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**INFORMATION PACK**

**Position: Teacher of Science and Lead Teacher**

**Scale: MPS/UPS & TLR 2B**

*A Letter from the Headteacher*

**Section 1: An Introduction to Saddleworth School**

**Section 2: Department Information**

**Section 3: Job Description**

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Dear prospective colleague,

Thank you for showing an interest in the post on offer at Saddleworth School. What follows is a snapshot that I hope will give you a genuine insight into our School. I really hope that having read the information and researched the school you feel that your values resonate with ours and you choose to apply.

We are seeking to create an exciting and nurturing learning environment which is inspiring and empowering for all of our students. During their five years with us we ensure that they have the opportunities to explore their passions and interests; find the things which get them excited about their futures and which inspire them to strive for their very best. Our aim is to harness the enormous potential of each and every student so they can be empowered to have happy, successful and rich lives.

At Saddleworth we are looking for people who are ambitious for our students, ambitious for themselves and who are passionate about working with young people to ensure that they fulfil their full academic potential and develop into happy, confident, compassionate, and successful young adults. We are a community, we work and learn together and we support and care for one another. This is what makes our school unique and special.

Saddleworth is a comprehensive school and the only local authority maintained 11-16 school in Oldham. The school is significantly oversubscribed and is forecast to remain so for years to come. It serves a semi-rural area; students join us from villages such as Delph, Dobcross and Uppermill as well as areas closer to Oldham such as Lees and Springhead.

Due to our success, the school has grown over the years and we are now able to accommodate 1420 children, organised into five year groups with up to 300 students in each. We have recently moved into a brand new purpose built school building with a wealth of facilities. This will not only support us to provide a first class learning experience for our students but will also mean that we can continue to grow and increase our student number to 1500 over the next five years.

Currently, we have 82 teachers and 77 support staff at the school. Their hard work, dedication and generosity of spirit is a key strength of our school. We invest heavily in our staff and their development and as part of our commitment to ‘empower and inspire’ everyone in our school community. We want to support colleagues to develop and grow in their roles and be able to take advantage of the many opportunities for career progression. We have a comprehensive CPD programme in school which supports colleagues at all stages of their career.

We also are an associate partner of The Dovestone Learning Partnership made up of eight partner primary schools and expect to become a full partner now that we have moved to our new school building. For more information about the Dovestone Learning Partnership visit: <https://www.dovestonelearningpartnership.org>

Included in this pack is a more detailed profile of the school as well as an application form. I look forward to receiving your application.

Yours sincerely,

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# Section 1:

# An Introduction to Saddleworth School

**Our Vision**

To **Empower** and **Inspire**

Enabling young people to develop and find their talent

**Our staff**

The key strength of the school is the staff. There is a genuine sense of community and all

within the school work together to support the students and each other. We have a real blend of youth and experience on the teaching staff and there is a flourishing CPD programme to support all staff at every stage of their career.

**Our geographical area**

Saddleworth School is a 10-form entry, 11-16 Comprehensive School, situated in pleasant rural surroundings at the foot of the western slopes of the Pennines, some four miles east of Oldham. The school enjoys a good reputation. In its Ofsted inspection of March 2018 it was rated “Good” in every aspect. The school caters for the whole rural district of Saddleworth and also for the nearby residential areas on the eastern side of Oldham. This district contains nine large villages with varied industrial undertakings and farming activities. Manchester and the M62 are within easy reach and the region is popular with commuters. The school has recently moved to the village of Diggle just off the main A670 Ashton-Huddersfield Road which links with the A669 Oldham Road.

**Our school organisation**

The school is oversubscribed and the number on roll is currently 1420 but will expand to 1500 over the next four years now that the school has moved to its brand premises in the village of Diggle. After more than 100 years at our old school we have now relocated to a new site with a new school building. After a long wait staff and students are delighted to be in our new fantastic new school. We now have a school with state of the art classrooms, fully equipped specialist areas and modern facilities to support our delivery of a first-class learning experience for our students.

On entry, children in Year 7 are placed in mixed attainment classes, but set by attainment in Maths during their first half term. From Year 8 onwards, there is increased setting in maths and science. There is a long-standing record of strong achievement in external examinations and students tend to leave with above average attainment.

