HEAD OF COMPUTER SCIENCE

Candidate Information Pack

Contents

Welcome from the Chief Executive Officer

Thank you for your interest in the position of Head of Computer Science at Sawston Village College, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being the new Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most important resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact HR team via email at recruitment@sawstonvc.org.

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see the contact information within.

We look forward to hearing from you.

Yours sincerely

Jonathan Culpin
Chief Executive Officer

Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work – to be the very best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow and thrive in the local, national and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17th school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sports centres, under the banner of Anglian Leisure.

We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education, and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely with other trusts to provide professional qualifications in addition to our own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work
- ✓ Almost all staff who responded to the survey feel part a team within their school and can rely on colleagues for support when needed.

Our four core values and principles guide our work to achieve our vision:

Aspiration
We are ambitious for ourselves and all those in our community to be the best we can be

Community
We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together
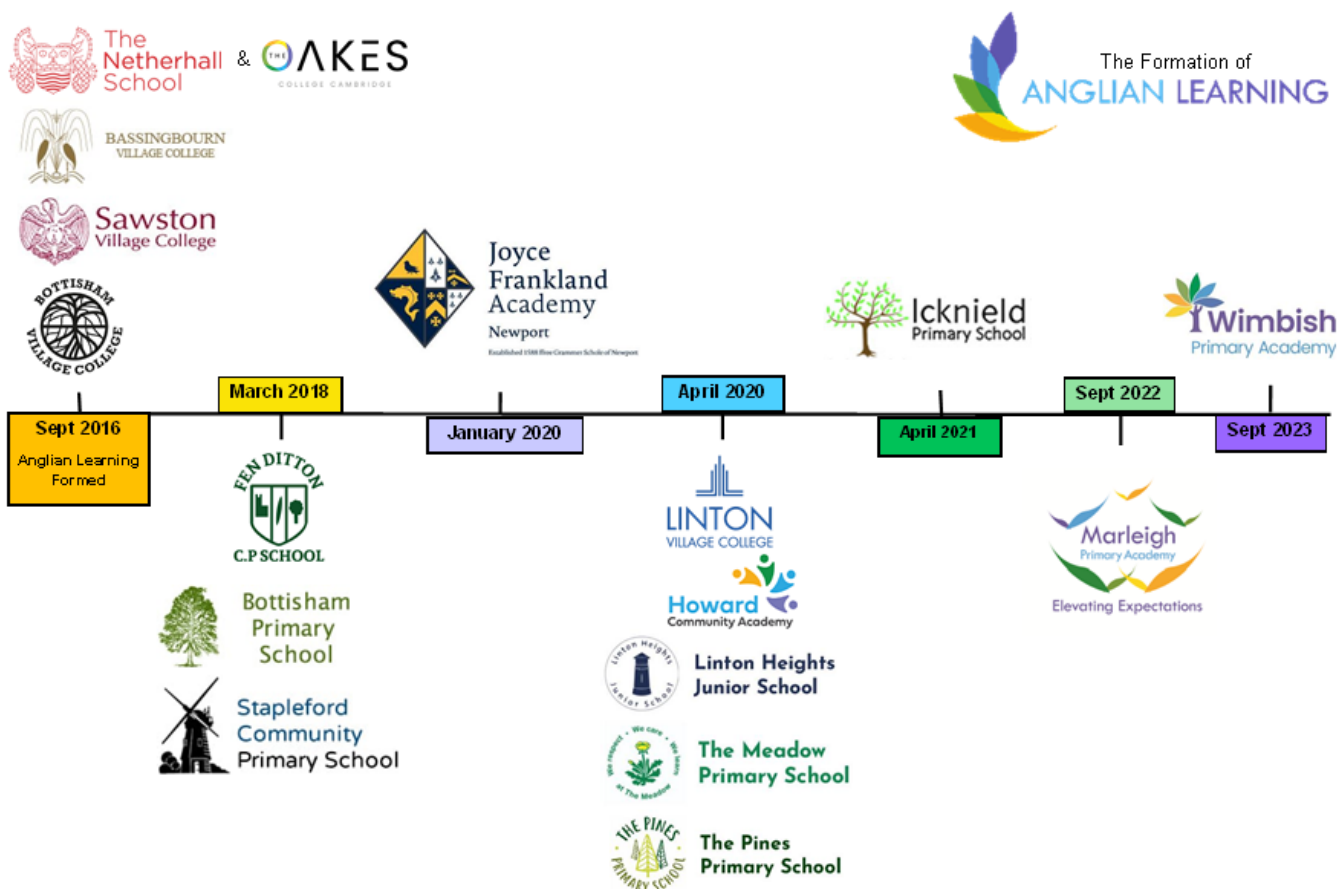
Empowerment
We enable our academies, staff and learners to embrace new ideas and think creatively

