



Lead practitioner for Science

Application pack and
information for candidates



THE REGIS SCHOOL – LIMITLESS AMBITION



Thank you for your interest in our vacancy at The Regis School. I feel privileged to be leading this successful school and I am resolute in my determination to deliver a high performing fully inclusive school, that provides a first-class education for the community it serves.

The staff here share that ambition, and you would be joining a highly qualified, motivated, and dedicated team, who are passionate about ensuring they bring out the best in everyone. We have high expectations of the students and a shared purpose; to ensure when they leave us, they will be motivated lifelong learners, kind citizens and productive young adults.

This is achieved through delivering an ambitious curriculum that equips students with powerful knowledge, maximising their cognitive development, and drawing out and building on their talents. Our curriculum is broad and balanced, not just our academic curriculum but also in terms of Character Education, where we are fully committed to our co-curricular provision, and the 'hidden curriculum' of the school - intended to spark curiosity and to nourish the head and the heart.

Our ethos is centred around 'the best in everyone' and therefore we expect the best from everyone, constantly challenging the students and ourselves. As a hardworking and passionate Headteacher I believe in many things including: high professional standards (of ourselves and our work); in personal responsibility and the value of discipline; that all students deserve disruption free learning; in kindness and good manners; in inclusion; in smiling; in being respectful and most importantly in showing limitless ambition, setting goals high.

I am proud of the commitment shown daily from our staff and the students to ensure The Regis School is a centre of educational excellence. This permeates out into the community, where parents' confidence in our ability to do so is shown in The Regis School being the school of choice for the community we serve. We are delighted to have been oversubscribed for the third consecutive year this September and early indications predict this trend will continue with our new Year 6 intake in September 2022.

If the above aligns to your values and educational beliefs and feel excited that The Regis School could be the right school for you, we would welcome your application. There is more information in your pack and on our website about our school, and we hope you enjoy finding out more about us. We recognise that moving to a new school is a significant decision and therefore offer an open invite to prospective candidates to meet with myself (face to face or virtually) and visit the school in person. I very much look forward to meeting you.

Best wishes
Dave Oakes
Principal

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Lead Practitioner for Science - Required for September 2022

Highly competitive salary - to be agreed at interview

Full Time - Permanent post

We are seeking to appoint a dynamic Lead Practitioner of Science with whole school responsibility within the senior leadership team responsible for curriculum, teaching and learning, and assessment.

We would be excited to hear from you if:

- 1) You are an experienced leader with a proven track record of excellence in your Science specialism seeking a new challenge e.g. the opportunity to take on whole school responsibility as well as subject specialist responsibility.
- 2) You are an excellent science practitioner and are ambitious (and ready) to gain experience leading within your subject specialism and with wider whole school responsibility enabling you to have a wider impact outside your own classroom (both with teachers and students).

Potential candidates will:

- have a demonstrable passion for the subject, with the ability to help children successfully master an ambitious Science curriculum;
- possess the qualities to grow into a highly effective leader, such as the ability to influence others, be highly reflective, possess an unwavering work ethic, have high levels of emotional intelligence and professional integrity;
- be lifelong learner, always striving to be a better teacher, who is personally ambitious and able to pick things up quickly;
- want to work in a fully inclusive, diverse and ambitious school, providing a first-class education to our children, where you can really make a difference to young people.

This is an exciting time to join us: you will become a part of a close knit and determined team on a journey to become a high performing, fully inclusive, outstanding provider of education, both within the science team and wider across the school.

As a developing or experienced leader, you would have access to excellent leadership development opportunities and support within the school and beyond as part of United Learning. This would include access to specialist expertise in the United Learning subject advisors; the national leadership development programmes; the sharing of best practice from, and in collaboration with, Science departments across the United Learning national network; access to a leadership coach on a regular basis and supportive line management from an experienced senior leader.

We appreciate that moving to a new school is a significant decision, so we wish to extend an open invite for you to meet us. Please contact Vicky Ovens on 01243 871068 or email vicky.ovens@theregisschool.co.uk to arrange a visit to the school or a phone conversation.

We reserve the right to close this vacancy early should we receive an overwhelming response. Interviews will be arranged on the receipt of positive applications.

Closing date: Monday 23rd May at 9am

Interviews: w/c 23rd May 2022

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Job Description

Role:	Lead practitioner for Science
Salary:	Highly competitive salary to be agreed at interview
Reporting to:	Head of Science Department (and where appropriate a senior leader).
Responsible for:	Working with the Head of Science to secure the highest quality of science education Working with the Vice Principal for Curriculum to influence the quality of education across the wider school.