A wide range of extra-curricular activities is available. Fieldwork and outdoor pursuits are very strongly supported; a full programme of sporting activities is maintained, as are a wide range of excellent musical and drama activities and the Duke of Edinburgh Award Scheme is particularly well represented.

The school day is shaped around five one-hour lessons and a daily 8:40am form time registration. All students have their lunch break from 1.20pm to 2.00pm. All staff engage in CPD that runs after school on Wednesdays.

The pastoral system is organised on a year basis, with each year led by a Home School Leader. Form tutors play a crucial role and it follows; therefore, that all candidates for teaching posts at the school must be fully committed to the education of the ‘whole child’ and be prepared to contribute to the school as an active and caring form tutor. Standards of student dress and behaviour are good and children are encouraged to play a part in the running of the school, through the elected Senior Student Leadership body and the School Council.

The school has become the focus of many of the leisure pursuits of the local community. It is widely used after school and in the evenings for sport and cultural activities. The element of community service in the Duke of Edinburgh scheme has involved helping the Tame Valley wardens with their conservation work, helping at the museum, and the St John Ambulance, and giving support to the old people in the area.

The school’s high standard of inclusion is well supported by Pastoral Support Assistants who are attached to each year group. The school also has a specialist provision through or Link Department for students in need of additional support and/or a personalised curriculum.

Saddleworth School is a stimulating and rewarding environment in which to work. This is a school where teachers and students can really flourish.

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| **Quick Facts** | |
| **Age range** | 11-16yrs |
| **Local Authority** | Oldham LA |
| **Number of children** | 1420 |
| **% FSM** | 22.35% |
| **% SEN** | 19.43% |
| **% EAL** | 1.7% |

**Our Values and Ethos**

The school is over 100 years old and has a proud tradition of enabling our young people to experience academic success whilst also providing a nurturing and supportive environment. Our students and their wellbeing are at the heart of everything we do and our team of dedicated staff will support every young person so that they can thrive and flourish.

At Saddleworth we are ambitious for our students and we aim to instil that sense of ambition in them too. We have high standards and expectations of them and their futures. We want our students to be successful academically but also to gain the knowledge and skills to make sense of the world and to contribute positively to the communities in which they live.

The key to this is building effective relationships for learning. That means children must have a voice, be valued and sit at the centre of all we do. It is vital that children learn to listen, value the views of others and improve their own thinking. We are developing the curriculum, our teaching and assessment so that it is fit for purpose and nurtures self-esteem, self-discipline, confidence and independence.

Ultimately, we want children to leave our school feeling happy, empowered and inspired and we want to work with parents, students and colleagues who share that ambition.

**CPD opportunities**

Saddleworth School is committed to ongoing CPD for all staff. Each Wednesday there is a calendared programme of development opportunities in which all staff engage. There is also a complementary programme of CPD accessible to all staff to support development to their career stage or specific areas of interest may be.

**Equality of opportunity**

Saddleworth School is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, gender, race, colour, nationality, ethnic origin, disability, religion, marital status, sexual orientation and/or medical condition.

**Safeguarding**

Saddleworth School is committed to safeguarding and promoting the welfare of all children and young people. There is an explicit expectation that all employees share this commitment and adhere to all safeguarding policies and procedures. Applicants should be aware that the recruitment process will include an assessment of your suitability to work with children.

**Saddleworth school is a place where:**

* We each feel that we are valued by and belong to the Saddleworth community.
* All work hard and are considerate and courteous towards each other
* We are respectful, compassionate and kind.
* We are all encouraged to explore, find, nurture and develop our passion
* We are ambitious for ourselves and for each other.
* We have high standards and expectations and strive for excellence.
* We embrace success and take pride in our own achievements and those of others
* We develop and encourage a growth mind-set and positive attitudes in ourselves and others
* We all actively contribute to the Saddleworth community to ensure that it remains a place that we all want to work and to learn.

**Section 2:**

**Department Information:**

The Science department at Saddleworth School comprises of thirteen members of staff, ten full time and three part time. There is a good balance of experience within the teaching team; the Science department also contains staff with responsibility in other areas of the school. There is a balance of subject specialism across the department; all members of the team are expected to teach out of their specialism at KS3. At KS4, we timetable teachers increasingly to their subject specialism. Saddleworth School offers a dedicated programme for ECTs and within the Science department we have experienced staff that are ECT mentors providing coaching and support.

