



THOMAS ALLEYNE'S
HIGH SCHOOL



"Progress Opportunity Individuality"



Head of Science application Pack

"Inspiring Teachers, Inspired Children and Young People"

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"Inspiring Teachers,
Inspired Children and Young
People"

Introduction

An opportunity has arisen for an enthusiastic, outstanding Teacher of Science to lead our Science team. The successful candidate will have a firm commitment to raising whole-school achievement; have a professional approach to staff development; high expectations; and a determination to succeed.

Thomas Alleyne's High School is a 13 – 18 school at the heart of its community, committed to excellence and to providing a broad and balanced curriculum for students.

We are committed to ensuring that every child has access to an outstanding education. Our successful track record of ensuring students make excellent progress has ensured improved outcomes for young people.

We are passionate about staff development and are looking to develop future leaders, and have a proven track record of appointments to leadership positions. We offer a comprehensive CPD programme to develop teaching practice as well as supporting emerging leaders, both through internal development and the NPQ programmes.

For an informal, confidential discussion regarding any queries, please contact: Julie Rudge Headteacher on 01889561820. Site visits can be arranged following Covid-19 risk assessments and guidelines.

We look forward to hearing from you.



Advert

About the role:

Head of Science Permanent, Full-time

The post is offered TLR 1 (£10,201)

An opportunity has arisen for an enthusiastic, outstanding Teacher of Science to lead our Science team. The successful candidate will have a firm commitment to raising whole-school achievement; have a professional approach to staff development; high expectations; and a determination to succeed.

All Science specialisms are welcome to apply with the opportunity to teach from Year 9 to 13

If you would like to discuss the role please contact Julie Rudge at headteacher@tahs.org.uk or for more information and an application pack:

Visit our website: <http://www.thomasalleynes.uk/page/?title=Vacancies&pid=134>

e-mail: personnel@tahs.org.uk

Telephone: 01889 561820

Closing Date: 6th May 9am

Interviews will be held: 12th May

Please email applications to: personnel@tahs.org.uk

Uttoxeter Learning School is committed to safeguarding and promoting the welfare of all our students and all posts are subject to enhanced DBS with children's barred list checks and the completion of safeguarding training.

Thomas Alleyne's High School – Mission, Vision and Values – September 2021

'Progress Opportunity Individuality'

Our Mission

. "All students experience excellence in every aspect of their development"

Our Vision

We are committed to serving our community. Making a difference by embracing excellence and transforming lives.

This responsibility lies at the heart of our school vision which is captured in the words, 'Opportunity, Progress, and Individuality.' It is our mission that every child will have a wide range of opportunities at Thomas Alleyne's which will enable them to progress to achieve their goals; fulfilling their potential in education, life and employment.

The learning environment at Thomas Alleyne's is one of

- Respect
- Keeping safe
- Being ready to learn

The focus for students and staff is one of

- Making Progress
- Developing Opportunity
- Creating Individuality.

We will achieve this by:

Challenging, supporting and guiding students of all abilities to achieve their full potential.

Maintaining a disciplined and caring school to ensure our students are safe, happy and enthused about their learning.

Delivering excellent results across a broad, innovative and exciting curriculum of academic, vocational, cultural and sporting activities to equip students for the demands and opportunities of the 21st century. Creating leaders who are socially and environmentally responsible who will lead the way to create a better society for all with respect and tolerance for all at the heart of their education in the local area and the wider world.

Providing strong leadership and highly motivated, professional staff to meet the academic and pastoral needs of every student.

Ensuring mutual respect and partnership between students, staff, parents, the school and the wider Community - making them proud to be associated with Thomas Alleyne's .

Thomas Alleyne's High School September 2021

'Progress Opportunity Individuality'

Thomas Alleyne's High School is a successful and popular 13 – 18 school serving children from a broad geographical area. Our school is genuinely comprehensive in its social academic mix and has an established reputation for the quality of teaching and learning it provides and the strong pastoral system that supports students during their academic journey.

In 2019, Thomas Alleyne's High School's commitment to excellence, and track record of strong academic progress, led to us being selected to become a national teaching school, taking a leading role in recruiting and training new entrants to the profession and in training experienced teachers. Whilst the teaching school model changed in 2021, we continue to be committed to ensuring effective professional development for all our staff.

We are also a member of Uttoxeter Learning Trust working with Oldfields Hall Middle School, Ryecroft Middle School, Windsor Park Middle School, Picknall First School, Hutchinson Memorial First School, Richard Clarke First School and All Saints Church Leigh. The aim of our multi-academy trust is to provide the most effective quality of education and transition for students from the age of 3 to 18.

A school at the Heart of its community

Thomas Alleyne's High School is a successful and popular 13-18 school serving the local community. This school is genuinely comprehensive in its social academic mix and has an established reputation for allowing individual talent to flourish and for ensuring the highest pastoral care for students.

