SIDMOUTH COLLEGE
Head of Computer Science

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Welcome to Sidmouth College

Dear Applicant

Thank you for your interest in the post of Head of Computer Science at Sidmouth College. The College currently has 900 students on roll of whom 150 are in the Sixth Form. The majority of our students are drawn from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe. The College is in a beautiful setting within the Sid Valley and the East Devon area of outstanding natural beauty.

Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages, and prepares every student for lifelong learning. At Sidmouth College learners *believe* they can *succeed*, teachers *inspire* and everyone strives to be the best that they can be.

The College buildings sit within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity. The vast majority of our 1960s buildings have now been replaced with modern, state of the art facilities, including classrooms, technology workshops and seven new Science laboratories and preparation facilities which create a fantastic modern learning environment.

We were delighted to be again judged as Good in the most recent Ofsted report in May 2022, which recognised our continuous improvement in achieving positive outcomes for all students.

The enclosed job description outlines the responsibilities of the role but put simply the successful candidate must:

- have a clear, well communicated understanding of good, successful teaching and learning

- the ability to lead strategies to achieve and consistently sustain this level of quality

- possess the skills and determination to make a significant difference to the lives of our students

- be relentless in building students' self-esteem and encouraging students to aspire in Computer Science

- the tenacity to ensure that the work of the department is monitored, evaluated and improved on and;

- the capacity and ambition to be a key leader across the College.

If you have any questions please contact the Leadership Team Assistant, Mrs Jo Liddle, on 01395 514823 or jliddle@sidmouthcollege.devon.sch.uk

Yours faithfully

Mrs S Parsons

Sidmouth College is a thriving 11-18 community college located in the Devon countryside.

At Sidmouth College the individual is right at the heart of what we do. Students achieve academic success, develop their creativity, excel on the sports field and encounter a multitude of new experiences in a safe and enjoyable environment, encouraged by a team of dedicated and highly experienced professionals. At Sidmouth College we believe that the vibrant learning community, coupled with a culture of high standards and expectations, brings out the very best in every student and establishes abundant possibilities for their future.

Our Ethos—Believe, Inspire, Succeed

- Every learner believes and succeeds in fulfilling their potential and is inspired to lead a happy, healthy and successful life within a challenging and rapidly changing world.

- All learners have access to inspirational teaching that leads to outstanding learning and achievements which continues beyond the classroom.

- All learners have access to a high quality, relevant and appropriate curriculum that fully meets their needs and supports an engaging and inspiring learning experience.

- We inspire learners to believe in the contribution they can make to their learning, the College and the wider community. Learners take responsibility and develop resilience throughout their learning journey with clear support and guidance.

- All levels of leadership are focused on providing a vision, direction and culture in which all are inspired to believe and succeed.

A caring and supportive community

Care, guidance and support are strengths of the College. Students are organised in vertical tutor groups led by a tutor who monitors academic progress, student well-being and student development. Each tutor group is in one of four Houses - Drake, Grenville, Raleigh and Scott. The tutor group meets at the beginning of each day for registration, support and guidance.

The team of tutors is led by a Head of House who maintains a close overview of the work and wellbeing of the students. In addition, the School Counsellor and the Student Development Centre/pastoral team make a valuable contribution.

A stimulating and exciting learning journey

Learning is an adventure to be enjoyed; a journey that stretches, challenges and opens minds. Our stimulating and engaging curriculum delivers exciting opportunities in the classroom and beyond. Our overarching aim is to provide our young people with the skills and qualifications they need to become happy, successful adults with a passion for lifelong learning. Our Key Stage 3 programme aims to raise the ambitions of all students; developing knowledge, skills and understanding and promoting confidence in their abilities. At Key Stage 3 we ensure students experience learning in a wide range of subjects, including the Arts, Technology, Computer Science and Modern Foreign Languages.

In Key Stage 4 students have the opportunity to study a range of personalised pathways, designed to support their individual talents and interests and maximise their achievement and success. At Key Stage 4 all students study a core curriculum of English Language and English Literature, Maths, Chemistry, Physics, Biology, PE and RE in addition to three option subjects.

