**Impington Village College (IVC)**

**Lead Practitioner Science (2nd in Department)**

Required: September 2023

Salary: L3- L7

Join East Anglia’s “State Secondary School of the Year” 2020

This is an exciting, and rare, opportunity to join one of the UK’s leading comprehensive schools, recently ranked third nationally in the Sunday Times’ ParentPower publication for the second year running. We are looking to recruit an outstanding practitioner and inspirational leader to join our fantastic Science department. As a Lead Practitioner you will contribute to the overall leadership of the faculty, delivering CPD and taking responsibility for a Key Stage, supported by a highly experienced faculty leader. For the right candidate we can offer:

* A £3000 annual recruitment and retention allowance on top of your generous salary
* **A reduced teaching load for all staff (maximum 40 hours per fortnight, the equivalent of at least one free period every day), plus a generous time allocation for leadership**
* One hour a week of subject CPD timetabled into the College day as part of your timetabled allocation, reducing twilight sessions to a minimum and ensuring regular access to outstanding professional development
* **A minimum of one paid ‘family day’ per year to use as you choose, with the possibility of term time leave by negotiation**
* £1000 bursary for personal CPD, including funding for a Masters qualification (or equivalent)
* **A genuine commitment to wellbeing, with a strong track record in supporting positive mental health and high levels of staff retention and promotion (twice awarded the Carnegie Gold Medal)**
* The ability to work from home by agreement, and subsidised access to our on-site Sports Centre and Swimming Pool, available for us throughout the day

Impington Village College has achieved consistently excellent outcomes for the last seven years. With a truly comprehensive intake, student progress is regularly in the top 5% of all non-selective schools in the country. We are fiercely proud of our inclusive ethos, and in championing an environment in which every student is welcomed and valued, and accommodate nearly 100 students with EHCPs, including many with highly complex needs. Student attainment is exceptionally high, with 20% of all grades at Grade 9 and 50% at 7-9 (or equivalent) in 2022. We are also committed to the wider education of our students, with a timetabled enrichment programme for all ages as a core part of our curriculum, as well as over forty hours per week of clubs and activities. We run a fantastic range of overseas trips as far afield as Peru, India, Japan and Botswana, as well as Science trips to Geneva and Iceland.

Science outcomes are consistently in the top 2% nationally for both attainment and progress. In the first years of the reformed GCSEs, the Science results have been exceptional; over 50% of our very large cohort of Triple Scientists achieved Grade 9s and over 90% achieved at least a Grade 7. Combined Science outcomes are also incredibly strong, with more than 80% of students achieving at least 4-4 and significant numbers achieving Grades 7-9. This post also offers the opportunity to teach at IB level, where Sciences are a core part of the

Diploma Programme for all students, and where outcomes are well in excess of the national and international averages. You will also be joining us at an incredibly exciting time, as we embed the IB Middle Years Programme at Key Stage 3, and become one of the first state schools in the UK to offer three IB programmes.

With your knowledge and passion for Science you will have the opportunity to build upon the successful curriculum embedded at IVC and deliver a high quality learning experience to our inspirational students.

**What can ELA offer you?**

ELA offer a sector leading staff benefits offer alongside bespoke, high quality CPD programmes, cross-trust events, and exceptional opportunities for career development within our innovative family of schools.

**ELA staff benefits include:**

* Reduced contact time to enable professional development;
* EAP with access to counselling & physiotherapy;
* Health care cash plan;
* Paid annual family day;
* Extensive discount club access;
* Cycle to work & electric car lease schemes;
* Enhanced parental leave;
* Flexible work practices;
* Laptop & mobile phone payment plans;
* Ticket ballots for high profile events;
* Generous annual leave allowance for support staff;
* Discounted gym membership for all staff.

Our Trust is committed to equal opportunities, to safeguarding and the promotion of the welfare of children, young people and vulnerable adults.  All staff are expected to share this commitment and undergo the appropriate checks.  All positions within the Trust are subject to enhanced DBS checks and satisfactory references along with a Certificate of Good Conduct if applicable.  Only applications submitted on using the ELA application form will be accepted.  We do not accept applications by CV.

Please find the link to our school Safeguarding policy: <https://www.impington.cambs.sch.uk/policies/>

Why work for ELA:

<https://tela.org.uk/wp-content/uploads/2023/03/Why-work-for-ELA.pdf>

An application pack is available from our website [www.impington.cambs.sch.uk](http://www.impington.cambs.sch.uk). Applicants must complete a College application form - we cannot accept CVs.  Potential applicants are strongly encouraged to visit the College or speak with existing staff; please contact our HR Team on [hrenquiries@ivc.tmet.org.uk](mailto:hrenquiries@ivc.tmet.org.uk) to arrange a visit with one of our Assistant Principals.

Closing Date: 9am Monday 17th April, interviews to take place before the end of April. Exceptional candidates may be called to interview prior to the closing date.