



## THE STOURPORT HIGH SCHOOL & SIXTH FORM COLLEGE



# Head of Science

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## INFORMATION FOR APPLICANTS

### APPLICATION CLOSING DETAILS

Closing Date: Monday 14th May 2025  
Closing Time: 9am

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# HEADTEACHER'S WELCOME



Welcome to The Stourport High School and Sixth Form College (SHS)! We're delighted you're interested in learning more about our school.

At SHS, we're more than a school; we're a community, a family where everyone belongs. We're dedicated to nurturing academic excellence alongside the character and well-being of each student. Our vision is to be a vibrant hub, fostering strong community bonds and providing opportunities for growth and shared experiences.

We are committed to inclusive excellence, celebrating diversity and providing a personalised and collaborative approach to education. We ensure each student is challenged and supported to reach their full potential. Our core values of kindness, determination, and respect underpin all that we do.

This is an exciting time for SHS as we grow in brilliance and solidify our vision by building strong foundations. As Headteacher, I am driven by a passion to ensure everyone feels empowered to be their best - students and staff alike. This allows them to thrive and have the greatest possible impact on future endeavours. We embrace change, navigate the evolving world of education, and work to secure the future of all our children, supporting them in overcoming any barriers they may face.

I encourage you to explore all that our school has to offer and engage with the challenges it presents, so that you can take pride in being part of our family and our important profession, and experience the joy of belonging.

Dr Lizzy Ford | Headteacher

"Every child celebrates their own success & the success of others"

## Our Values & Ethos



**A School at the Heart of its Community:** We're more than just classrooms and textbooks. We aim to be a vibrant hub, fostering strong bonds within our community and offering opportunities for growth and shared experiences.

**Nurturing Character and Well-being:** We believe in developing well-rounded individuals. We actively teach our core values, creating a supportive environment where every student feels valued and empowered.

**Inclusive Excellence for All:** We celebrate diversity and are committed to providing an education where everyone can thrive. Our approach is personalised and collaborative, ensuring each student is challenged and supported to reach their full potential.

**KINDNESS . DETERMINATION . RESPECT**



# CEO's Welcome

Dear Applicant

Thank you for your interest in joining a Severn Academies school.

The Stourport High School was a founding school in Severn Academies Educational Trust which now consists of a family of eight schools from across Wyre Forest. We are an outward facing trust, with strong local relationships and a commitment to growing the next generation of brilliant school leaders.

This is an exciting opportunity to join a Trust that is committed to harnessing talent and developing its people with a range of opportunities for further professional development.

The successful candidate will have a shared commitment to our values, working collaboratively to ensure their work underpins our priorities for school improvement and to forming positive working relationships with our community.

Enclosed are further details about the role and application process. We look forward to learning more about how you can contribute to 'growing brilliance' for our children and communities.

Matthew Carpenter | Acting Chief Executive



## About Our Trust

Our trust is a learning organisation with a culture of reflection and review that supports a shared learning from our experiences. This shapes our strategic direction; taking every opportunity to find the best ways to support and educate our children and young people.

In setting out to show what strong collaboration and shared practice can achieve for children and their families, we believe that working together we can achieve more than we could alone.

In collaboration we also appreciate the importance of our collective desire to uphold and promote our values.

Our strategic objectives guide everything we do, to ensure we provide the nurturing conditions for children to grow and develop into outstanding young people, who lead brilliant lives.



# JOB DESCRIPTION

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## Introduction

Job Title: Head of Science  
Reporting to: Senior Leadership  
Start Date: Available from 1st September  
Salary: Teachers' Main Scale/Upper Pay Scale + TLR 1c  
Contract Type: Permanent post

We are looking to appoint a dynamic Science specialist to lead the strategic direction and development of the science curriculum ensuring that it is innovative, inspiring and connected to our community and engages our students. The successful candidate will share our values, be passionate about their subject and inspire all students to share their enthusiasm for Science.

