BIRKENHEAD
HIGH SCHOOL ACADEMY

GDST
GIRLS' DAY SCHOOL TRUST



Application Pack

Head of Physics

Permanent

Birkenhead High School Academy
Principal: Mrs Rebecca Mahony
86 Devonshire Place, Prenton, Merseyside CH43 1TY
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Ofsted Outstanding School 2015|2016

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Welcome to Birkenhead High School Academy

Dear Applicant

Thank you for your interest in the role of head of physics at Birkenhead High School Academy.

Birkenhead High School Academy is unique on Wirral as a 3-19 girls state academy. We are a thriving, all through learning community, embracing core traditional values with a firm eye on the ever-changing future. Our overall school direction can be encapsulated in three words: challenge, opportunity and partnership. Girls are encouraged to be challenged, take risks and to develop a life-long love of learning. They are given every opportunity to develop in to fearless, confident and responsible young women. We foster a family community within the school and also, we are very much part of the GDST wider family, sharing their aims as pioneers and shapers of girls' education. BHSA students are strong members of this movement, with our girls benefitting from and contributing to the GDST's extensive network.

We firmly promote the all through approach to education, with the Junior School's "Grow, Flourish, Think" model seamlessly blending in with the Sixth Form "Aspirational, Inspired, Independent" message.

We have the highest standards in achievement, attendance, appearance and conduct. Our girls have access to outstanding levels of support both on the academic and pastoral front, coupled with plenty of stretch and challenge. Our high aspirations culture and ethos permeates both in and outside of the classroom and girls are encouraged to take advantage of our extensive enrichment programme and the plethora of GDST activities throughout their time at the school.

Yours faithfully

RMahony

Rebecca Mahony
Principal

Ofsted says:
"High expectations and aspirations are promoted by teachers. Girls respond with enthusiasm and consistently make good and better progress. At the heart of this outstanding provision are the uniformly high-level skills and commitment of teachers and teaching assistants. Teachers have a very sharp focus on progress."

Ofsted says:
"This academy is a wonderful and highly effective learning community. Girls from three years of age to 19 grasp opportunities to embrace learning. They espouse respect and responsibility, cooperation, self-confidence and hard work. Leaders, staff and governors should be proud of the transformation they have wrought in this academy over the last three years."

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Head of Physics

Start date: September 2023
Salary: Salary is based on the Academy Trust Pay Scale depending on experience (plus A Management Allowance)
Hours: Full time
Contract: Permanent

This is an opportunity for an excellent head of physics to join a beacon of excellence in girls' education.

The successful candidate will be an enthusiastic and highly motivated individual eager to make a positive contribution to the aspirational vision for this thriving academy.

They will be a dynamic and innovative practitioner who is passionate about their subject and the impact it can have on a young person's development and all-round education.

They will also be someone who values working as part of a team ensuring the highest possible standards of achievement and attainment.

BHSA is an all through 3-19 years girls' academy sponsored by the Girls' Day School Trust, and is, and will continue to be, a highly successful centre of education where every student matters, where expectations of all members of our community are high and where personal achievement and fulfilment are valued and sought after.

BHSA promises the highest level of academic provision alongside an extensive programme of enrichment activities, and all within a friendly and supportive family environment.

BHSA places a high value on CPD and supports all staff in accessing top quality training.

For full details and an application pack please visit: www.birkenheadhigh.gdst.net
Completed applications can be emailed directly to: j.campion@birkhs.gdst.net
Should you require any further information please contact the School Office on: 0151 652 5777.

Closing date for applications: Monday 17th April (9.00am)
Interviews will be held: Friday 21st April

References for shortlisted candidates will be requested prior to interview.

If you have not heard from us by **20th April** you should assume you have not been shortlisted for interview on this occasion.

We are committed to the safeguarding of children and child protection; DBS screening and online searches apply to this post.

Professional Duties of Head of Department

(A Management Allowance)

Teaching and Learning

- **Lead, manage and develop your subject or curriculum area.**
  - Have a clear vision for the department and build values which support the academy mission and ethos.
  - Use self-evaluation and improvement planning to raise achievement.
  - Develop the curriculum to raise achievement, responding to academy and national initiatives.
  - Ensure creative, fun learning and make regular links to the world of work.
  - Establish and maintain department website and portal contribution.

- **Lead, develop and enhance the teaching practice of colleagues**.
  - Lead, co-ordinate, support and monitor individual subject teachers and the department as a whole.
  - Lead the professional development of the department, including non-specialists.
  - Ensure all elements of teaching and learning within the Professional Duties of all teachers are being achieved through staff accountability and through the setting of high expectations of staff via Performance Management procedures.

- **Have impact on the educational progress of all students in the department**.
  - Take steps to raise achievement for all students in the department.
  - Set high expectations around achievement and attainment for all students.

Professional Characteristics, Skills and Judgement

- Manage change, for example of exam specifications, staffing or technology.
- Make an active contribution to the selection and appointment of staff.
- Deploy resources efficiently showing best value for money.
- Liaise with timetabling team to optimise the deployment of staff.
- Provide a termly report to Governors.
- Offer professional support to the Head of Faculty and make a key contribution to the Faculty as a whole.

