

# Lead Practitioner - Science

The Hundred of Hoo Academy



**More than just a job. More than just an employer.**

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.



## Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive  
Leigh Academies Trust



# Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2021, our Trust comprises 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 2,500 talented staff. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our Vision 2025 document available on our website.

Leigh Academies Trust is ambitious about the progress and development of teaching and learning within its schools. Our mission is to create an outstanding organisation that inspires learners with excellence in academic

achievement and personal development.

We are seeking to appoint an outstanding science practitioner with a proven track record of teaching excellence to join our expanding Academy Improvement Team and become our next Lead Practitioner of Science. You will help to inspire our committed and supportive team across the academy, modelling and leading the improvement of teaching skills to raise student achievement to all groups and to narrow any gaps in attainment.

Your focus will be raising attainment in Science by working with other teachers and leaders across the organisation. You will be expected to support colleagues to deliver their timetable to the very highest standards and be open-minded to step in and support when necessary. This is a unique, exciting opportunity for career development towards headship.

Achievement for all students regardless of background is our key objective. We offer stimulating learning environments where effective teaching and learning are underpinned by high-quality interpersonal relationships. If you are ambitious for yourself and the learners you serve, then you are the person we need.

**Carl Guerin-Hassett**

Principal  
The Hundred of Hoo Academy



# The Hundred of Hoo Academy

I am delighted to welcome you to The Hundred of Hoo Academy, a place where we will combine good manners and etiquette with 21st Century innovation and creativity to ensure our pupils are more than just educated, they become globally minded citizens who will be empowered to change their own lives and the lives of those around them.

At The Hundred of Hoo Academy we have a strong belief that all students deserve a world class education, which we strive to offer as their local community school. We want our students to leave our school as well-rounded, lifelong learners and global citizens that are ready for sixth-form, college and beyond.

The Hundred of Hoo Academy is a Middle Years Programme (MYP) candidate school and we approach learning, teaching and living in the spirit of the International Baccalaureate, appreciating that academic learning is very important but not the only measure of success. We provide a curriculum that challenges students to solve problems, show creativity and resourcefulness, but also to act with integrity and participate actively in our community.

At The Hundred of Hoo Academy we have high expectations of our pupils, hence we are a well disciplined academy, where pupils thrive in a culture defined by mutual respect and good behaviour. Pupils should all wear the correct uniform and be fully equipped for learning, they should have excellent attendance and arrive on time. We see parents and carers as our partners and work closely with families to secure the best possible outcomes for their children. We believe passionately that education transforms lives, that

there is no ceiling to achievement and we are extremely proud of the academic progress that our pupils make. Our results improve year on year and are a testament to the collective hard work of pupils, staff and parents.

We pride ourselves on our digital offer to our pupils and in being at the forefront of digital development within our curriculum offer. All of our pupils have access to their very own Chromebook which enables them to take ownership over their own learning and means that they are able to challenge themselves further. The Chromebooks are an integral part of our teaching and learning at the academy meaning that we are shaping the future for our children in the digital age. This also means that our staff have access to a wealth of digital training opportunities and will gain certification in Google as well as in many other digital tools.

We are looking for a passionate middle leader with drive and boundless enthusiasm to move the academy forward on its journey from Good to Outstanding. It is essential that they have a positive outlook, are supportive of others and openly share excellent practice, modelling this consistently to the rest of the staff. They should embrace a forward thinking approach to further raising standards in teaching, frequent coaching feedback and live modelling in lessons, ensuring that our pupils have access to highly effective learning experiences, developing their acquisition of knowledge and skills and enabling all to be life-long learners.

We look forward to welcoming you as members of our academy family.

# Vacancy

We are looking for a Lead Practitioner - Science for September 2022 and warmly welcome applications from experienced teachers who are passionate about Science and are dedicated to enabling students to make excellent progress.

As the Lead Practitioner for science, you will work in a large team with a wide range of experience. The department continues to successfully train and develop ECTs as a means of investing in the future of the department. With senior leaders also in the department, you will be able to rely on the expertise of established practitioners who will play a part in working with you to drive standards higher. This is a fantastic role where you will have a direct impact in enhancing the science department further to make it even better than it already is.

Achievement for all students regardless of background is our key objective. We offer stimulating learning environments where effective teaching and learning are underpinned by high-quality interpersonal relationships. If you are ambitious for yourself and the learners you serve, then you are the person we need.

For our successful candidate, being a member of staff at The Hundred of Hoo Academy and the wider Trust means you'll receive access to a great range of employment benefits from day one. [Click here](#) to view the current benefits package, and be mindful that the list is always growing.

<b>Position</b>	Lead Practitioner - Science
<b>Location</b>	The Hundred of Hoo Academy
<b>Responsible to</b>	Vice Principal/Principal
<b>Basis</b>	Permanent, Full-Time
<b>Commencement</b>	September 2022
<b>Salary</b>	Leadership commensurate with experience

# Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates will be keen to visit the academy before making a formal application, you can arrange this by contacting Kathy Blackwell (Office Manager) - [kathy.blackwell@hundredofhooacademy.org.uk](mailto:kathy.blackwell@hundredofhooacademy.org.uk). Visits will be hosted by a member of SLT. Please ensure you offer a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the Academy.

