



GREENSHAW
LEARNING TRUST



**Head of Science
Recruitment Pack**

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Dear Candidate,

October 2024

Thank you for your interest in the post of Head of Science at Blaise High School.

Blaise High School is a disruption free environment which ensures that teachers can teach and students can learn every second of every lesson, of every day. Teachers at Blaise High School are the experts in the room. Our school is set up to ensure that teachers can teach in an environment in which they are truly able to make a difference. We prioritise knowledge, delivering a knowledge rich curriculum that is carefully selected based on knowledge that students will study at University.

We work closely with The Greenshaw Learning Trust in the design and development of our curriculum. We teach in a traditional fashion; hard work and effort are emphasised and we have extremely high expectations of our children every minute of every day. Our lessons, and units of work, are structured in line with cognitive science, and we lean heavily on Rosenshine's principles, and the Teach Like a Champion series. We are genuinely inclusive, and we expect that all children will access every aspect of our school day. Our school is a fantastic place to work for those who are committed to the eradication of the disadvantage cycle. We provide timetabled intellectual prep sessions for department areas to work together, and to truly grapple with the disciplinary big ideas in their subject areas.

We are committed to our values of Aspiration, Integrity and Pride. This means we expect the very best outcomes for all our students and we expect that all of our students will work exceptionally hard every day. We show our pride in our incredibly high standards. These include uniform, the quality and quantity of work that we expect of our students, and our focus on manners in our interactions with children. We are a school rich in diversity and we celebrate this daily. All of us believe that all of us can be successful no matter our background or starting point. We work together as a teaching team to ensure we are consistently able to improve our practice. All teachers have access to a weekly professional development session, alongside a programme of personalised development via our 1:1 coaching sessions. Everything that we do is focussed on improving outcomes, character and life chances for our children. We firmly believe that our children deserve the same quality of education as those children who attend the country's most expensive fee-paying schools.

We are looking for colleagues who share our commitment to the breaking down of the disadvantage cycle. At Blaise High School we work with a shared moral purpose; that is to close the attainment gap for disadvantaged children and take the school into the top 1% of all schools in the country for progress made. We recognise that this comes with challenges, however we relish these challenges, work together to overcome them and through our fun and togetherness programme, enjoy working whilst we do this.

We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

If you would like an opportunity to visit our school, please contact Ms Bristow, PA to the Headteacher on 0117 9030117 or via email bristowj@blaisehighschool.co.uk to arrange a suitable time. Please don't hesitate to contact us with any questions at all regarding the role.

Yours sincerely,



Nat Nabarro
Headteacher

Blaise High School - About Us

We are very clear on our core values and beliefs in the primary areas of our school and we are then deliberate in how we enact these in our school.

Curriculum

We teach a knowledge rich curriculum, not a knowledge heavy curriculum. Our resources are centrally planned, allowing our teachers to **intellectually prepare**, not spend time making PowerPoints. We focus on the teaching of **powerful knowledge**, enabling students to move out of their lived experiences, and access the best universities or careers of their choosing. Our curriculum sequencing is underpinned by our knowledge organisers. These form the backbone of our curriculum and homework.

Behaviour

The SLT own behaviour at this school. Teachers use a set of micro scripts to implement a centrally administered policy. SLT and non - teaching staff run the referral room, detentions and all parent contact regarding behaviour. Teachers at Blaise High School are able to teach in a **disruption free environment**. Every classroom is consistent and staff have the complete support of SLT when challenging behaviour. We emphasise personal responsibility on behalf of children when we discuss their behaviour.

Character Development

We believe outcomes are the most important function of a school, however we are also committed to the development of children's characters. We do this through explicit teaching of our values; 'Aspiration, Integrity and Pride' We have a series of mantras which we use to give children practical steps in being successful, for example 'Work Hard. Be Kind' Our character programme equips every child with the necessary character to achieve excellent outcomes and to succeed at one of the country's very best Universities or careers of their choosing.

Teaching

We teach in a traditional style. At Blaise High School teachers are the experts in the room. Our lessons utilise an **I, We, You** structure and there are visualisers in every classroom to enable effective guided practice. All of our staff take part in weekly, 15-minute CPD that is generally based on techniques from Teach Like A Champion. This is supplemented by fortnightly department PD sessions, and fortnightly departmental intellectual preparation opportunities. We keep the main thing, the main thing and focus on enabling teachers to teach great lessons. This structure allows subject expertise to flourish within the school 'house style' .

Greenshaw Learning Trust – ‘Always Learning’

GLT is the highest performing multi academy trust in the country compared to other trusts of the same size. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

At GLT it is really important to us that our classrooms are disruption free and the schools are calm and orderly. Our shared behaviour policy assists to make this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 3,000 people and educates nearly 19,000 students. Further information about our schools can be found [here](#).

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Free eye tests
- Childcare Voucher scheme
- Car benefit scheme
- My Health discounts

Terms and Conditions

Line Managed by:	Assistant Headteacher
Line Management:	All teachers in the Science Department
Contract:	Permanent
Salary:	Salary calculated in line with MPS pay scale, points 1-6 or UPS point 1 – 3 plus TLR 1 (£13,900) (starting salary and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the postholder)
Hours of Work:	Monday to Friday – 32.5 hours per week
Place of Work:	Station Road, Henbury, Bristol, BS10 7QH
Superannuation:	Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers’ Pension Scheme or a Personal Pension Scheme. https://www.teacherspensions.co.uk/
Holiday Entitlement:	Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure
Probation Period:	New employees are required to complete a six-month probationary period
Disclosure & Barring Service Check:	This appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance

Job Description

The duties and responsibilities in this job description are not restrictive and the post holder may be required to undertake any other duties that may be required from time to time at the discretion of the Headteacher.