Inclusivity
We believe in equality of opportunity, celebrating everyone's differences and supporting

It is an exciting time to join our growing community of schools.

We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high-quality professional learning opportunities for staff at all levels in the Trust.

Sawston Village College

Thank you very much for your interest in a position at Sawston Village College. We sincerely hope that the information below and enclosed within this pack will encourage you to apply to our friendly and vibrant school.

We are a very welcoming and highly successful school, one in which all staff are valued, and all contribute to our strong caring ethos. The College is named the State 11-16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024). Pupils are at the centre of all that we do but we can only succeed when all professionals work together, collaboratively and supportively, to ensure a positive, safe and calm learning environment in which all pupils can thrive. We ensure our staff have the resources, development and opportunities to fulfil their roles and responsibilities. Staff wellbeing is vital to our success, and we consider workload and the working environment very carefully. We want staff to feel happy, secure and enjoy their work.

Sawston Village College is an inclusive, comprehensive 11-16 academy, set on a picturesque open campus, a few miles south of the culturally iconic and aspirational city of Cambridge. It was the first purpose-built Village College in England, and we are proud of the fact that it is still heralded as a model for community education and remains true to Henry Morris' founding principles. Many members of the local community visit each week to participate in learning, sporting or leisure activities. We are proud to be a member of Anglian Learning, a family of like-minded schools serving over 8000 pupils from ages 3-19 in this region.

Our focus is the achievement and wellbeing of our 1180 pupils within a school culture based on community, ambition, respect and endeavour. In 2024, the College achieved above national averages at all levels including 73% gaining grade 5+ in English and Maths, 47% at grade 7 or above across all subjects and a very positive P8 score. Pupils secure their preferred post-16 pathway having achieved grades significantly well above average. Academic success, of course, is only one measure and, as an Artsmark Platinum accredited school, we are equally proud of our extensive extra-curricular offer as well as our aim to help all pupils leave with confidence, enriched experiences and hope for the future. Our code of conduct demands that our pupils also understand and appreciate the need for kindness, humility, politeness and good grace.

This success is based upon the following key principles. Firstly, a firm commitment to the belief that all pupils, regardless of ability or background, are able to achieve their potential and have the best opportunities to succeed in education, employment and life. Secondly, a determination to recruit, develop and retain the very best staff, by providing varied and exciting personalised opportunities for professional development, and a caring, supportive environment with an emphasis on teamwork, collaboration and staff well-being. Thirdly, a firm conviction that teaching and learning can only flourish where pupils are well behaved and respectful. Therefore, we have very high expectations and set exacting standards enabling staff and pupils to feel safe and happy. We provide outstanding pastoral care of our young people. Each pupil is a member of a vertical tutor group and a House. Non-teaching pastoral leads work very closely with our inclusion team, safeguarding team and SLT, to ensure that all pupils are known, valued, cared for and encouraged to do and be the best they can. We pride ourselves on the professionalism of our staff and our commitment to ethical leadership; as role models for the young, how we behave as leaders is as important as what we do.

Sawston Village College, as noted by our recent Ofsted report in May 2023, is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach. Our staff surveys are highly positive and reflect the care and attention we pay to looking after staff and making the College the success it is for staff and pupils alike. During these turbulent times, we are keen to recruit people with resilience, adaptability and optimism for a better future. Above all, we are looking for staff who take pride in their work, enjoy the company of children and can harness the power of education to transform lives and inspire our future generation.