As the Head of Science, you hold a pivotal role in shaping the scientific literacy and passion for discovery within the school community. Your leadership will be instrumental in cultivating a dynamic and engaging learning environment where both staff and students can thrive. By providing strategic direction, fostering excellence in teaching and learning, and effectively managing resources, you will empower the science department to deliver a high-quality, inspiring curriculum that prepares students for future success in a scientifically rich world

## Key Responsibilities

- To embody the values, vision and ethos of The Stourport High School & VI Form College and Severn Academies Educational Trust.
  - Assist the Headteacher in delivering policy that will ensure high quality and successful outcomes for The Stourport High School & VI Form College.
  - Contributing to the continued delivery and development of the Trusts aims as outlined in our 'Pledge'.
  - Modelling and promoting the Trust's wellbeing principles.
  - Take responsibility for your ongoing personal development and growth of expertise.
  - To contribute to the learning culture within the subject area and the school by identifying and sharing good practice.
  - To contribute to the pastoral care of students and support their social and emotional development.
  - To comply with the teaching and learning approaches adopted in the subject/pastoral area, as directed by the appropriate Leader.
  - To adhere to data-record keeping systems across the school and use appropriate data to inform target setting for individual students.
  - To make effective use of planning, preparation and assessment time (PPA) to thoroughly plan lessons in advance (to ensure maximum effectiveness in their delivery) and to both record outcomes and compare the performance of students with colleagues, as appropriate.
  - To be responsible for the management of your classroom to provide a stimulating environment and thereby develop the learning of students in your lessons.
  - To be aware of responsibilities towards behaviour management and respond accordingly, whenever required.
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# JOB DESCRIPTION

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## Specific Duties

### Curriculum Leadership:

- Lead the development, implementation, and review of a challenging and coherent science curriculum across all key stages (KS3, KS4, KS5).
- Ensure curriculum content is up-to-date, relevant, and aligned with national standards and examination specifications.
- Develop schemes of learning that are engaging, differentiated, and promote progression of knowledge and skills.
- Oversee the planning and delivery of practical work, ensuring it is purposeful and supports learning objectives.
- Monitor and evaluate the impact of the curriculum on student outcomes and make necessary adjustments.
- Ensure effective transition and progression between key stages within the science curriculum.

### Teaching and Learning:

- Model excellent teaching practices and inspire staff to continuously improve their pedagogy.
- Monitor the quality of teaching and learning through lesson observations, work scrutiny, and student feedback.
- Provide constructive feedback and support to science teachers to enhance their effectiveness.
- Promote the use of innovative and engaging teaching methodologies.
- Ensure effective use of data to inform teaching and learning strategies and to identify students needing support or extension.
- Lead the development and implementation of effective assessment practices, both formative and summative.

### Staff Management and Development:

- Line manage all members of the science department, including teachers and technicians.
- Set clear performance expectations and conduct regular performance management reviews.
- Identify and address individual and team professional development needs.
- Organise and lead regular departmental meetings to disseminate information, share best practices, and foster collaboration.
- Support the induction of new science staff.
- Delegate responsibilities effectively within the department.
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### Student Achievement and Support:

- Monitor and analyze student progress and attainment data across the science department.
  - Identify underachieving students and implement effective intervention strategies in collaboration with the pastoral team and SEN department.
  - Celebrate student success and promote a positive attitude towards science.
  - Ensure appropriate provision for gifted and talented students in science.
  - Communicate effectively with parents regarding their child's progress in science
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# JOB DESCRIPTION

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## Resource Management:

- Manage the science department budget effectively and ensure resources are used efficiently to support teaching and learning.
- Oversee the ordering, maintenance, and inventory of equipment, materials, and consumables.
- Ensure that all science laboratories and preparation areas are safe, well-organised, and conducive to learning.
- Keep up-to-date with developments in science resources and technologies.

## Health and Safety:

- Ensure that all health and safety regulations and school policies are adhered to within the science department.
- Conduct regular risk assessments for practical activities and ensure appropriate safety procedures are in place.

## Collaboration and Communication:

- Work collaboratively with other subject leaders and senior leaders within the school.
- Contribute to the wider school improvement plan.
- Communicate effectively with parents, governors, and the wider school community about the science department's work and achievements.
- Represent the science department at relevant school meetings and events.
- Liaise with external agencies and organisations as appropriate.

## Strategic Development:

- Contribute to the development of the school's overall strategic plan.
- Develop and implement a departmental improvement plan that aligns with the school's vision and targets.
- Monitor and evaluate the effectiveness of the departmental improvement plan.
- Keep abreast of national developments and best practices in science education

## General Accountabilities:

The above responsibilities are subject to the general duties and responsibilities contained in the most recent statement of conditions of employment. These duties are given as a guideline only and are not exhaustive. Other tasks and activities commensurate with the scale of the post may be required under the direction of the Line Manager or SLT Line Attached.

- The Trust reserves the right to alter the content of this Job Description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and
- is consistent with the Trust's Equality Policy.



# JOB DESCRIPTION

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## Safeguarding:

The school is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment.