Students are taught in mixed attainment groups during Y7, they are then grouped more strategically from Y8. Students in Year 7 receive 6 periods of Science per fortnight, rising to 7 periods in Years 8 and 9 and increasing further to 9 periods per fortnight for Combined Science and 14 periods for Triple Science in Years 10 and 11.

The majority of students at KS4 follow the Edexcel GCSE specification in Combined Science, some students opt to follow the Triple Science pathway. Intervention opportunities in KS4 include targeted support for individuals and small groups as well as Walking Talking Mocks and Parent Engagement workshops.

The department is housed in purpose built accommodation on our new site which includes eleven well equipped laboratories. We are well resourced in practical equipment and technical support is provided by three technicians. There is good access to ICT facilities; all subject labs are equipped with interactive screens.

The department works hard as a team to ensure that our students get the best out of their Science lessons both academically and to empower them to use science in their experiences outside school. The department shares their outstanding and innovative practice and collaborate to produce resources for schemes of learning at both KS4 and KS3 that build on key concepts from Year 7 through to 11. Science department colleagues have embraced these developments and increased opportunities for professional learning and collaboration that have occurred as a result. Teachers form warm, positive relationships with students, based on research-based evidence in high quality pedagogy and as a result, students increasingly understand that questions, mistakes and resilience are all integral and essential learning traits.

The ethos of the department is one of mutual support. This is a wonderful opportunity for the successful candidate to join a very hard working, enthusiastic team with an excellent record of nurturing talented professionals.

**Section 3: Job Description**

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| **Post Title** | **Teacher of Science and Lead Teacher** |
| **Purpose** | The successful candidate will be responsible for leading the teaching and learning strategy across the Science Department in collaboration with the Curriculum Leader to ensure that students follow an engaging, dynamic and inspirational Science Curriculum. |
| **Reporting To** | **Curriculum Leader for Science** |
| **Responsible for:** | Teaching staff, Technicians and other relevant personnel within the department. |
| **Liaising with:** | Senior leadership team, Science Leadership team other heads of department/Faculty, relevant staff with cross-school responsibilities, non-teaching support staff, LEA staff, parents, governors. |
| **Working Time:** | 195 days per year Full time |
| **Salary/Grade:** | **MPS/UPS & TLR 2B** |
| **MAIN (CORE) DUTIES** | |
| **Teaching** | * To undertake an appropriate programme of teaching in accordance with the duties outlined in the job description for all teachers. |
| **Operational/ Strategic Planning** | * To develop and improve pedagogy within the science team. * To engage with relevant sources of research to keep pedagogy and practice current and consistently effective. * To work alongside the CL for Science to quality assure the curriculum and it’s implementation. * To ensure that effective systems of support are in place to develop colleagues who teach out of their preferred science specialism(s). * To provide support and coaching to colleagues so that they can develop their pedagogy and practice where requested/required. * To be familiar with and to implement school policies and procedures. |
| **Curriculum Provision and development** | * To work alongside the CL for science to ensure that the science curriculum is engaging, inspiring and enables students to make excellent progress. To ensure that the intended curriculum is delivered effectively and consistently. |
| **Professional Development and team management:** | * + To work with Curriculum Leader to ensure that departmental staff development needs are identified and that appropriate programmes are designed to meet such needs.   + To assist the CL in ensuring the efficient and effective deployment of the department’s support staff.   + To undertake Performance Development Reviews as a team leader and to act as a reviewer for a group of staff within the designated department.   + To work with and deputise for the CL to make appropriate arrangements for classes when staff are absent, ensuring the provision of appropriate work for classes in the department and liaising with the cover administrator to ensure appropriate cover supervision.   + To participate in the interview process for teaching posts when required and work with the CL to ensure effective induction of new staff in line with school procedures.   + To promote teamwork and to motivate staff to assist the CL to ensure effective working relations.   + To participate in the school’s ITT programme.   + To work with and deputise for the CL in being responsible for the day-to-day management of staff within the department and act as a positive role model. |
| **Quality Assurance:** | * + To contribute to school procedures for lesson observation and performance development.   + To assist the CL to implement school quality procedures and to ensure adherence to those within the department.   + To work with the CL to monitor and evaluate the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. |
| **Management Information:** | * To ensure the maintenance of accurate and up-to-date information concerning the department on the management information system. * To make use of analysis, evaluate performance data provided and produce reports as appropriate. * To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken. |
| **Communications:** | * To ensure that all members of the department are familiar with its aims and objectives. * To ensure effective communication/consultation as appropriate with the parents of pupils. * To liaise with partner schools, higher education, industry, examination boards and awarding bodies and other relevant external bodies. * To represent the department’s views and interests. |
| **Marketing and Liaison:** | * + To support the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at open days/evenings and other events.   + To support the promotion of the development of effective subject links with external agencies actively. |
| **Management of Resources:** | * To assist the CL in managing the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down. |
| **Pastoral System** | * To monitor and support the overall progress and development of pupils within the department. * To monitor pupil targets and attendance, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary. * To act as a form tutor and to carry out the duties associated with that role as outlined in the generic job description for teachers. * To contribute to PSHCE, citizenship and enterprise according to school policy. * To ensure the behaviour management system is implemented in the department so that effective learning can take place. |
| **Additional Duties:** | * To play a full part in the life of the school community, to support its “Aim High” ethos by “Empowering and Inspiring” all with whom you work. * To continue personal development as agreed. * To engage actively in the performance development process. * Assist the CL and take a lead role in developing effective assessment practice and use of data to drive improvement * To undertake any other duty as specified by the STPCB not mentioned in the above. |
| **Other Specific Duties:**  *Whilst every effort has been made to explain the main duties and responsibilities of this post, each individual task undertaken may not be identified.*  *Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.*  *Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.*  *The school will endeavour to make any necessary reasonable adjustment to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*  *The job description is current at the date shown, but, in consultation with you, may be changed by the headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.* | |