Thank you, in anticipation, for the time you will give to your application.

Mr J Russell
Principal

HEAD OF COMPUTER SCIENCE (MATERNITY COVER)

Location: Sawston Village College   **Contract Type:** Temporary

Hours: Full or Part Time (minimum of 70% FTE), Term-Time
Working Pattern: Minimum attendance each week will be Wednesday, Thursday & Friday

Basic Salary: Classroom Teacher Pay Scale M1 (£31,650) to U3 (£49,084), plus TLR2.2

Sawston Village College is a very successful school and part of Anglian Learning, a high-performing multi-academy trust responsible for 16 schools in West Suffolk, Cambridgeshire and Essex, educating over 8000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

We are committed to making Anglian Learning a place where everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or making adjustments to ensure you thrive in your role with us.

The Vacancy

Computer Science is a popular subject that enjoys a high profile at Sawston Village College, and we are seeking an enthusiastic, inspirational and visionary leader. With a passion for computational thinking, you will be comfortable coding in Python 3, have experience of HTML and CS; JavaScript and other languages would be beneficial. The department runs a range of extra-curricular activities from Image and Video Editing, First Lego League to Coding Club. This post will provide the successful applicant with a wealth of opportunities to stamp their mark on the department, and to continue the department's established academic success. We welcome applications from early career teachers as well as those with more experience.

Application process

If you have any enquiries regarding this opportunity, please contact the HR team at
recruitment@sawstonvc.org

To apply for this vacancy please complete the application process via our website at https://sawstonvc.org/vacancies/, outlining how your skills and experience will enable you to be successful in this role. Please note that CVs will not be accepted.

We also invite you to submit a separate cover letter, in letter format, addressed to the principal. Please kindly send it to our recruitment inbox at recruitment@sawstonvc.org to support your application and provide additional information that will assist the recruiting panel in making an informed decision.

If for any reason you need to apply via an alternative accessible format, please contact us by emailing recruitment@sawstonvc.org.

Closing date: Monday 21 April 2025 at midnight
Interview date: Thursday 1 May 2025
Start date: Monday 1 September 2025

Please note that applications are reviewed upon receipt, and we reserve the right to interview prior to the advertised date. Therefore, please submit your application and any supporting statement, as soon as possible. Thank you.

Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all Anglian Leisure Sports Centres – Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall
- 20% discount on Adult Education classes run by Anglian Learning schools
- Employee assistance programme via Health Assured
- Cycle to work salary sacrifice scheme
- Discounted eye care vouchers
- Annual flu jab vouchers
- Perkbox staff discounts
- Investment in personal development

Health & Safety

All employees have general health and safety responsibilities both under criminal and civil law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions (Section 7 Health and Safety at Work Act 1974).

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility. The job description will be reviewed through

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school.

The Computer Science Department

Computer Science is a popular subject that enjoys a high profile at Sawston Village College and has a track record of excellent examination results. Taught in mixed ability groups at Key Stage 3, with pupils receiving one lesson a week, pupils study a range of content including e-safety, Small Basic and Python, creating digital images and videos, understanding computer systems, data representation and HTML and CSS. At Key Stage 4, the department currently offers AQA GCSE Computer Science. Key Stage 4 classes are timetabled for five lessons each two-week cycle.

The department consists of two full-time teachers, with the incumbent subject leader teaching two groups of Computer Science at each of Years 10 and 11.

The IT facilities in the two main Computer Science suites are outstanding, with modern Windows PCs running Windows 10, wide-screen displays, and SSD technology throughout. Both classrooms have recently also benefited from new touchscreen displays replacing projector technology. Wi-Fi is available in addition to wired network connections. There are three further IT suites across the school, and all five are utilised by other departments when not used by the Computer Science department.

Beyond the academic offering, the department runs and supports a wide range of extracurricular activities. These currently are: Digital Image and Video Editing; Code Club and Lego Robotics Club, working towards the First Lego League. Pupils are welcome to use the computers at lunch for independent projects and homework.