The safety and well-being of our children is central to our ethos and we expect all staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of our Trust.

## Equalities:

We have a strong commitment to achieving equality of opportunity in our schools and in the employment of people. The post will ensure that the trust meets its statutory obligations in relation to all aspects of equality legislation.

## GDPR:

Our GDPR privacy notices can be viewed on our [website](#)



# PERSON SPECIFICATION



Attributes	Essential	Desirable
Education & Professional Qualifications	<ul style="list-style-type: none"> <li>• Degree in specialist subject</li> <li>• QTS (or working towards)</li> <li>• Threshold standards met where eligible</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant additional training/CPD</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Effective and broad teaching experience up to KS4</li> <li>• Proven experience in raising levels of student retention and achievement</li> <li>• Experience of working collaboratively with senior management, parents and carers</li> <li>• Leading a pastoral group of students in a school.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in managing whole school issues</li> <li>• Experience of international opportunities to enhance learning</li> <li>• Ability to teach Key Stage 5</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Commitment to quality and improvement</li> <li>• Current knowledge of strategies to improve teaching and learning</li> <li>• Ability to inspire, motivate, lead and care for students</li> <li>• Excellent communication skills and ability to relate to students, staff and parents</li> <li>• The ability to use a range of tools and evidence including performance data to support, monitor and evaluate progress</li> <li>• Commitment to Equal Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• The ability to create, recognise and exploit opportunities whenever they occur</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Commitment to making a positive contribution to the wider life and ethos of the school, representing our values</li> <li>• A passionate commitment to develop the best in young people.</li> <li>• Ability to self-reflect.</li> <li>• Shared responsibility for the improvement of The Stourport High School &amp; VI Form College.</li> <li>• A desire to continuously improve with a personal commitment to CPD.</li> <li>• Dedication to implementing policies relating to the safeguarding, safety and welfare of children.</li> </ul>	

**Applicants must have the ability to support pupils through fluent and accurately spoken English.**

**NB. An enhanced DBS Disclosure is an essential requirement for this post.**

# APPLICATION PROCESS

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We are unable to sponsor visas or provide sponsorship for employment.  
Applicants must possess existing right-to-work documentation



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## SECTION ONE: PERSONAL DETAILS

Please ensure that all details are completed including your date of birth and Teacher Reference Number.

2

## SECTION TWO: EDUCATION, TRAINING & QUALIFICATIONS

Please complete this section fully.

3

## SECTION THREE: EMPLOYMENT/WORK EXPERIENCE

Please ensure that this section is completed fully. If you have gaps in your employment history, please indicate the reasons for this.

4

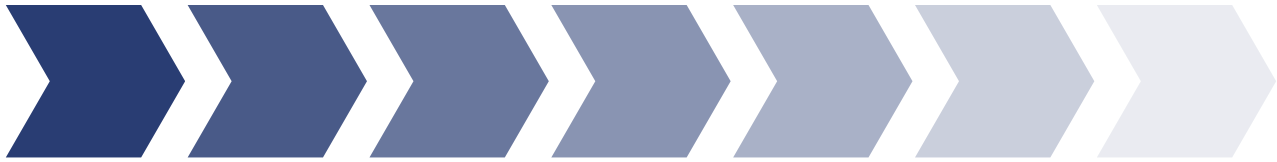
## SECTION FOUR: SUPPORTING STATEMENT

Please use this as an opportunity to show your suitability for this post, as outlined in the person specification.



# APPLICATION PROCESS

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## SECTION FIVE: REFERENCES

Please provide two referees, their contact details and relationship to you. A telephone number and email address often makes contacting referees easier. At least one reference must be from your current or most recent employer, and we will ask about your suitability to work with children. Open references or testimonials will not be considered.

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## SECTION SIX: DECLARATION

Please be aware that this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as spent, must be declared.

Please be aware that by signing the application form you are declaring that you are not on the Children's Barred List, disqualified from work with children or subject to sanctions imposed by a regulatory body and that you either have no convictions, cautions or bind-overs or that you have attached details of these. You are also aware that you will be subject to a DBS Disclosure appropriate to the level of the post, should you be successful.

## IMPORTANT NOTICE

Please also be aware that providing false information is an offence and could result in the application being rejected, or summary dismissal if you are appointed on the strength of this, with possible referral to the police.





**If you would like to know more  
about working with us please  
get in touch**



01299 872950



[shs.worcs.sch.uk](http://shs.worcs.sch.uk)



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**KINDNESS . DETERMINATION . RESPECT**

