Fairlands Middle School

Wessex Learning Trust

Job Description

The Wessex Way
We believe that ***everyone matters,*** where every individual plays a vital role in shaping the lives of young people. By ***working together,*** we support one another, share our strengths, knowledge and expertise to create environments where every child can thrive. Through our commitment to ***making a difference,*** we know that every action and decision helps build brighter futures to empower every young person to achieve their full potential.

Post:	**Head of Faculty- Science and Technology**

Job Purpose:
To provide strategic and professional leadership for the faculty, ensuring all pupils achieve their full potential through high-quality teaching, learning and assessment, an ambitious and inclusive curriculum, and the effective leadership and management of staff and resources. The postholder will lead and develop their area of responsibility to: • Secure consistently high standards of teaching, learning and assessment. • Promote excellent pupil progress, achievement, engagement and wellbeing. • Lead curriculum design, development and innovation to meet the needs of all learners. • Support, develop and inspire colleagues to achieve high professional standards and continuous improvement. • Ensure the efficient and effective management of budgets, staffing, accommodation and other resources. • Contribute to whole-school improvement and the achievement of Trust priorities through collaborative and proactive leadership. This role is pivotal in creating a culture of high expectations, inclusion and continuous improvement, ensuring the best possible educational outcomes for all pupils within the school.

Key Responsibilities	
Strategic Leadership	• Provide inspiring leadership for the faculty, creating a shared vision that aligns with school priorities and Trust values. • Lead the development, implementation and evaluation of the faculty improvement plan, ensuring clear actions and measurable impact. • Contribute actively to whole-school improvement planning and self-evaluation. • Promote a culture where everyone matters, ensuring all learners and colleagues feel valued, supported and included. • Represent the faculty within the Wessex Learning Trust and contribute to cross-school improvement initiatives.

Curriculum Leadership	• Lead the design, implementation and review of an ambitious, inclusive and knowledge-rich curriculum. • Ensure curriculum intent, implementation and impact reflect school priorities and meet the needs of all learners. • Develop and oversee high-quality schemes of learning that support progression and achievement. • Ensure curriculum delivery promotes literacy, numeracy, digital learning, careers education and wider personal development. • Maintain and review curriculum documentation and contribute to whole-school curriculum planning.
Teaching and Learning Assessment	• Secure consistently high standards of teaching, learning and assessment across the faculty. • Monitor the quality of education through lesson visits, work scrutiny, learner voice, assessment information and other agreed quality assurance processes. • Use data intelligently to identify strengths, priorities and opportunities for intervention. • Lead faculty progress reviews and ensure timely support for learners who require additional challenge or intervention. • Support colleagues in developing effective pedagogy, assessment practices and adaptive teaching approaches. • Ensure internal and external moderation processes are robust and support accurate assessment.
Leadership of People	• Lead, motivate and develop teaching and support staff within the faculty. • Create a positive and collaborative culture where colleagues work together, share expertise and continually improve practice. • Act as an effective communication link between senior leaders and the faculty team. • Undertake line management and performance management responsibilities in accordance with school policies. • Identify professional development needs and support colleagues through coaching, mentoring and professional learning opportunities. • Promote staff wellbeing and maintain high professional standards.
Learner Achievement and Inclusion	• Establish high expectations for achievement, behaviour, attendance and personal development. • Work collaboratively with pastoral leaders, SEND colleagues and other stakeholders to ensure a coordinated approach to supporting learners. • Promote equality, diversity and inclusion across all aspects of faculty provision. • Ensure the needs of disadvantaged learners and those with additional needs are effectively met.