At Key Stage 5 we offer a wide range of A Level qualifications and the vast majority of students choose three linear subjects, with some choosing to study four.

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Appointment Information

This is an exciting opportunity for a key leadership role in Sidmouth College starting in June 2023. If you are a well-qualified, ambitious and inspirational leader with a proven record of impact in developing Computer Science, and making a difference to the lives of students by raising standards, achievement and expectations, we would welcome your application. The successful candidate will be an exceptional teacher and have the ability to lead strategies across the Department and College which inspire and enthuse students and colleagues.

We require a highly committed and motivated practitioner who can ensure the Computer Science Department continues to grow. They will have the capacity and ambition to be a Senior leader, with the ability to think strategically and creatively and work collaboratively across the College. The successful candidate will play a major part in developing and advancing Computer Science, whilst having the exciting opportunity to contribute to whole school development through a leadership role.

Excellent curriculum knowledge is essential along with the ability to teach Computer Science at A Level.

The post would suit an experienced leader of Computer Science looking for a different experience with new challenges or a Computer Science teacher with some leadership and management experience possibly gained as Second in Department looking for excellent career development opportunities.

The Computer Science Department

The successful applicant will be working in a high performing and busy department. Much of the success of this department can be attributed to the strong grounding in Computer Science skills and knowledge that students gain at KS3. As a department we are continually developing strong links to local organisations such as the Met Office and the 2timesDo workshop group and we hope that further links can be attained in the future, enabling our students to gain a deeper insight into the world of Computer Science, outside of the school setting.

This is a well-resourced department with high quality schemes of learning in place at all Key Stages.

We are privileged to have three well equipped computer rooms, which are shared across the curriculums.

In addition we are extremely excited to have recently opened the department's very first, brand new 'Robotics Lab', which is fully equipped with Raspberry Pi computers and a selection of Robotics kits.

The Curriculum

The College operates a two week timetable comprising five 60 minute lessons across the teaching day. Students in KS3 have two 60 minute lessons per fortnight. At GCSE, students are taught five 60 minute lessons per fortnight. And at A-Level, students receive eight 60 minute lessons. At both levels the OCR GCSE specification is delivered. We track student progress regularly and provide an inclusive and exciting extra curricular program.

Uptake and outcomes at Post 14 and Post 16 reflects the quality and dedication of the department and the grounding that the curriculum provides to students in the formative years within KS3 and 4.

Application Process

The closing date for applications is **Friday 10th March 2023** at **9.00am**

Interviews will be held in the week commencing **Monday 13th March 2023**

Completed applications should be submitted through TES.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. A copy of our safeguarding policy can be found here: Safeguarding. This role falls under KCSIE regulated activities and, as such, it is an offence to apply for the role if you are barred from engaging in regulated activity relating to children. The successful candidate will be required to undertake an Enhanced Disclosure and Barring (DBS) check. Please ensure you read and understand our Privacy Notice on our website, before applying. We make appointments in accordance with our Recruitment and Selection Policy.

Sidmouth College is an equal opportunities employer.

Post: **Head of Computer Science—Permanent from June 2023 or as soon as possible thereafter**

Scale: **TPS + TLR 2a**

Responsible to: **Principal**

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document, and also by the latest 'Job Description – Class Teacher'. It may be modified by the Principal, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. Both the job description and professional standards will be used in assessing 'totality of performance' through appraisal.

Core purpose of the Head of Department

To provide professional leadership and management for the subject to secure high quality teaching, effective use of resources and improved standards of learning and attainment for all students.

