

**Job Description and Person Specification**  
**Job Description**

<b>JOB TITLE:</b>	Lead Practitioner of Science
<b>CONTRACT TYPE:</b>	Permanent
<b>ACCOUNTABLE TO:</b>	Subject Leader/ SLT Link
<b>GRADE:</b>	Leadership Scale Range 4-8
<b>THE ROLE:</b>	An enthusiastic and outstanding Lead Practitioner of Science who is able to inspire every child through their passion for their subject and our school values.
General Expectations:	<p>Staff will:</p> <ul style="list-style-type: none"> <li>• Contribute effectively to the work of the school and to the achievement of the 'School Improvement Priorities'.</li> <li>• Play a full part in the life of the school community, to support our distinctive aims and ethos, to encourage staff and students to follow this example.</li> <li>• Follow school policy regarding care, support and supervision of students.</li> <li>• Attend training and development activities and courses, ensuring continuing, personal and professional development.</li> <li>• Contribute to a welcoming school culture by promoting mutual respect for all.</li> <li>• Comply with any reasonable request from a leader to undertake work of a similar level that is not specified in this job description.</li> <li>• Work as a team member.</li> <li>• Act as a role model to students in speech, dress, behaviour and attitude.</li> <li>• Have common duties in the areas of: Quality Assurance, Communication, Professional Practice, Health &amp; Safety, and General Management (where applicable), Financial Management (where applicable), Appraisal, Equality &amp; Diversity, Confidentiality and Induction.</li> </ul>
<b>Duties and Responsibilities for all Teaching Staff:</b>	<p>All teaching staff will:</p> <ul style="list-style-type: none"> <li>• Work within the National Conditions for Employment of School Teachers (STPCD).</li> <li>• Uphold and observe the Professional Code for Teachers (GTC) and meet the National Standards for Qualified Teachers.</li> <li>• Promote the school's stated ethos and support the school's policies in student leadership and Management.</li> <li>• Support and encourage colleagues at all levels within the school.</li> <li>• Contribute to and implement the annual School Improvement Plan and agreed policies.</li> <li>• Teach as directed throughout the school, subject to appropriate training.</li> <li>• Expect, monitor and improve progress in student learning.</li> <li>• Contribute to the personal and social development of all students.</li> <li>• Participate in the pastoral management and delivery of the schools Personal Social Health Citizenship and Enterprise Education programme (PSHCEE) as requested.</li> <li>• Take part in quality assurance and performance management procedures outlined in an agreed school policy.</li> <li>• Take responsibility for personal development.</li> </ul>

<p><b>Responsibilities for all Subject Teachers:</b></p>	<p>All subject staff will:</p> <ul style="list-style-type: none"> <li>• Take full responsibility for ensuring a scheme of work is delivered to students in their allocated classes.</li> <li>• Plan lessons using a range of strategies to meet student's individual learning needs understood from attainment and supporting data.</li> <li>• Have a thorough knowledge and understanding of their subject, its teaching and place in the National Curriculum and that of the school.</li> <li>• Use the models set out in School Policies for delivery of lessons.</li> <li>• Set homework according to school and department policies.</li> <li>• Mark, assess record and report on student's achievements, setting appropriate targets. Keep to deadlines for reporting, marking, submission of coursework and assignments.</li> <li>• Prepare students for examinations when required, taking part in standardising and moderating activities required by departments and examination boards.</li> <li>• Contribute to the development of schemes of work, school and department policies as appropriate.</li> <li>• Attend and contribute to appropriate meetings and professional development activities.</li> <li>• Take an active part in the school's self-evaluation process, including the completion of appropriate documentation, and contribute to this process within the subject area.</li> <li>• Undertake whatever other duties might reasonably be requested by the Head Teacher or Subject Leader.</li> </ul>
<p><b>Responsibilities of all Form Leaders:</b></p>	<p>All form leaders:</p> <ul style="list-style-type: none"> <li>• Are responsible for day-to-day administration in the form group.</li> <li>• Review and discuss student's work and welfare, setting targets as necessary.</li> <li>• Meet with parents including school calendared meetings.</li> <li>• Promote good behaviour and positive attitudes at all times.</li> <li>• Support form, year and school activities as appropriate.</li> <li>• Deliver an appropriate programme of form group activities, including the agreed PSHCE programme.</li> </ul>
<p><b>Responsibilities of Post Threshold Teachers and/ or Lead Practitioners.</b></p>	<p>Teachers who have passed the Threshold or are employed as a Lead Practitioner should ensure that they continue to meet Threshold Standards and should demonstrate that they make an active contribution to the policies and aspirations of the school.</p> <p>Specifically:</p> <ul style="list-style-type: none"> <li>• They provide a role model for teaching &amp; learning.</li> <li>• Make a distinctive contribution to the raising of student standards.</li> <li>• Contribute effectively to the work of the wider team.</li> <li>• Take advantage of appropriate opportunities for professional development, using outcomes effectively to improve students' learning.</li> </ul> <p>There is a clear expectation that Post-Threshold Teachers and/ or Lead Practitioners will take a lead role in the development of other teaching staff and will welcome Student and Newly Qualified Teachers and visitors, by prior arrangement, into their learning environment.</p>
<p><b>Specific Responsibilities for this Post:</b></p>	<ul style="list-style-type: none"> <li>• To raise standards of attainment and achievement in the subject.</li> <li>• To assist the Subject Leader in the leadership and development of the subject.</li> <li>• To be responsible for agreed aspects of the subject (negotiated annually).</li> <li>• To be responsible for an agreed area of whole school responsibility, negotiated annually with the Headteacher.</li> </ul>