In 2019, on average students made more progress at Thomas Alleyne's High School than at 90% of schools in Staffordshire. A unique feature of our school is our House system which underpins our strong academic performance and enables all students to feel part of a thriving, busy community from their first day.

We pride ourselves in offering a broad curriculum which meets the needs of all our learners and ensures students have the qualifications and skills for the next stage of their lives - whether it is post -16 study in 6th form, college or an apprenticeship.

A hallmark of Thomas Alleyne's High School is the quality and dedication of the whole school staff. Both are important in ensuring the high standard of service we offer and we are proud of the strong reputation that we have within the local community. The school occupies a site between the centre of the market town of Uttoxeter and the open fields of the Dove Valley. The school buildings are in a rich variety of styles and periods and include two Georgian listed buildings, grassy areas and courtyards. They provide excellent facilities for our young people.

The Science department

We are proud of our track record of students consistently making excellent progress. In 2019 (the last year of reportable results) the results achieved placed the Science department in the highest quintile nationally for progress in science. We are ambitious for our students and always strive for further improvement.

Our team consists of 8 full-time and 3 part-time specialists in the department who are responsible for all aspects of the teaching of science throughout the school. We teach all levels of ability and age ranges including A-Level.

The department has Heads of Biology, Chemistry, Physics and Vocational Science. The 9 laboratories ensure that science is always taught in specialist facilities and teaching and learning is supported by 2 full time technicians and 1 part time technician.

Thomas Alleyne's is extremely proud of the school farm. Students may opt to study BTEC Animal Care which attracts students of all abilities.

All members of the department work collaboratively to continue to improve both teaching and learning within the department. We developed all of the schemes of work for the specifications at GCSE, A level and BTEC. Students in Year 9, 10 and 11 follow the AQA GCSE (9-1) course, following either the Trilogy route or separate GCSEs in Biology, Chemistry and Physics. Students in Year 12 and Year 13 follow the A-Level courses in Biology, Chemistry and Physics as well as Forensics and BTEC Applied Science.

Each year group is divided into half-year populations with each population being placed into 4 or 5 sets. The setting arrangements for Year 9 are determined by the three middle schools who use common tests for the process. Set changes for each year group are discussed at the end of the autumn term and at the end of each year.

We would welcome you to come and visit us prior to application.

Head of Science: Job Description

To secure continuous improvement in the teaching of Science in the school, producing the highest standards of pupils' achievement and ensuring that all pupils develop their knowledge, understanding, skills, and abilities within an orderly, challenging and motivating educational environment.

Teaching, Learning and the Curriculum

The Head of Science will:

Establish a well-informed vision for Science and its contribution to pupils' overall education including their academic, social, moral, cultural and spiritual development.

Establish short medium and long term plans for the development and resourcing of Science which ensures coverage, continuity and progression for all pupils including those with special education or linguistic needs. Where this work is delegated to the Heads of Biology, Chemistry and Physics, the Head of Science will be responsible for quality assurance of these plans and ensuring effective delivery and evaluation.

Establish and implement clear policies for Science including schemes of work which meet the requirements of the National Curriculum and school policies, (e.g. Homework Policy).

Establish extra-curricular opportunities within Science so that students can develop their talents and interests.

Science Monitoring, Evaluating and Improving

The Head of Science will:

Monitor and evaluate the teaching of Science in the school, taking action as necessary to improve the quality of teaching and learning.

Monitor and evaluate progress and achievement in Science by all pupils, including those with special educational needs, taking action as necessary to raise achievement and setting clear targets for improvement, taking account of relevant local and national information.

Analyse data to identify both intervention needs for pupils and staff alike.

Head of Science: Job Description

Relationships within the Department

The Head of Science will:

Set expectations for staff teaching within the context of school policies in relation to:

Working practices and relationships to be fostered with pupils, including those relating to behaviour, discipline and attitudes; working practices between staff including those relating to team working and mutual support.

Deploy staff teaching Science to make the best use of their abilities.

Deploy support staff in Science to make the best use of their abilities and ensure that health and safety regulations are maintained.

Lead professional development of all staff teaching through, for example, coaching, peer support, target setting and the identification of development and training needs and provision and in particular provide support and training during the induction of new staff and for trainee teachers.

Performance manage staff as required by the school policy and use the process to develop the personal and professional effectiveness of the staff.

To act as a performance management team leader for identified teachers.

To ensure the performance management arrangements are effectively discharged by the other team leaders in the department.

Relationships External to Department.

The Head of Science will:

Work with other subject leaders and teachers to ensure that there is a coherent strategy for raising pupils achievement in scientific literacy and numeracy across the curriculum.

Establish effective working relationships with other partner middle schools so as to ensure there is continuity and progression in the teaching and learning of Science across KS3.