Strategic direction and development of the subject

- Undertake regular self-evaluation of the department
- Evaluate subject assessments and exam results data and report on the department's progress and areas for development to the leadership group. Prepare appropriate action plans and targeted support to address these areas for development
- Develop and implement policies and practices for the subject
- Create a climate which enables other staff to develop and maintain positive attitudes towards the subject and confidence in teaching it
- Use information on students, including data to identify students who are underachieving in the subject, to set targets for the department
- Develop strategies to develop the performance of the department
- Analyse and interpret relevant national, local and school information on students, including data, plus research and inspection evidence
- Lead department by updating on local and national initiatives
- Attend and participate in school curriculum meetings
- Contribute to whole school development and improvement

Leading and managing staff

- Lead the department improvement planning process
- Appraise staff as required
- Work closely with any member of the department whose performance is shown to be of concern so that they are aided to make the improvements seen to be needed
- Lead professional development of subject staff.
- Lead the department in sharing good practice
- Audit training needs of subject staff and involve external consultants in liaison with line manager
- Monitor standards of teaching and learning and report to line manager
- Prepare and lead formal departmental meetings in line with school calendar
- Lead staff to achieve constructive working relationships with students;
- Establish clear expectations and constructive working relationships among staff
- Ensure that trainee and newly qualified teachers are appropriately trained, monitored, supported and assessed
- Work with the Director of SEND and any other staff with special educational needs expertise, to ensure that relevant targets in Educational Health Care Plans are reinforced by subject teachers;

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Teaching and learning

- Lead the department in all target setting
- Track progress of individual students in liaison with heads of house. Ensure that all students are aware of their current progress and the next steps for their continued development
- Implement raising achievement protocols within department
- Lead and manage intervention programmes to address issues of student performance
- Evaluate the quality of teaching and learning of the subject and use data to make effective comparisons
- Lead the department in developing enrichment activities
- Monitor student behaviour and liaise with Heads of House when appropriate
- Establish and implement clear policies and practices for assessing, recording and reporting student attainment
- Ensure that whole school improvement policies are addressed through monitoring of department progress
- Maintain department schemes of work
- Lead department training on teaching and learning
- Lead the department in implementing cross-curricular themes
- Monitor the quality of reporting to parents within the department

Deployment of resources

- Monitor staff and resource needs for the subject
- Advise the Assistant Principal (Curriculum) on the deployment of staff
- Ensure the effective and efficient management and organisation of learning resources;
- Use accommodation to create an effective and stimulating environment for the teaching and learning of the subject;
- Ensure that there is a safe working and learning environment in which risks are properly assessed.

Other Duties and Responsibilities:
- To report to Governors on the progress, attainment and achievement of SEND and Disadvantaged students.
- To be familiar with relevant school policies and Health and Safety Requirements.
- To attend INSET and lead INSET as required.
- To participate in the College's Appraisal system and to engage in appraisal reviews.
- To undertake other duties that may be required as directed by the Principal.

Person Specification

Requirement	Essential	Desirable
Holds a DfE recognised teaching qualification and Qualified Teacher Status and a good honours degree in Computer Science (or relatable BSc)	√	
Proven record of students' high attainment and progress in External Examinations	√	
Evidence of continuing professional development, including management development.	√	
Ability to use assessment to raise standards of achievement.	√	
Evidence of successful teaching across the 11-18 range and ability range	√	
Participation in the management of a department	√	
Demonstrates a sound understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	√	
Demonstrates an understanding of the effective planning and delivery of a balanced curriculum.	√	
Demonstrates a knowledge of current educational management and curricular issues relating to Computer Science and knowledge of school development planning, including the development of effective monitoring and evaluation strategies.	√	
Evidence of good leadership and management skills; the ability to lead and manage people to work as individuals and as a team towards a common goal, to include time management, the ability to motivate others, ability to contribute to staff development and delegation.	√	
Has a clear vision and strong commitment to inclusion and how this can be achieved for students.	√	
Has the ability and strong commitment to working in partnership with staff and parents.	√	
Can set, maintain and actively promote high standards of student behaviour.	√	
Enthusiasm, determination and an insistence on high standards	√	
The ability to envision, enthuse, inspire and motivate students, staff and parents.	√	
Good decision making skills; the ability to identify and implement solutions to problems.	√	
Good self-management skills, including the ability to plan one's time effectively	√	
Enjoys working in new and challenging situations with the capacity to work under pressure	√	
A high level of personal integrity	√	
A willingness to learn new skills and approaches, and share good practice and experiences with others	√	
Excellent attendance, punctuality and a sense of commitment	√	

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