Candidates wishing to have an initial conversation with the Principal about this role can also arrange for a telephone call. Those wishing to do so should also contact Kathy Blackwell, as above, in the first instance.

To submit an application in full, please do so online via the following link;

[Lead Practitioner - Science \(The Hundred of Hoo Academy\) - Online Application](#)

If you have any queries on any aspect of the application process or need additional information please contact Holly Neve (Recruitment Coordinator) on 01634 412 263 or [holly.neve@latrust.org.uk](mailto:holly.neve@latrust.org.uk).

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.



# 2

## Job Profile

**Role: Lead Practitioner - Science - The Hundred of Hoo Academy**

**Reporting to: Vice Principal/Principal**

### Core Purpose

To raise standards and develop teaching and learning in Science across the Academy. To ensure that the aims of the Academy are effectively translated into high quality classroom practice both within the subject and in general across the Academy. To assist in developing, implementing, monitoring and evaluating:

1. Teaching and learning
  2. Curriculum planning
  3. Continuing professional development
  4. Team building
- To promote and ensure positive pupil approaches to learning through:
    1. High expectations
    2. Exceptional teaching
    3. A stimulating learning environment
    4. An emphasis on learning
    5. Development of co-curricular opportunities
  - To be a key leader in establishing systems and procedures to develop teaching and learning within science and whole school
  - To consistently deliver high quality lessons, promote proven strategies and support colleagues, both on a 1-2-1 basis and in groups, to develop pedagogy and practice in order to improve the quality of teaching and learning with the specific aim of securing outstanding teaching and student outcomes.
  - To work with the Director of Learning and

Curriculum Advisor on all aspects above and to respond to academy priorities within science as directed by the Vice Principal.

- To work with the Director of Learning to devise action plans in order to close achievement gaps and ensure that these are being implemented appropriately.
- To take a lead in supporting the effective development of curriculum within science
- As a leader and manager in the classroom and across the Academy, contribute to the overall leadership of teaching and learning and science by being proactive in supporting an ethos that recognizes and celebrates success and promotes high expectations and aspirations.
- Contribute to the effective management of the Academy through the implementation of Academy policies and code of conduct
- To be a visible presence around the Academy.
- Attend meetings and parents' meetings relevant to the post.
- Other duties as the Head may reasonably require.

### Key Areas of Responsibility

#### Staff

- To oversee the professional development of staff in science across the academy and provide advice on appropriate CPD.
- Ensure that staff are kept well-informed of recent developments in your subject area.
- Observe the teaching of individuals in your area, give constructive feedback and monitor this to ensure that it leads to improved standards in the classroom.
- Allocate responsibilities and duties so as to ensure



continuing professional development.

- Lead the team to implement and execute appropriate action plans to close the gap; then monitor the effectiveness of this.
- Design implement and evaluate an in-house, blended approach to teachers learning through strategies such as coaching, in-class training and 1-2-1 mentoring sessions.

### **Curriculum / Teaching and Learning**

- Teach and plan high quality lessons in which students make at least good progress.
- Enable all staff to use well-judged and imaginative teaching strategies to provide
- support and intervention to meet the needs of individual learners in order that they make at least good progress relative to their starting point.
- Secure the promotion of high levels of enthusiasm for, participation in and
- commitment to learning amongst all students by working with other teachers to develop their practice.
- To support the Director of Learning and Curriculum Advisor in developing and reviewing the department curriculum at KS3, KS4 and KS5.
- Coordinate preparation, delivery and evaluation of schemes of work for the academy in accordance with the National Curriculum requirements; with a particular focus on teaching and learning at KS3, 4 and 5.
- Provide leadership and guidance on production of learning resources.
- Monitor and evaluate to ensure that there is a consistency in terms of learning experiences for students within each of the small schools in accordance with the academy policy and the small

school's criteria for effective teaching and learning.

- Provide guidance on exam specifications and delivery time frames and additional subject related qualifications that could be included in the curriculum offered at the academy.
- Lead and encourage critical professional dialogue within the department.

### **Assessment**

- To issue guidance in order to develop rigour and accuracy in grading at KS3, 4 and 5 across the MFL department and whole school. To ensure that there are appropriately regular opportunities for students' work to be accurately graded throughout each data drop.
- Analyse all academy data drops for years 7-11 each half term in collaboration with the Head of Department. Discuss and agree appropriate intervention to raise standards within the academy for subsequent half terms and report this to the Principal and Vice Principal.
- Identify and implement strategies for raising standards at all key stages in line with the latest accountability measures.
- To develop Assessment for Learning with the department and across the academy in line with academy policy.
- To ensure that there are appropriate and accessible graded examples of students' work from across the academy to be used for the purposes of moderation, training and as evidence of standards in your subject area.

### **Leadership and Management**

- To provide subject specific information to the Principal and Vice Principal whenever required.