Whole School Responsibility

1. Be a member of our Curriculum, Teaching and Learning and Assessment team, working to improve teaching and learning for all;
2. Lead the development of an identified area of whole school responsibility within this team, agreed depending on the successful candidates experience, expertise, career aspirations and the schools prioritise.
3. Plan and lead whole-school CPD as appropriate, either directly related to the agreed whole school responsibility or related to the wider development of Teaching and Learning across the school and or science department;
4. Quality assure the delivery of strategies specific to your area of whole school responsibility and in line with the priorities of the wider Curriculum, Teaching and Learning and Assessment team, assisting staff to improve their practice.

Leadership within Science

- To develop and evolve a well-sequenced curriculum that is ambitious, challenging, and coherent, effectively adapted so that all learners can develop securely, and deepen, their knowledge over time.
- To plan and quality assure lesson resources and delivery ensuring teachers are presenting concepts clearly, understanding is checked systematically, and lessons are designed so that children know and remember more over time
- To support teachers within their specialism with exam expertise and subject knowledge
- To support colleagues to develop their teaching outside of their specialism – particularly at KS3 and in year 10 and including the development of teachers who are new to teaching A-level
- To develop catch up strategies, SEND strategies and working scientifically skills across all key stages
- To use performance data for target setting and progress monitoring to guide appropriate interventions
- To contribute to the continued improvement of our exciting and motivating extra-curricular and enrichment offer
- To provide students with opportunities to develop their interest in Science at A level and beyond including information and experiences of careers
- To ensure all members of the department are familiar with the department's aims and objectives and that these support the school's agreed core values
- To contribute to the Department SIP
- To support the head of science to make improvements in line with the department's priority areas at all key stages

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- To guide and motivate team members in a positive and supportive manner
- To promote teamwork and effective communications
- To line manage staff identified by the head of science

A Classroom Teacher

- To deliver lessons across all three key stages, including the majority of the A Level teaching
- To prepare and lead lessons which follow Department schemes of work and policies
- To identify and meet the learning needs of individual students
- To set appropriate and demanding expectations of behaviour, progress and attainment
- To develop routines that maintain pace, motivation and challenge
- To effectively use homework and extension learning opportunities
- To assess, monitor and report students' progress according to Department and School policy
- To record and use data on students' prior and ongoing performance/learning characteristics so as to inform effective target setting and lesson planning, and to ensure high standards of achievement
- To contribute to all developmental and organisational priorities within the Department Operational Plan
- To contribute to the development and review of schemes of work
- To share and support the whole school responsibilities for the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress of the students
- To run and support science intervention sessions for exam groups
- At all times, professional practice will exemplify the Teacher Standards to the highest level.
- To role model excellent practice in The Regis Way at all times with an open-door enabling other teachers to flexibly observe your teaching.

As a member of Staff:

- To promote the rights respecting ethos of the school, The Best in Everyone
- To implement all Department and School Policies and to contribute to their review as appropriate
- To play a full part in the Appraisal process
- To engage with appropriate training opportunities to promote professional effectiveness in this role
- To offer enrichment and extension activities
- To support the self-evaluation process
- To develop positive working relationships with and between students and staff
- To attend all directed time meetings/parents' evenings

Notes:

The above responsibilities are subject to the general duties contained in the statement of Conditions of Employment

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.

This job description is not necessarily a comprehensive definition of the post. It may be amended at any time, following consultation between the Principal /Deputy Principal, and will be reviewed annually

This is not a narrow definition of specific responsibilities but to provide a guideline and should be seen as enabling rather than restrictive.

Every member of staff has a responsibility to safeguard and promote the welfare of students

Person Specification

We want the very best person for this position. If you are dynamic, hard-working, believe in high standards and that all children and young people can ‘reach for the stars and achieve their dreams’ we would love you to come and join us on our journey to be excellent in all that we do.

