

## THE HOWARD PARTNERSHIP TRUST

*'Bringing out the Best'*

Howard of Effingham School

### JOB PROFILE – CHEMISTRY LEAD PRACTITIONER

<b>Job Title:</b>	Chemistry Lead Practitioner
<b>Reporting to:</b>	Head of Faculty/Assistant Principal i/c T&L
<b>Job Purpose:</b>	<ul style="list-style-type: none"><li>• To provide high-quality teaching and learning that supports students to make as much progress as possible</li><li>• To work as part of a team and participate in activities that support the improvement priorities of the school</li><li>• To maintain consistently the Teacher Standards</li></ul>
<b>Key accountabilities</b>	<ul style="list-style-type: none"><li>• To plan and teach high quality lessons to support students in making good or outstanding progress</li><li>• To set clear targets for students' learning, building on prior attainment and considering each student as an individual</li><li>• To assess student work and progress giving regular feedback in line with school policy</li><li>• To follow and contribute to schemes of work</li><li>• To report on student progress in line with school policy and to ensure that students are thoroughly prepared for examinations</li><li>• To maintain a stimulating, engaging and safe learning environment</li><li>• To attend parent / information evenings as required</li><li>• To respond to parental concerns / requests for information in line with school policy</li><li>• To contribute to the wider life of the school, including whole-school routines and duties</li><li>• To take responsibility for your own professional development and engage with performance management activity</li></ul> <p><b>Lead Practitioner Responsibilities</b></p> <ul style="list-style-type: none"><li>• To model best practice every lesson</li><li>• To share best practice with others in the Faculty</li><li>• To lead on T&amp;L as part of a team of Lead Practitioners across the School</li><li>• To work collaboratively across the Trust, and support colleagues in other THPT schools</li><li>• To develop new and creative approaches to T&amp;L at the school</li><li>• To be actively involved in research and pedagogy, and read widely to ensure an up to date knowledge of the latest developments in T&amp;L</li><li>• To observe lessons as required by the Assistant Principal i/c T&amp;L</li><li>• To work with colleagues on coaching and other support programmes to make improvements in their teaching</li><li>• Other activities as directed by the Assistant Principal.</li></ul>

### Subject Specific Information

The Science faculty at Howard of Effingham School provides a dynamic and innovative curriculum from KS3 to KS5. Our curriculum aim is to “bring out the best by developing learners’ critical thinking and enquiry so they have an appreciation of the complexity of the natural world around them”. The KS3 programme is taught in Years 7 and 8 and KS4 begins in Year 9 with students following AQA ‘Trilogy’ combined or triple science. The KS5 programmes are extremely popular; we follow OCR for Chemistry and Physics and AQA for Biology and the AQA Level 3 Applied Science course.

The faculty has a tradition of high academic success with the majority of our A level students going on to higher education courses in STEAM-related subjects. To support this, we run highly successful STEAM clubs for students in KS3 and KS4 which allows these students to participate in competitions to challenge their understanding in contexts where science, technology, engineering, the arts and maths interact and integrate. The science faculty run an annual science fair competition in support of the House system and we also offer enrichment opportunities for students during British science week. We run a clinic to KS4 and KS5 students each week on a Thursday.

There are opportunities to teach in our specialisms and we seek subject specialists who are confident in their subject knowledge to challenge, motivate and inspire our high performing students, especially at GCSE and A Level. Our CPD opportunities and training within the faculty to allow staff to enhance and deepen subject knowledge and pedagogy to develop their teaching outside of specialism as we believe in a “science teacher” approach.

#### Additional Information

- Please see our website [www.thehoward.org](http://www.thehoward.org) for more information about our school.
- ECTs will have a reduced timetable
- The majority of staff will be form tutors
- For more information about The Howard Partnership Trust ([www.thehowardpartnership.org](http://www.thehowardpartnership.org))

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#### PERSON SPECIFICATION – SUBJECT TEACHER

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject	✓		Application
Commitment to CPD and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Experience as a form tutor and / or pastoral work		✓	Application / Interview

Skills and abilities	Essential	Desirable	How assessed
To be able to teach lessons which consistently meet the Teacher Standards	✓		Application / Interview
To use a variety of strategies to engage students and promote a stimulating environment	✓		Application / Interview
To work well in a team, contributing ideas and supporting faculty/department procedures	✓		Application / Interview
To be a confident user of IT as a teaching tool	✓		Application / Interview
To contribute to the wider life of the faculty / department and whole-school, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	✓		Application / Interview
Safeguarding			
<p>The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</p> <p>Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.</p>			

## Values

We are a values-based organisation and seek to recruit individuals who can demonstrate our values.

Our values will be assessed through the selection process, so we ask all applicants when providing their supporting statement to also incorporate not only how they meet the essential criteria for the role but to also demonstrate our values.

### **Our values are:**

**Integrity** - displaying honesty and having strong moral principles

**Partnership** - working together and taking collective ownership to achieve the same goals

**Advocacy** - working hard on behalf of others to maximise their success

**Resilience** - finding success again after something difficult or negative has happened

**Compassion** - displaying empathy towards and a desire to help others

**Aspiration** - aiming high to achieve success