**Section 4: Person Specification**

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| **Expertise** | **Essential** | **Desirable** |
| Qualifications | * Graduate **(A)** * Qualified teacher status **(A)** * Evidence of continual professional development **(A)** | * Further higher education qualification beyond first degree level **(A)** * NPQML or similar **(A)** |
| Experience | * Experience of developing pedagogy and teaching and learning **(A/I/R)** * Experience of leading and managing in a secondary school **(A/I/R)** * Successful and proven track record teaching across the ability range 11 – 16 **(A/I/R)** * Has initiated and successfully managed change **(A/I)** | * Experience of the needs of students from different ethnic backgrounds **(A)** * Experience of working in a school with a similar context **(A)** |
| Leadership and Management | * Ability to lead, motivate and inspire **(A/I)** * Ability to lead and work as part of a team **(A/I/R)** * Commitment to community education **(A/I)** * Ability to be flexible, resilient and plan strategically **(A/I)** * Ability to prioritise, plan and organise **(I/R)** * Ability to direct and co-ordinate the work of others in a professional manner **(A/I/R)** * Ability to work under pressure to achieve, to have high expectations, lead by example and meet deadlines **(I/R)** * Ability to communicate clearly **(A/I)** * Proven high quality management skills **(A/I/R)** | * Development of broader vision through involvement in relevant organisations outside the school **(A/I)** * Experience of leading CPD for other colleagues. **(A/I)** |
| Professional  Competence | * An unrelenting passion for Science and engendering a love of the subject in pupils * Proven record of helping all students to achieve high standards and to fulfil their potential **(A/I/R)** * Experience of working with and supporting other colleagues **(A/I/R)** * Ability to maintain the high profile of the school within the wider community **(I)** * Expertise in the use of ICT as a management and educational tool **(A/I)** * Excellent record of attendance and punctuality |  |
| People and  Relationships | * Deal sensitively with people and help to resolve problems **(I/R)** * Take firm action when appropriate **(I)** * Demonstrate courtesy, integrity and be approachable and fair **(I/R)** * Create and secure enthusiasm and earn the confidence of staff, students parents and governors **(A/I/R)** * Develop appropriate working relationships with all in the school community **(A/I/R)** * Have energy drive and enthusiasm to lead projects through to completion **(I/R)** * Encourage staff development by building on existing strengths within the department and in the school as a whole **(I)** * A visible and effective presence around school **(I/R)** |  |
| Communications | * Effective oral and written communication to a wide range of audiences **(A/I)** * Effective agenda setting and chairing of meetings **(I)** * Consult and negotiate effectively **(I)** |  |

**A = APPLICATION FORM AND SUPPORTING LETTER**

**I = INTERVIEW PROCESS**

**R = REFERENCE**