The department has recently taken part in the First Lego League Challenge, where we are looking to expand our team. We are entering the Cyber Explorers Cup again, as well as the FXP competition.

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Head of Computer Science - Job Description

Anglian Learning is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.

This job description is set in the context of the [Teachers' Standards](#).

Core Purpose	To provide leadership and direction for the Computer Science programme. To be responsible for raising the standards of achievement for all pupils through the development of a challenging curriculum to ensure high quality teaching and learning, and to contribute significantly to whole school improvement at a strategic level.
Core Accountabilities	• Responsible for raising standards of attainment and levels of progress • Responsible for curriculum intent, implementation and impact. • Responsible for self-evaluation and strategic development • Responsible for staff deployment and development • Responsible for pupil wellbeing and their social, moral, spiritual and cultural development • Responsible for staff wellbeing • Responsible for efficient use of resources
Reporting to	Member of the Senior Leadership Team
Responsible for	Other staff delivering elements of the Computer Science programme
Liaising with	Principal, Senior Leadership Team, other subject leaders, year leads and relevant staff with cross-school responsibilities, relevant non-teaching support staff, parents, Trust colleagues
Salary/Grade	TLR 2.2
Disclosure level	Enhanced with children's barred list check

MAIN DUTIES	
Responsible for the Computer Science curriculum	Ensure the Computer Science curriculum covers the full range of appropriate and relevant knowledge, understanding and skills enabling all pupils to succeed and developing in pupils a lifelong passion for Computer Science. Ensure all members of the department understand, articulate and implement the core principles of the Computer Science curriculum. Review and develop the Computer Science curriculum to ensure effective progression, success in public examinations and to incorporate whole school initiatives including literacy and numeracy. Embed effective teaching practice including the application of Rosenshine's principles of instruction and being aware of cognitive science theories. Ensure that assessment is used to understand the effectiveness of the written and taught curriculum, to feedback into curriculum design and to support pupil progress.

Operational/ strategic planning	• To lead the Computer Science department assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work • To contribute to the curriculum area and department's development plan and its implementation • To plan and prepare courses and lessons • To contribute to the whole school's planning activities
Responsible for standards of achievement, levels of progress and competency in Computer Science	Ensure that the quality of teaching and learning is the main focus for all work in Computer Science, implementing best practice in the subject and whole school policies and initiatives so that all teaching is excellent. Strive to ensure that targets for pupil attainment are met in line with performance indicators (school and national) including those eligible for the Pupil Premium, with special educational needs and able, EAL, gifted and talented. Evaluate the standards being achieved by forensically analysing the performance of all pupils. Implement intervention strategies as appropriate to ensure all pupils make progress towards their targets. Ensure that assessment for learning procedures in Computer Science are robust, follow agreed College policy to support pupil learning and achievement and are used consistently by all staff. Take responsibility for recording and reporting pupil attainment including the preparation of data for examination and test entries in good time. Ensure that the work of the subject area is stimulating and engaging for all pupils. Liaise with the Exams Officer to ensure that all JCQ regulations are adhered to in the administration and delivery of GCSE Computer Science.
Responsible for self-evaluation, quality assurance and strategic development	Maintain and act upon accurate self-evaluation of the subject's performance through regular lesson observations, work samples, pupil voice and other mechanisms. Review, cost and implement a Department Development Plan that reflects whole school improvement priorities while remaining abreast of local and national developments in the teaching of Computer Science. Develop, maintain and promote strong partnerships with parents to support teaching and learning.
Responsible for staff deployment and development	To maintain and develop a shared ethos, vision and ambition for Computer Science and whole school improvement, establishing the subject as a beacon of best practice in the school and locally. Act as a role model for outstanding classroom practice for other teachers and maintaining personal expertise in Computer Science, sharing knowledge, understanding and skills with colleagues. Have full consideration for staff wellbeing and morale, promoting teamwork/collaboration and supporting colleagues as required. Demonstrate positivity, professionalism and the ability to motivate colleagues and pupils. To engage actively in the Performance Management process