- Successful candidates will possess the following attributes:
- Have qualified teacher status or be working towards QTS.
- Have great subject knowledge and be able to demonstrate passion and enthusiasm in communicating this to others.
- Demonstrate consistently high standards of teaching.
- Clear potential to progress in their career and a commitment to pursue appropriate professional training and development.
- Possession of a wide range of skills to support staff, students, parents and community towards absolute excellence.
- The skills, experience and ability to gain the confidence of students and staff.
- Professional presence, capability and clarity with an excellent demonstration of the ability to motivate and empower.
- The ability to understand and use data to promote effective teaching and learning and maintain high department standards of student achievement.
- A desire to be ‘the best’ and the ability to translate an aspiration to be the best, for yourself and your students.
- The ability to demonstrate engagement of children, manage their behaviour, attitudes and aspirations, whilst maintaining an un-erring high expectation and focus upon mutually respectful positive relationships.
- Excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning.

We know this amazing profession can be challenging and only want people who have a love of teaching and are dedicated to ensuring children’s’ lives are enriched by an excellent education

You should have the ability to work in a way that promotes the safety and wellbeing of children and young people

The Regis School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. All positions are subject to an enhanced disclosure through the Disclosure and Barring Service (DBS).

United Learning Child Protection Statement

United Learning is fully committed to the safeguarding of children – ensuring the well being of the child is paramount. For students to feel that they are able to do their best and achieve their true potential, it is important that they feel safe and supported in the school environment.

Everyone working within our schools and academies, whatever their role, is acutely aware that issues to do with the protection of children are of the highest possible importance. Trust underpins everything that we do in schools. The parents of our students entrust the care of their children to us and together we are all responsible for their well-being.

In relation to safeguarding, United Learning aims to ‘prevent’, ‘protect’ and ‘support’ all its students by addressing child protection in the curriculum, pastoral activities and in the management of the school, and by empowering and enabling staff to be vigilant for vulnerable students through training and information dissemination.

All United Learning schools have policies which deal with safeguarding, child protection and safer recruitment, which are in accordance with the relevant local authority procedures and which comply with the DFE’s safeguarding children and safer recruitment statutory guidance. The individual school policies are available via each school’s website or by contacting your school directly.

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

How to Apply

For perspective candidates the head of department is happy to organise a school and department tour. Please email Vicky.ovens@theregisschool.co.uk to organise this.

To apply and see more details please visit our website: www.theregisschool.co.uk/working-for-us/vacancies.

If you have any questions, please email vicky.ovens@theregisschool.co.uk

We are working hard to become a more diverse organisation – which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

What makes The Regis School and our Science department a great place to work?

You will:

- Be working for the biggest Multi Academy Trust in the UK, benefitting from professional support and constructive challenge to drive your department to excel. Your curriculum intent will be supported by access to the ambitious UL curriculum. Furthermore, you will have access to first class professional developmental opportunities, and a collaborative and supportive national network of highly effective practitioners with a common purpose to bring out the best in everyone and continuous drive for improvement.
- Work in a disruption free learning environment, enabling teachers to teach and students to learn.
- Work within a team who are friendly, supportive, and ambitious, who all share a passion and love of teaching Science.
- Join a team fully committed to becoming a leading department within the school and across the trust.
- Work in a school culture where feedback is central to improving the quality of teaching, supported by instructional coaching and deliberate practice.
- Working in a state-of-the-art school environment. You will have access to a large science teaching space in one zone of the school. This consists of a suite of well-equipped spacious laboratories and a dedicated team room, creating the perfect setting for teachers to work collaboratively sharing ideas and teaching practices.
- Have protected subject time on a weekly basis, as well as an additional eight INSET days per year where the whole team can come together, to work on continued professional development, subject specific pedagogical ideas, and individual professional development.
- Be able to access excellent professional learning and career opportunities each year both within the school and the wider trust.
- Use a homework platform that automatically sets and marks students' work.
- Have access to enhanced pay scales.
- Receive the resources you need to teach well, including a laptop for use at home and a fully equipped classroom with interactive whiteboard and visualiser.
- Be able to access numerous employment schemes such as: a car leasing scheme, access to 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays.
- Have access to reduced Gym Membership (50% off standard anytime membership) in a state of the art gym facility on campus.
- Be entitled to use United Learning's Staff Benefits package.
- Have access to 10% discount on nursery place at Stepping Stones on-site nursery.

The Science Department

Facilities

The Faculty comprises of 11 labs. Each lab has a teaching wall especially designed to host an interactive white board, movable dry wipe boards and plenty of storage. We also have incorporated a visualizer into every lab. Carefully selected furniture for the labs allows wheeled desks to be moved easily to utilise the space in a number of exciting ways.