	• Celebrate achievement and foster a culture of aspiration and success.
Partnership and Community Engagement	• Promote the value and relevance of faculty subjects through enrichment opportunities, careers education and employer engagement. • Develop productive partnerships with schools, external organisations and Trust colleagues. • Contribute to Trust-wide networks, projects and collaborative initiatives. • Maintain positive relationships with families and the wider community.
Resource Management	• Manage faculty budgets effectively and in accordance with financial procedures. • Ensure resources provide value for money and enhance learners' educational experiences. • Monitor resources and facilities to ensure they remain fit for purpose. • Support the development of appropriate digital and remote learning provision where required.
Safeguarding and Compliance	• Champion a culture of safeguarding across the faculty. • Ensure safeguarding responsibilities are understood and fulfilled by all staff. • Follow and promote all Trust policies and statutory requirements. • Maintain awareness of current educational developments, legislation and guidance. • Keep up to date with latest developments in Science and Health and Safety, and Design Technology. • Use CLEAPPS and other materials to ensure full compliance of the science, DT labs and prep rooms.
Other Duties	• Undertake any reasonable duties commensurate with the level and responsibility of the post. • Contribute positively to the wider life of the school and Trust.
Trust Contribution & General Responsibilities	• Share expertise, effective practice and resources for the benefit of all schools. • Contribute to Trust-wide initiatives, projects, networks and professional development activities. • Live and promote the Wessex Learning Trust's values in all aspects of work, contributing to the Trust's vision, culture, and continuous improvement. • Work collaboratively across the Trust, supporting colleagues and sharing best practice. • Comply with the Trust's, policies, procedures, and statutory requirements. • Maintain confidentiality and comply with UK GDPR and Data Protection legislation. • Take responsibility for health, safety, and wellbeing of oneself and others.

	• Actively participate in mandatory training, continued professional development, meetings, and performance review processes. • Undertake any other duties reasonably required, commensurate with the grade and nature of the post.

Additional information
• This job description outlines the main duties of the role and is not exhaustive. • Duties may be amended from time to time to meet the needs of the Trust. • The role may require work across different Trust sites and settings. **Safeguarding** **Wessex Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment, comply with safeguarding and child protection policies and statutory responsibilities, complete required training, and report concerns in line with Trust procedures and statutory requirements.** This post is subject to all relevant ongoing employment checks in line with The Wessex Learning Trust Recruitment Policy and Keeping Children Safe in Education guidance.

Post Holders Name:			
Line Manager's Signature:		**Date:**	
Post Holder's Signature:		**Date:**	

Person Specification

Category	Essential	Desirable
Experience & Knowledge	• Successful teaching experience with evidence of securing strong pupil progress and outcomes. • Experience of leading curriculum development, implementation and evaluation. • Experience of monitoring, evaluating and improving the quality of teaching, learning and assessment. • Experience of leading, motivating and developing staff to improve performance and professional practice. • Experience of using attainment, progress and other school performance data to drive improvement. • Strong knowledge of curriculum requirements, assessment practices and effective pedagogy. • Understanding of inclusion, SEND and strategies to meet the needs of all pupils. • Sound knowledge of safeguarding responsibilities and statutory guidance. • Understanding of school improvement planning and self-evaluation processes. • Knowledge of current educational developments and evidence-informed practice. • Experience of managing resources effectively to achieve educational priorities.	• Experience of leading a faculty, department, key stage or whole-school improvement initiative. • Experience of working collaboratively across schools, academies or within a multi-academy trust. • Experience of line management and performance management responsibilities. • Knowledge of budget planning and financial management within an educational setting.

Education, Training & **Qualifications**	• Qualified Teacher Status (QTS). • Degree or equivalent qualification relevant to the subject area or phase. • Evidence of ongoing professional development relevant to leadership and education.	• National Professional Qualification (NPQ) or equivalent leadership qualification. • Relevant postgraduate qualification. • Accredited leadership, coaching or mentoring training.
Personal Attributes & Professional Values	• Ability to inspire, motivate and engage pupils and colleagues. • Strong leadership skills with the ability to influence, coach and develop others. • Excellent communication, interpersonal and relationship-building skills. • Ability to work collaboratively and contribute positively to a team culture. • Strong organisational, planning and time-management skills. • Ability to evaluate impact, identify priorities and drive continuous improvement. • Commitment to high standards, achievement and positive outcomes for all pupils. • Inclusive approach with a commitment to equality, diversity and belonging. • Resilient, adaptable and solutions-focused in responding to challenges. • Reflective practitioner with a commitment to continuous professional development. • High levels of professionalism, integrity and confidentiality. • Commitment to safeguarding and promoting the welfare of children and young people.	• Ability to lead and manage change effectively. • Experience of representing the school through partnerships with parents, external agencies or wider stakeholders. • Commitment to contributing to wider school and Trust development activities**.**