co-Headteacher

**Salary Grade:** DMAT L5-8 depending on experience and impact.

## Safeguarding

---

Durrington High School is committed to the safeguarding and wellbeing of all our students. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the school. Staff are supported through regular training and are expected to adhere to the school's Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

## How to Apply

---

Applicants must complete the application form and return it, alongside a supporting statement (max. 2 pages A4) to [agemel@durring.com](mailto:agemel@durring.com) or via post to Aggie Gemel, Durrington High School, The Boulevard, Worthing, West Sussex, BN13 1JX.

If you have any questions about the role, please email Aggie Gemel, Executive Assistant, in the first instance – [agemel@durring.com](mailto:agemel@durring.com)

**Closing date for applications is 9am, Friday 24th March.**

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task needing to be undertaken may not be identified. The postholder will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified within this job description.

This job description may be amended at any time following discussion with the Headteacher(s), and will be reviewed annually.

## Candidate specification

---

Leadership Attributes	Essential	Desirable
Personal drive and accountability	<ul style="list-style-type: none"> <li>• Uses a range of strategies and techniques, to enhance your own and others effectiveness; motivating others to succeed through your leadership/work.</li> <li>• Always leads by example; models high standards and expectations at all times.</li> <li>• Able to evidence consistently strong student outcomes in your own teaching.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of leading another area/team that made a significant impact/was successful.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Some experience of leading an aspect of work; evidencing improved outcomes.</li> <li>• The ability to effectively and efficiently interpret and correlate a range of data streams, drawing summative conclusions which are then acted upon.</li> <li>• Set up and monitored effective departmental systems.</li> <li>• Improved outcomes for disadvantaged students.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership role in a school with a truly comprehensive intake.</li> </ul>
Specialist knowledge	<ul style="list-style-type: none"> <li>• A detailed understanding and experience of the science curriculum and examinations.</li> <li>• Knowledge of evidence informed practice in relation to student progress and outcomes.</li> <li>• A secure knowledge and understanding of pedagogy that leads to effective learning.</li> </ul>	
Delivering continuous improvement	<ul style="list-style-type: none"> <li>• Involve and inspire a range of stakeholders to support your leadership.</li> <li>• Sets out vision and pathways to achieving this within teams led.</li> <li>• Evidence of being able to successfully blend strategic planning and operational work to achieve goals.</li> <li>• Evidence of effective evaluating of the impact of actions taken.</li> <li>• A range of interventions that lead to accelerated progress being made by learners.</li> </ul>	
Impact and influence	<ul style="list-style-type: none"> <li>• Uses direct and indirect influence to gain support, build alliances and secure support before presenting proposals or making decisions.</li> </ul>	
Resilience and emotional maturity	<ul style="list-style-type: none"> <li>• Resolves even the most challenging conflict in a calm, restrained way leading to issues being successfully managed..</li> <li>• Implements appropriate decisions that lead to improvement, even if difficult.</li> <li>• Responds positively when faced with personal criticism or setbacks, maintaining a sense of perspective.</li> <li>• Has significant capacity and resilience.</li> <li>• Able to manage time well.</li> </ul>	

Durrington Multi Academy Trust  
The Boulevard  
Worthing  
West Sussex  
BN13 1JX

[admin@dmat.education](mailto:admin@dmat.education)

[dmat.education](http://dmat.education)