**Teacher of Science (with Leadership Responsibility an appropriate candidate)**

**Recruitment Pack**

**Executive Headteacher Welcome**

Welcome to Codsall Community High School, part of South Staffordshire Learning Partnership.

The partnership currently consists of five local schools; two First Schools (Lane Green and St Chads), two Middle Schools (Perton and Bilbrook) and one High School (Codsall High).

Whilst a relatively new organisation we are built upon the principles established over a number of years by myself and senior staff.

Simply put, our goal is to provide the very best educational journey possible for the children of the community which we serve. We do this through ensuring that our staff feel valued and part of a wider family, through investing in the ongoing professional development of all staff, through simplifying and implementing successful teaching and learning strategies, through understanding that teaching is the most valuable job anyone can have because we change lives.

Please take time to visit our schools and see what we are about. I'm confident that you will like what you see and be keen to be part of our exciting journey.

Regards

Alun Harding

**Executive Headteacher**

**Headteacher Welcome**



Thank you for your interest in this role and working with South Staffordshire Learning Partnership at Codsall Community High School. We hope that this recruitment pack provides you with the information that you need to pursue your application.

The success of any organisation and that of its employees depends very largely on the employees themselves, and I am privileged to work with wonderful colleagues to provide the very best education possible to our students.

As an employer we understand that working in education can be challenging, we aim to support staff through initiatives such as Workload Risk Assessment when introducing a new initiative, Wellbeing Days and ‘Star of the Week’. The role of the leadership team is to create the right climate and empower staff to deliver outstanding learning.

Codsall Community High School has a long tradition of success and we work hard to provide the very best academic and vocational provision, enabling our students to be confident and successful as they transition into adult life. Relationships between staff and students at the school are incredibly strong and you will feel a genuine warmth when joining our team. Our school vison of Ambition, Altruism and Achievement is at the heart of all we do.

I very much look forward to meeting you and having the chance to show you around our school.

Kind regards

Simon Maxfield

**Headteacher**

**Our Beliefs – Culture and Benefits**

* Our goal is to strip away the unnecessary and focus on the important stuff – making our schools the best possible environments for our young people.
* There is no expectation or belief that getting to school early or staying late is the only way of showing you’re working hard. All staff should work in a way that suits them, making sure that they have time for themselves and their loved ones.
* No lesson observation gradings, no showcase lessons, no tick sheet approach – we focus on a culture of typicality and will always work at developing a positive and inclusive culture of support and challenge.
* No expectations to answer emails out of school working hours.
* Open door senior leadership across the organisation – no issue is ever too small to discuss if it’s important to you.
* A strong focus on mental health and wellbeing – staff with responsibility for ensuring that there are resources and signposting for any staff that need support.
* In house leadership development programmes as well as access to various NPQ courses.
* SSLP Star of the Term – each term headteachers and SLT will be asked to nominate staff for this award. The winning member of staff will be presented with a £50 voucher for a local restaurant / pub.
* Every member of staff in each school is entitled to 2 x wellbeing half days. These can be requested in advance and can be for any reason.

**Our Beliefs - Workload**

* No need or expectation to write or rewrite lesson plans in a particular format.
* An assessment and marking policy which significantly reduces workload by moving from “marking” culture to an effective assessment culture.
* A goal of ensuring that there is no more than one cover lesson per half term, less if possible.
* Data will never be asked for twice in different contexts.
* A maximum of 3 data collection points per year group.
* If a new policy or practice is introduced we will strive to take away something old, ensuring that we review everything we do annually.
* Consultation on key policies which include workload assessments.

**Teacher of Science (with Leadership Responsibility for an appropriate candidate)– Full Time Permanent**

**M1 – UPS3 £31,650 - £49,084 Plus TLR2 £4000**

**Codsall Community High School**

**Closing Date – 9am Monday 28th April 2025**

Codsall High is a comprehensive school for Years 9 to 13 situated in a semi-rural area of Staffordshire near Wolverhampton. It has over a thousand students on roll and almost three hundred in its highly successful sixth form.

First and foremost, we are looking for a dynamic and inspirational teacher of science to join our school in September 2025. We give great importance to quality teaching and learning and with high quality and regular CPD provided, ask teachers to consider, whatever their stage, how they are a better teacher this year than they were a year ago. The successful candidate will be passionate about this too. You may be a strong ECT ready to begin the next stage of your career, or a more experienced teacher, ready to lead the development of an agreed area of provision within the curriculum or within our Pastoral system.

