



Exmouth
Community
College
Academy Trust

Job Pack

Head of Physics

Permanent

MPS/UPR + TLR 2C (£7,845 per annum)

Closing Date: Friday 15 March 2024 at 10.00am

Interview Date: Friday 22 March 2024

Exmouth Community College, Gipsy Lane, Exmouth, Devon. EX8 3AF

www.exmouthcollege.devon.sch.uk

Headteacher: Tom W. Inman BSc, PGCE, NPQH, MTeach

Letter from the Headteacher

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and passionate colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having only recently arrived at ECC myself (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.



You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of looking to join a Multi-Academy Trust. Having spent a great deal of time reviewing our position, we believe that joining a Multi Academy Trust will continue to improve the experience that we provide for our students and the professional opportunities that this will bring our staff.

We have a broad view of education. We actively focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of what we are all about. Whilst we are in the process of finalising our new 'School Vision, it will, I hope, give you a sense of why we are so proud of our students and community.

I recognise that much time and thought goes into preparing an application, which I thank you for in advance. In turn, we will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

With warm wishes

A handwritten signature in blue ink, appearing to read 'Tom Inman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Tom Inman
Headteacher

Introduction to the Science Department

Staffing

The Science Department is a well-qualified, cohesive and supportive group of 21 Teachers and 5 Technicians, who have raised expectations and the quality of science teaching in Exmouth Community College over recent years. Considerable effort has been put into providing a high-quality science education, complying with the National Curriculum, for all our students.

Accommodation and Resources

There are 15 laboratories, split between the two sites, all of which are all well-equipped and spacious, providing a positive learning environment. Each lab is serviced by an experienced technician and staff feel well supported. Many of the laboratories are new or have been refurbished recently. All the teachers within the department are subject specialists, and work as a collaborative team to develop the department further, several of them work for Exam boards. Their breadth of experience is also invaluable in supporting colleagues new to the department.

Curriculum

In Key Stage 3 students are taught in very broad ability bands. The Key Stage 3 course is a combination of the departments planning together with other published and shared curriculums. During Years 7 and 8 students cover a range of topics in all three sciences each term. GCSE preparation begins in Year 9 and continues through Years 10 and 11. Students study AQA science and we are aiming for 25% of the cohort to study separate sciences. The classroom curriculum is enhanced and reinforced for students through the use of Educake for homework. The Department plays a large and successful part in Post-16 education, with popular courses at GCE A level in Biology, Chemistry and Physics. Students go on to use their Science A levels to access a wide range of science-based options including degree level apprenticeships and medical courses at Russell group universities.

Results

Recent results in GCSE have been very encouraging for Separate Science GCSE and A level. Results in the Trilogy course are improving and many of the curriculum initiatives the department are currently involved in are focussed on this area. The department runs a programme of interventions to support students in achieving their very best.

Extra Curricular

Outside of normal lessons, a number of sessions operate including booster classes, science club, lunchtime revision snapshots, and many science staff are involved in other extracurricular clubs.

General

There is a real buzz about the department and about what we can contribute to the College and if you feel that you have the subject knowledge, energy, ideas and professionalism to work within our department then we would welcome your application.

Job Description

Title:	Head of Physics
Contract Type:	Permanent
Start Date:	1 September 2024 or sooner if available
Salary:	MPS/UPR + TLR 2C (£7,845 per annum)
FTE:	0.8000 – 1.0000 FTE (see below)
Reporting to:	Director of Science
Responsibility for:	Approximately three members of staff

Introduction to the Post

Exmouth Community College is seeking an outstanding, inspirational and dynamic qualified teacher to take on the Head of Physics role. This offers a unique opportunity for an ambitious, creative and enthusiastic individual to develop the Physics curriculum and assist with the leadership and management of the Science Department.

We have flexibility to offer between 0.8 – 1.0 FTE. Please state your preferred FTE range within the Supporting Statement section of your application. A job share arrangement may be considered for any suitable candidates.