Key Responsibilities and Duties

- To plan, implement and deliver an appropriately broad, balanced, relevant and rigorous curriculum for students and to support a designated curriculum area (Science) as appropriate
- To lead teachers within the department, ensuring the highest quality, academically rigorous and challenging lessons are delivered.
- To arrange inter house competitions relating to Science across the school.
- To provide Science enrichment opportunities for students
- To monitor and support the overall progress and development of students as a Teacher and a leader
- To deliver our reading programme during Tutor Time Reading in the mornings
- To deliver high quality, academically rigorous lessons, in line with the principles of cognitive science.
- To contribute to raising standards of student attainment across the school
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
- Support colleagues in teaching and interventions.
- To lead the intellectual preparation of shared resources.
- To lead on the development of the Science curriculum for all Key Stages
- To lead on the assessment and raising standards agenda within Science
- To lead on the development of staff within the Science department
- Develop effective and comprehensive means of raising attainment in your subject area
- Ensure departmental planning mechanisms are well organised, impactful and well communicated.
- Ensure the quality of teaching in classrooms is excellent.
- To lead departmental professional development in line with the school's systems
- Regularly review student output in lessons.
- Engage with whole school deadlines, setting systems up to ensure that they are met.

Teaching, Learning and Student Progress

- To undertake a designated programme of planning and teaching across all key stages and to teach consistently high-quality lessons.
- To plan high quality resources, working closely with the Greenshaw Learning Trust to do so.
- Where central resources are available, to intellectually prepare for their delivery, and support other teachers in the department in doing so.
- Engage in whole school PD and lead departmental PD.
- Engage fully in the DDI process and action feedback.
- To be a role model for students, inspiring them to be actively interested in your subject
- To maintain up to date expert subject knowledge.
- To ensure the effective/efficient deployment of classroom support
- To manage behaviour in line with the school's behaviour policy.
- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy
- Use QLA data effectively to ensure that students make progress following assessments.

- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement
- To mark, grade and give written/verbal and diagnostic feedback as required
- To undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology
- To engage with the school's rank order assessment process.
- To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support system
- To prioritise and manage time effectively, ensuring continued professional development in line with the role
- To follow the school policies and procedures.

Leadership

- To lead the implementation of the Science curriculum within school policies
- To manage allocated resources effectively and efficiently
- To mentor and provide support for colleagues
- To complete reports where required
- To contribute to the school's self - evaluation process
- Provide feedback with kindness in every direction
- To take responsibility for, and develop, the quality of teaching within the department.
- To lead departmental CPD
- To lead on the Raising Standards agenda within the department, including holiday school days, period 7, exam warm ups, champion's hours and interventions.
- To lead on, and encourage, the professional development of everyone in the department.

Staff Development

- To continue personal development in the relevant areas, including subject knowledge and teaching methods
- To engage in our developmental drop in programme and to attend weekly briefings and professional development sessions.
- To engage actively in the Performance Development and Management process
- To participate in whole school professional learning programmes
- To take part in the staff development programme by participating in arrangements for further training and professional development.

Safeguarding

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including online checks and an enhanced DBS disclosure.

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> • Qualified Teacher Status • Relevant Degree • Evidence of / commitment to continuing professional development • An outstanding classroom practitioner • Ability to identify strengths and weaknesses in students and act appropriately • Ability to teach KS4 	<ul style="list-style-type: none"> • Post Graduate Qualification relevant to the role • Evidence of wider professional development • Recent experience of leading a team
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> • High levels of professional integrity. • An understanding of the principles of cognitive science • Excellent interpersonal and teamwork skills • Excellent communicator – sensitive, compassionate and effective. • Able to establish good working relationships with a wide range of people, both students and colleagues. • Knowledge of strategies to improve outcomes for students and experience of doing so. • Outstanding organisational skills to ensure efficient and effective implementation of the role. • Knowledge of strategies to recognise and reward efforts and achievements and the ability to encourage students to become self-reliant and independent learners • A willingness to become involved in all aspects of school life • A desire to consistently improve in their practice. • Understanding of Exam Board specifications 	<ul style="list-style-type: none"> • Management and experience of curriculum planning. • Experience of implementing systems and processes to aid teaching, learning and student development.

The Recruitment Process

1. Application

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website [here](#). The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than midday on Thursday, 17th October 2024. Applications received after this date will not be considered.

2. Shortlisting

Shortlisting will be finalised on Friday 18th October 2024. Shortlisted applicants will be invited by telephone and email to attend an interview. Please make sure you have indicated clearly day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting.

3. Interview Process

Interviews will be held on Tuesday 22nd October 2024. Applicants will also be asked to teach a lesson, the panel will then decide whether or not to take the candidate forward for an interview.

4. Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback following the interviews.

5. Taking up post

The successful applicant will take up the post in January 2024.

6. Additional information

For further information or if you would like an opportunity to visit our school, please contact Ms Bristow, PA to the Headteacher on 0117 9030117 or via email bristowj@blaisehighschool.co.uk to arrange a suitable time.

7. Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.