‘We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.’

- Demonstrate an uncompromising and highly effective drive to improve achievement, or sustain the highest level of achievement, for all students, over a sustained period of time.
- Take a significant lead on a whole school responsibility
- Lead by example and demonstrate passion and ambition for the Academy, subject and its students.
- Develop and promote effective partnerships with parents, carers, other staff and students so they are highly positive about the subject area in terms of achievement,
- teaching and learning, behaviour and safety.
- Take a lead role in establishing a positive learning environment within their own classroom and that of those they line management and work with so that students are able to make a positive contribution, learn and thrive in an atmosphere of dignity and respect.

### Resources and The Learning Environment

- To ensure that the learning environment is well-ordered, safe and stimulating, leading by example to encourage a high standard of display work in classrooms and communal areas with a clear emphasis on celebrating success, sharing achievements and the importance of both literacy and numeracy.
- To advise on the purchase of appropriate and stimulating resources and ensure that these are used:
- Ensure that subject staff in the academy make full use of the range resources at their disposal, to ensure that all aspects of teaching and learning are effective and in line with the school policy.

### Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

### Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on 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 will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

# 3

## Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

- Degree in relevant subject
- Qualified Teacher Status.
- Successful classroom practitioner with experience in co-educational comprehensive schools.
- Evidence of commitment to extra-curricular and enrichment provision.
- Detailed knowledge of the national curriculum in the relevant area.
- Proven track record of successful strategies for raising achievement and sharing good practice.
- Evidence of enabling students to work to the highest standards.
- Good administrative skills.
- Successful experience of team working.
- Evidence of leadership skills and experience.
- Good record of health and punctuality.
- Commitment to Equal Opportunities.
- Desire and capacity for further promotion.
- The postholder should have the ability to form and maintain appropriate relationships and personal boundaries with children and young people, in safeguarding and promoting their welfare.



“Our values decide our character; our character decides our value.” – *James Kerr*

The ethos created within our community are based on the values we promote:

ASPIRE – to the very highest standards

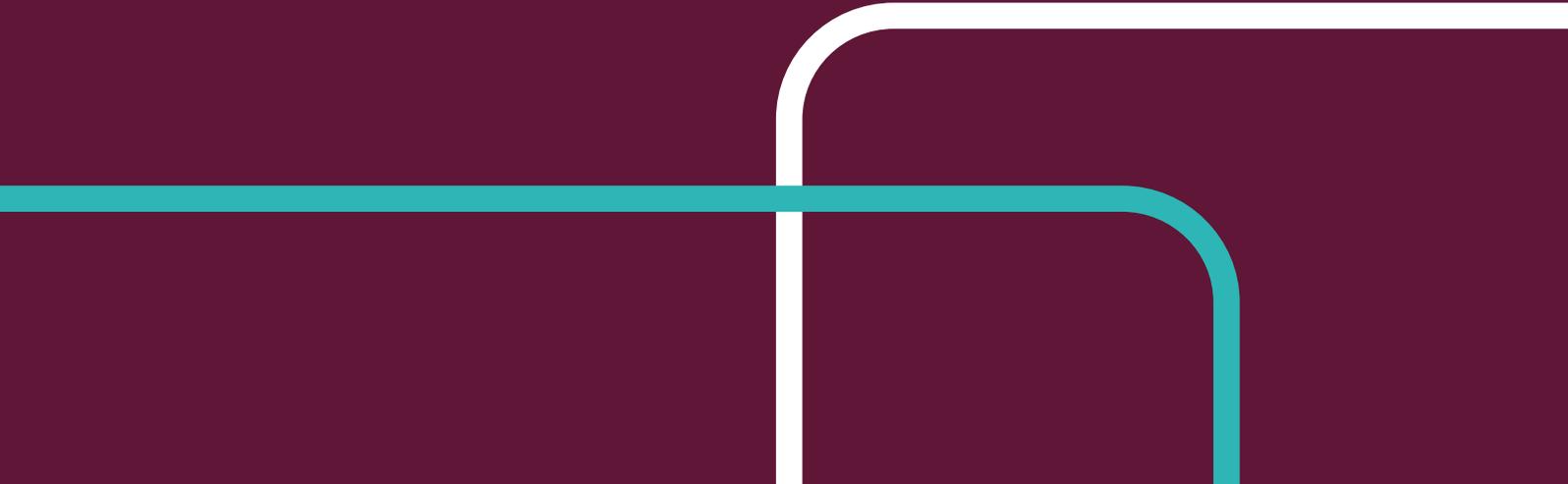
ACHIEVE – to the best of our ability

EXCEL – in all that we do

“Set High Standards, remain true to your values, listen to your conscience and do yourself proud.”

– *Frank Sonnenberg*

The Hundred of Hoo Academy has at its core the pursuit of the highest standards possible in education. We are unashamedly uncompromising, in our promotion of excellence for all, respect, politeness and determination.



# 4

## Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

### Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

### Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

### Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

### Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

# 5

## An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

### Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and innovation.

### Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission: Shaping Lives,  
Transforming Communities**

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