The ability to teach GCSE Combined Science is essential and the ability to teach GCSE Triple Science and A-Level Science within at least one discipline is advantageous.

The post would suit an exceptional teacher who is looking to take the next step in their career or an existing middle leader with the skills and expertise to help the department on their journey to become outstanding. We will also consider applications from exceptional teacher who may feel they are a year away from this next step and help you prepare to take on the role in the next year. The successful candidate will be passionate about education and demonstrate excellent teaching and learning in the classroom.

To arrange an informal discussion about the post or visit to the school please contact Miss Williams, the Headteacher’s PA, on dwl@sslp.uk

Completed application forms with a letter of application should be sent to Mrs Straw on jobs@sslp.uk

The closing date for receipt of applications is Monday 28th April at 9am.

*"This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment". This position is subject to an Enhanced Disclosure check under the Rehabilitation of Offenders Act 1974. Further details regarding this check are available from schools or by visiting www.crb.gov.uk*

**Job Description**

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| **Post title** | **Teacher of Science with Leadership (TLR2 £4,000)** |
| **Purpose** | * To lead the development of agreed aspects of our Science provision.
* To enhance the quality of teaching and learning through coaching, sharing good practice and collaborative planning.
* To secure outstanding progress and enjoyment in GCSE and A Level.
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| **Reporting to** | Head of Science |
| **Core duties** |
| **Curriculum development** | * With the Head of Science, to lead the development of outstanding teaching plans and resources to support teaching, learning and assessment in GCSE and A Level.
* To coordinate the development of planning and resources by other teachers within the department.
* To contribute to enrichment within the Science Department and organise annual visits to increase interest and progress in science.
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| **Teaching, learning and assessment** | * To visit outstanding Science departments to make links and learn from best practice in GCSE and A Level.
* To consistently demonstrate outstanding practice in the classroom that leads to high levels of progress, interest and enjoyment.
* To support teachers in using formative assessment to inform the next steps in teaching and learning.
* To write accurate milestone assessments that can be used to track learner attainment in GCSE and A Level.
* To ensure teachers assess students’ work so they know their strengths (WWW), areas for improvement (EBI) and they take action to improve (DIRT).
* To analyse assessments using question-level analysis to identify specific objectives that students have not mastered and use this to improve the curriculum and organise academic support.
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| **Academic support** | * To ensure teachers talk to students who are underachieving in GCSE and A Level to review their progress and agree next steps.
* To coordinate small group tuition for students who are below target and need to catch up.
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| **Leadership and management** | * To contribute to the formulation of the aims, objectives and targets for Science in the school.
* To take an active role in writing the Team Improvement Plan for Science and lead its implementation for agreed areas.
* To promote teamwork and to motivate staff to ensure effective working relations and high morale.
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| **Communications** | * To ensure effective communication with parents of students.
* To contribute to the school liaison and marketing activities, e.g. the contribution of material for press releases, newsletter, etc.
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| **Safeguarding** | * To promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
* To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
* To be ensure equal opportunities for all.
* To contribute to the overall ethos, work and aims of the school.
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| **Additional duties** | * To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
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| **Other**  | Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Middle leaders will be expected to comply with any reasonable request from their Head of Department or a Senior Leader to undertake work of a similar level that is not specified in this job description.This 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. |

**Person Specification**

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|  | Essential | Desirable, but not essential |
| **Qualifications** | Graduate in a relevant subject.Qualified teacher status.Evidence of substantial professional development. | Good honours graduate.Further relevant qualification. |
| **Experience** | Successful experience of teaching GCSE and A Level. Experience and knowledge of how to improve the Quality of Education.Experience of securing high standards of attainment and learner achievement. |  |
| **Skills** | An excellent classroom practitioner.Evidence that the vast majority of learners make outstanding progress in classes taught.Effective communication skills both written and oral.Ability to motivate, lead and inspire teachers and students.Ability to use IT as a teaching, learning and management tool. | Skills in using coaching to develop the Quality of Education.  |
| **Personal qualities** | A vision and the ability to innovate.Commitment to a fully inclusive school.Ability to cope with the duties and responsibilities of the post.High levels of personal ambition, motivation and commitment.Ability to demonstrate sound and balanced judgement, decisiveness and flexibility.Enthusiastic and positive outlook.Sense of humour. |  |