Student Well-Being and Progress

- Make an active contribution to ensuring all elements of student well-being and progress, within the Professional Duties of all teachers, are being achieved.
- Monitor and analyse student progress, making interventions to remove barriers to learning.
- Ensure appropriate communication to parents/carers on the progress of students.
- Ensure the departmental complies with all relevant Health and Safety regulations.

Person Specification – Head of Physics

Qualifications

Appropriate professional qualifications	Essential
Honours Degree	Desirable
Continuous and relevant professional development	Desirable

Experience

Successful experience of managing student guidance, behaviour and discipline	Essential
Successful experience of teaching physics in a secondary school	Essential
Involvement in the development of schemes of work	Desirable
Proven record of securing good public examination results	Desirable

Knowledge and Skills

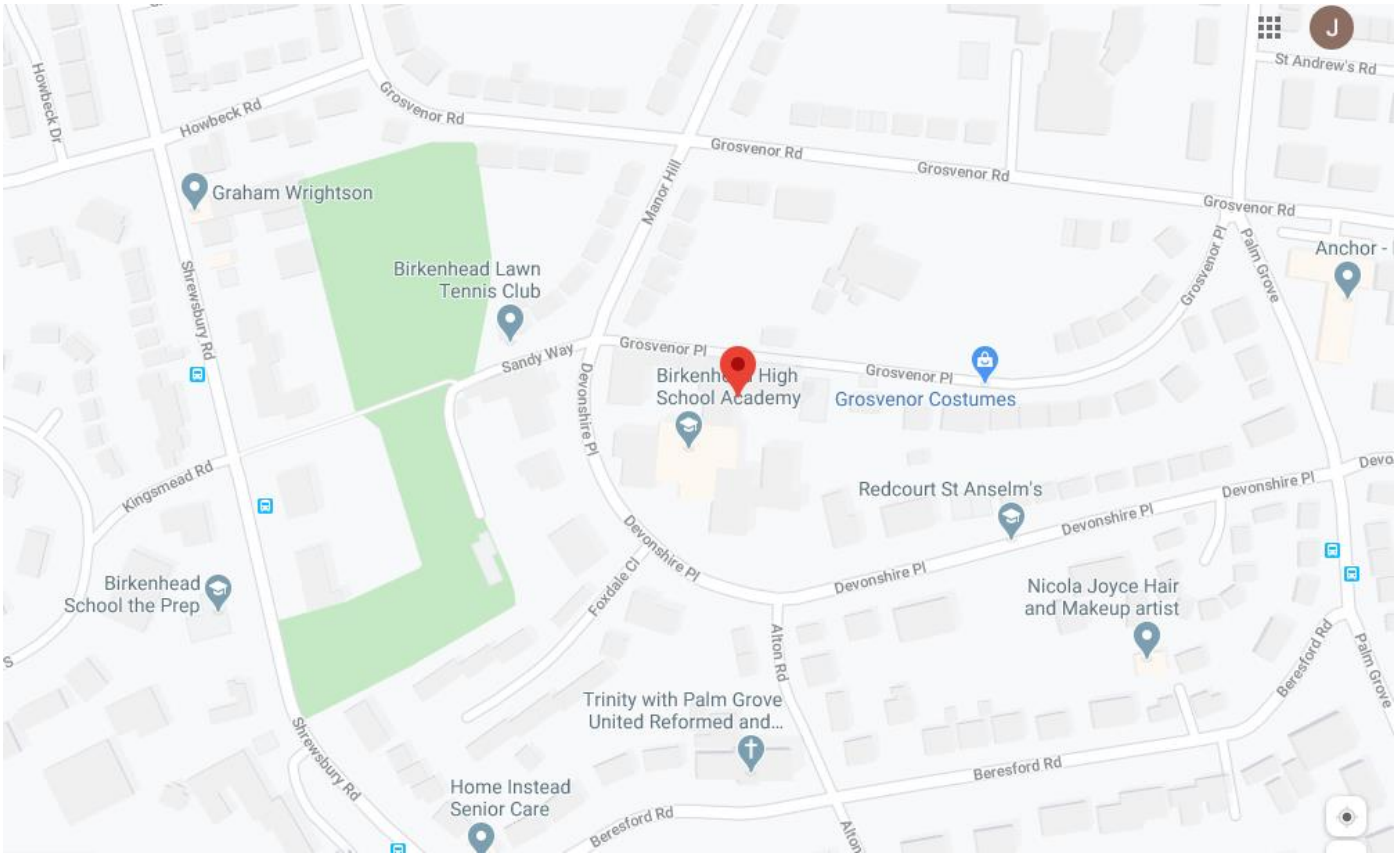
An understanding of the processes involved in improving the effectiveness of teaching and learning	Essential
Sound organisational skills and good communication and interpersonal skills	Essential
An ability to make productive relationships with staff and students and to command their confidence	Essential
An ability to teach physics across the senior school up to and including A level	Essential
Knowledge of effective teaching and learning strategies across the age and ability range	Desirable
Knowledge and/or experience of the application of a VLE as an aid to teaching and learning	Desirable
An ability to analyse student data	Desirable

Other Requirements

A commitment to Equality of Opportunity	Essential
A commitment to IT as a major contributor to learning	Essential
A willingness to contribute to the wider life of school	Essential
A positive outlook and sense of humour	Essential
A willingness to be responsible for organising A-level residentials, GCSE field study days and KS3 trips	Desirable

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HOW TO FIND US



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