<p><b>Contribution to school development:</b></p>	<ul style="list-style-type: none"> <li>• Contribute to the development of school policy through participation in appropriate meeting groups, committees and working parties.</li> <li>• Liaise as appropriate with external agencies including the LA achievement services.</li> <li>• Support the school ethos and policies in relation to students, parents, the local community and other external groups.</li> <li>• Provide reports as appropriate for Governors on activities and progress within the area of responsibility.</li> </ul>
<p><b>Student Outcomes:</b></p>	<ul style="list-style-type: none"> <li>• Be accountable for the performance of students against targets in the appropriate curriculum area(s).</li> <li>• Prepare reports as required analysing student progress and performance in the designated area.</li> <li>• Establish and maintain a safe, healthy and attractive environment for learning.</li> </ul>
<p><b>Resources:</b></p>	<ul style="list-style-type: none"> <li>• Manage budgets allocated to the area following all Trust procedures.</li> <li>• Deploy staffing and physical resources effectively to support the delivery of high quality teaching and learning.</li> <li>• Ensure all relevant health and safety requirements are complied with, bringing concerns to the attention of the relevant staff promptly.</li> </ul>

**Person Specification**

		Essential	Desirable
Application	A well-structured letter of application indicating interests and strengths in the subject	*	
	Fully supported in references	*	
Qualifications and Professional Development	Qualified Teacher Status (QTS)	*	
	Ability to teach GCSE and A-Level	*	
	A degree in a relevant subject	*	
	Commitment to further study including any in-service training during the last three years	*	
	Ability to use ICT as a learning tool	*	
	Post Graduate qualification	*	
Experience	A proven track record of raising standards, good examination results and delivery against targets	*	
	Ability to demonstrate high standards of classroom practice	*	
	Catering for the needs of all students including Gifted and Talented, SEND and Pupil Premium	*	
	Use of data to inform planning, teaching, measuring progress and to aid target setting and improving performance	*	
	Recent experience of leading and managing a team of people	*	
	Experience of introducing a new initiative or of managing change	*	
	Experience of working with external providers to enhance curriculum delivery		*
	Experience in more than one secondary school		*
	Experience of leading in staff development		*
Qualities & Values	A clear educational philosophy that underpins pedagogy to support high quality teaching and learning	*	
	A passion for the subject	*	
	A drive to make learning fun, engaging and exciting	*	
	The ability to inspire others, share good practice and reflect on local/national education pressures	*	
	Good communication skills with the ability to relate effectively to all ages and abilities	*	
	An ability to educate the whole child and contribute effectively to pastoral systems	*	
	A desire to extend learning beyond the classroom	*	
	A commitment to raising the aspirations of the whole school community	*	
Personal Attributes	Ability to work under pressure and retain a sense of humour	*	
	Ability to work as team member to achieve common goals	*	
	Initiative, energy and perseverance	*	
	Good health and attendance record	*	
	Enthusiasm and self-confidence	*	
	Personal presence and impact	*	
	Ambition to go on to a senior leadership role		*