Responsible for pupil wellbeing and their SMSC development	Maintain a safe and productive learning environment for all pupils, dealing with discipline issues in accordance with the College's behaviour policies.
	Implement department and whole school behaviour management sanctions as required and develop the relevant skills in colleagues to ensure effective behaviour for learning takes place.
	Instil a sense of pride, worth and achievement.
	Promote and lead social, moral, spiritual and cultural opportunities, including those which are extracurricular in nature.
	Promote and maintain the College's child protection and safeguarding policies and procedures at all times.
Responsible for efficient use of resources	Use the available accommodation to create a stimulating environment to support teaching and learning, planning for future development.
	Monitor the use of the Computer Science teaching areas to ensure a high standard of condition is maintained, taking action as necessary to improve provision.
	Prepare and oversee the budget for Computer Science, adhering to the principles of best value at all times and acting always with probity and integrity.
	Contribute to the development and maintenance of the College health and safety policy.
Leadership	Contribute to the strategic development of the College, helping to develop, implement and evaluate systems, policies and procedures.
	Actively promote the College, attend meetings and events as required and liaise with outside agencies to support the delivery of the school's aims.
	Maintain a presence around the College site to ensure that the highest standards of behaviour are upheld, supporting and contributing to the operational needs of the school as required.
	Evolve and develop personal leadership skills, contributing to and leading whole school initiatives as appropriate.
Other Duties	To play a full part in the life of the school community, to support its distinctive ethos and to encourage staff and pupils to follow this example.
	To take responsibility for a mentor group as appropriate, actively promoting the whole school and specific year group aims and objectives.

Other Specific Duties
• To be aware of and comply with policies and procedures related to child protection and safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person, and attend compulsory safeguarding training as a priority of your role
• To continue personal development as agreed
• To engage actively in the performance management process
• To undertake any other duty as specified by STPCD not mentioned in the above
Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
This job description is current at the date shown but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

Head of Computer Science - Person Specification

Anglian Learning is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.

Education	Essential	Desirable
Good honours degree in a relevant subject	✓	
Higher degree at Masters level or above		✓
PGCE or recognised teaching qualification	✓	
GCSE grade C+/4+ or equivalent in Maths and English	✓	
Leadership qualifications, e.g. Leading from the Middle/ Leadership Pathways/NPQML		✓

Experience	Essential	Desirable
Recent experience of teaching Computer Science to at least GCSE or equivalent level	✓	
Experience of involvement in extra-curricular Computer Science activities		✓
An excellent knowledge of Computer Science curriculum developments	✓	
Evidence of the successful use of ICT within teaching, learning and strategic leadership and management	✓	
Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders	✓	
Proven record of raising standards of achievement and sustaining improvement and eliminating underachievement		✓
Experience of working with and effectively leading and managing staff		✓

Professional Qualities	Essential	Desirable
High standards of literacy and the knowledge, understanding and skill to develop similar standards with staff and pupils	✓	
An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies	✓	
Ability to establish productive working relationships and work well in a team	✓	
Has excellent subject knowledge and is aware of best practice in Computer Science teaching, including effective use of teaching-based research	✓	
An excellent communicator, both orally and in writing	✓	
Commitment to the promotion of equal opportunities for all	✓	
Evidence of a commitment to the safeguarding of all young people	✓	
Excellent knowledge of classroom skills and Teacher Standards	✓	

Personal Qualities	Essential	Desirable
Enthusiasm, energy and personal dynamism	✓	
Approachable, friendly and patient	✓	
Good sense of humour		✓
Artistic, creative and passionate about their subject	✓	
Able to prioritise and meet deadlines	✓	
A liking and respect for young people	✓	
Appropriate professional relationship with colleagues, parents and children	✓	
High level of integrity, honesty and fairness	✓	
Demonstrates personal enthusiasm for the learning process	✓	

Teaching & Learning	Essential	Desirable
Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes	✓	
Excellent use of teaching-based research strategies in teaching and learning within the classroom	✓	
A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes	✓	

Anglian Learning

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