Manage and develop effective working relationships with the headteacher, senior management team and other subject leaders and staff at the school.

Report, as required to the headteacher, senior management team, governing body and parents on pupils' progress and achievement, and strategic plan for the subject.

Head of Science: Job Description

Develop effective working relationships with parents, other professionals and relevant agencies, including the local community to ensure that they play a key role in improving and sustaining pupils achievement e.g. in the development and implementation of Individual Education Plans.

Managing Resources

The Head of Science will

Establish resource needs for Science, setting priorities for expenditure, and allocating those resources, including time, to meet the objectives of the whole school and the Science Department, (following LEA and School financial regulation).

Investigate measures to create an effective and safe working and learning environment, ensuring risk assessments are in place and COSHH regulations adhered to and routine equipment and facility testing in science is completed.

Ensure the effective and efficient management and organisation of accommodation and learning resources including ICT, (in consultation with the ICT Coordinator).

Use accommodation to create an effective, well ordered, attractive and stimulating environment for the teaching and learning of the subject.

Maintain existing resources and explore opportunities to develop new resources from a wide range of sources inside and outside the school.

Help in the selection of staff for the department; deploy, or advise the headteacher on the deployment of staff involved in the subject to ensure the best use of subject, technical and other expertise.

Ensure that the headteacher, SLT and governors are well informed about subject policies, plans and priorities, the success in meeting objectives and targets, and subject-related professional development plans.

Person Specification

Description	Essential	Desirable	Assessed through application	Assessed through interview and/or task
Qualifications and Training:				
A relevant good honours degree or equivalent qualification and Qualified Teacher Status	ü		ü	
An outstanding practitioner with substantial successful teaching experience across the 11-16 age and an ability to teach up to A level in specialism	ü		ü	
Recent and relevant personal professional development	ü		ü	
Leadership & Management Experience:				
Experience of recent relevant leadership in a school setting	ü			
A recent and relevant leadership qualification or eagerness to undertake such qualifications		ü	ü	
Successful experience of leading an 'initiative'	ü		ü	ü
High profile in the school community	ü		ü	
Proven ability to raise standards	ü		ü	ü
Proven ability to set and achieve targets by being consistently focused on achieving high educational standards	ü			ü
Successful experience of strategic development planning, implementation, monitoring and evaluation with clear, successful outcomes at a team level	ü			ü
Experience of developing individualised learning that has impacted on students' learning and teaching approaches adopted by staff	ü		ü	ü
Leadership & Management Skills:				
A commitment to manage and develop further high-performance teams	ü		ü	ü
Consistent approach to the promotion of high standards of behaviour, supporting the values of respectful, safe and ready to learn	ü			ü
Good understanding of key national educational priorities, policies and programmes of study in relation to science	ü			ü
Consistent approach to high teaching standards	ü			ü
Commitment to team and whole school professional development	ü		ü	ü
Able to articulate the approach to maintaining and developing the school's existing reputation	ü		ü	

Person Specification Continued

A track record of organising curricular and extra-curricular events		ü	ü	
A track record of promoting STEM IAG to students and wider stakeholders		ü	ü	
Ability to articulate a vision underpinned by targets and goals aligned with an ability to empower others	ü			ü
Resilience to manage one's own work pressures and the capacity to manage effectively the work of others	ü			ü
Be high profile and accessible around the department and school	ü			ü
Personal Qualities and Skills:				
High personal and professional standards	ü		ü	ü
Highly developed interpersonal and communication skills	ü		ü	ü
Ability to establish a positive ethos and sense of achievement for all	ü		ü	ü
Strong negotiating and influencing skills	ü		ü	ü
Sensitivity and humour	ü		ü	ü
Enthusiasm, flexibility and maturity of approach	ü		ü	ü
Good team player at all levels	ü		ü	
Ability to prioritise and use time effectively	ü		ü	ü
Generosity of spirit	ü		ü	
Integrity and loyalty	ü		ü	

How to apply

Salary package - The post is offered TLR 1 (£10,201)

Contract type - Permanent Full Time

Closing date - 6th May

Shortlisted candidates will be advised by 7th May if they are selected for interview.

Our ambition is to appoint a candidate starting the summer term or as soon as practicable.

How to apply

Please register your interest in applying for the post no later than 9am noon on 6th May 2021. Your registered interest should be accompanied by the completion of an application form. Your application form should be supported by a separate personal statement saying in no more than two sides of A4 why you think you are the person we need to ensure that all pupils at Thomas Alleyne's High excel, relating this to your current experience, skills, and knowledge. Your registered interest and accompanying application form and statement should be e-mailed to Julie Titterton at personnel@tahs.org.uk

The School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.



Registered address:

Thomas Alleyne's High School

Dove Bank

Uttoxeter

Staffordshire

ST14 8DU

Company number: 10547353