Head of Physics Role

As defined in the School Teachers Conditions of Service Document and College policy documents, the post holder will undertake a sustained additional responsibility and lead a team of Science staff and will be supported by the Director of Science.

Purpose of the Post

- Provide professional leadership and management of a number of people in the Science Department, in order to secure high student achievement in the context of the College's overall aims and priorities.
- Lead, manage and develop the Physics curriculum at Key Stage 4 and Key Stage 5 in order to have a positive impact on students' educational progress.
- Exercise professional skills and judgements in order to develop and enhance the teaching practice of other staff.
- Promote high standards in Physics teaching in the College, in order to ensure all students achieve their potential.
- Ensure there is consistency within the Physics team in the implementation of College policies and procedure, in order to ensure that the expectations of students are consistently high.

Key Responsibilities

- Overall responsibility for the teaching and learning of Physics at Key Stage 4 and Key Stage 5.
- Responsibility for the organisation of schemes of work and associated assessment material for the Physics curriculum.
- Monitor standards of teaching and student achievement across all Physics lessons through regular data analysis, in line with the College evaluation policy, and report to the Head of Department.

- Support and develop Physics colleagues by providing regular feedback in a way which recognises good practice and supports progress against appraisal targets.
- Act as a positive role model for the Science Department so that staff have a clear understanding of good professional conduct.
- Attend Key Stage 5 meetings.
- Be part of the Performance Management/Appraisal Team.
- Deputise for the Head of Department as necessary.
- Promote equal opportunities so that all learners achieve their potential.
- Ensure high standards of Health and Safety within the Department.
- Any other duties commensurate to the post.

Classroom Teacher Role

The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the Science Department.
- Contribute to the effective working of the Science Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Head of Subject or Director of Science needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching of Science.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.
- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications			
Qualified to degree level in Physics or related subject specialism	✓		Application, Certificates.
Qualified teacher status	✓		
Ability to teach GCSE and A Level	✓		
Teaching Experience			
Successful experience of teaching all Science disciplines at Key Stages 3 & 4 and Physics at Key Stage 5, in a previous school	✓		Application, Interview, Assessment/ Observation, Reference.
Proven track record of raising attainment in a positive classroom environment	✓		
Ability to provide professional leadership and management	✓		
Experience of providing professional leadership and management		✓	
Teaching Standards			
Set high expectations which inspire, motivate and challenge students	✓		Application, Interview, Assessment/ Observation, Reference.
Promote good progress and outcomes by students	✓		
Demonstrate good subject and curriculum knowledge	✓		
Plan and teach well structured lessons	✓		
Adapt teaching to respond to the strengths and needs of all students	✓		
Make accurate and productive use of assessment	✓		
Manage behaviour effectively to ensure a good and safe environment	✓		
Fulfil wider professional responsibilities	✓		
Personal Qualities			
Passion for Physics	✓		Application, Interview, Assessment/ Observation, Reference.
Enthusiastic and inspiring	✓		
Capacity to adopt a variety of leadership and management styles	✓		
Ability to command respect	✓		
Capacity to analyse student progress data and identify areas for development	✓		
Awareness and understanding of data protection and confidentiality	✓		
Facility to work with groups of students to raise expectations and achievement	✓		
Creative and dynamic approach to problem solving and turning ideas and opportunities into successful practice	✓		
Ability to work actively, productively and flexibly as part of a team	✓		
Adaptable, flexible and creative	✓		
Excellent written and oral communication skills	✓		
Confident user of ICT	✓		
Ability to take responsibility and show initiative	✓		

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/db filtering guide)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Self Declaration form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

To Apply

Please complete the Teaching application form available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

Email to: recruitment@exmouthcollege.devon.sch.uk

Or post to: Human Resources, Exmouth Community College, Gipsy Lane, Exmouth, Devon, EX8 3AF

Questions?

For further information about this post please contact Amanda Day:

Email: amanda.day@exmouthcollege.devon.sch.uk

Phone: 01395 255687