Our Laboratories are bright and spacious but with sound baffling to control noise. Practical work is completed around the perimeter of the lab space giving distinctive theory and practical areas. Centrally there is a breakout space which contains 15 fixed PC's with seating.

There are two large prep rooms in the faculty excellently serviced by an experienced and skilled senior science technician with another technician due to start soon.

The Curriculum

In Year 7-9 students will study a broad knowledge-rich curriculum designed to embed the basics for all while stretching the most able. The topics taught will have either a biology, chemistry or physics theme. All of the units place an important emphasis on the most powerful knowledge and working scientifically skills. Twice a year the students sit a formal exam to ensure they have embedded their knowledge and can apply it.

We run an annual science fair in KS3, where all students have a 6-week homework project to complete. The best of each age and ability get displayed and judged in the Fair at the of term and prizes are awarded. These winners have then often been invited to the national science fair competition in Birmingham.

Students follow the AQA GCSE trilogy course in Key Stage 4. We would usually have one class following the AQA Triple Science course. These students will obtain three GCSEs in science after two years. This course is strongly recommended for those students who wish to take sciences at further and higher education.

In the Sixth Form we teach A-Level Biology, Chemistry and Physics courses through our provider AQA.

The Regis School is a truly inclusive school with a passion for progress in both staff and students. In the Science Faculty there is so much that we can do for our students to challenge their intellectual development, open their minds, and help them make sense of the world around them. This drives us daily to do our best for our students, if it drives you too, we would love to hear from you.

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The Regis School

The Regis School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone.

Our vision is to provide an excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient, our high quality, hardworking staff.

The Regis is a school that we all feel proud of and our teachers are passionate about their work. We know that teaching can be a challenging profession, but with the support we offer and a commitment to seeing the best in each other, we work tirelessly to find creative ways to educate. We have access to a Group-wide curriculum, an intranet platform that enables sharing of resources and opportunities for work shadowing and mentorship.

The Regis School is a secondary 11-18 school with over 1600 students on roll. We are an inclusive comprehensive school that aims to achieve the best for every student. This philosophy is reflected in the successful Sixth Form of 160+ students who are offered a broad range of academic and vocational programmes. Over 70% of our students progress to Higher Education each year.

The Regis School has a well-qualified, dedicated supportive and enthusiastic staff team. We have approximately 200 staff, all of whom are committed to providing the best possible education for our students. As one of the biggest employers in Bognor Regis, we emphasise the learning of adults and young people. Staff are involved in further study, research projects and in the training of teachers in partnership with local universities.

The school boasts superb facilities in all subject areas. Each teaching area has audio-video facilities and a range of ICT suites throughout the school provides access to specialist equipment. All teachers have a laptop provided, to support teaching and administration.

The Regis School aspires to be an outstanding centre of learning, serving its community and transforming lives. We seek to equip our students for a changing world through building confidence, encouraging creativity and fostering enquiry to achieve excellence. These qualities will allow our students to flourish as leaders of the future and to take their place as caring, ambitious and responsible citizens in their communities.

Academic achievement is at the heart of what we do, ensuring students leave with the highest qualifications that enable them to be competitive in the global economy. We have a strict behaviour policy that enables teachers to teach in classrooms that are mainly free from disruption. Students who prevent others from learning are given a single warning, then learn elsewhere in the school under the supervision of senior staff.

The Regis School is part of the United Learning group. United Learning is a large, and growing, group of schools aiming to offer a life-changing education to children and young people across England.

United Learning schools work as a team and achieve more by sharing than any single school could. On our intranet site United Hub, for example, we share lesson plans and many other resources, helping to simplify work processes and manage workloads for an improved work-life balance.

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As a group, we reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed.

We greatly value our staff and want them to know it. Starting with financial rewards and solid career progression, we believe in leading the industry with better remuneration packages. As such, you can expect to earn more at United Learning than if you took a role in the maintained sector, with up to 5% better pay for new teachers. In addition, our benefits options are undoubtedly competitive, with every member of staff being entitled to a core benefits and lifestyle package.

Your wellbeing is a priority. It is vital for us to have healthy and happy members of staff, which in turn ensures you are providing the best education for our children. We offer great benefits to support the health and wellbeing of colleagues, such as discounted gym memberships, Cycle2Work schemes and free counselling. We also provide you with more time to think and prepare for the term ahead, with a minimum of eight INSET days a year – with at least three dedicated to planning.

Further information about United Learning is available at www.unitedlearning.org.uk

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