

An introduction to the Science Department

At Westborough High School we have a thriving and successful science department, delivering a curriculum that is engaging, accessible and challenging for all. Examination results in science continue to rise, and in 2022 the achievement remained strong with many pupils making outstanding progress. It is a real strength of the school, where teaching and learning is frequently judged highly effective, and where pupils and staff feel safe and valued.

Currently there are 11 full-time members of staff within the science department, all multi-disciplined and able to teach biology, chemistry and physics. Excellent relationships are clearly evident between pupils, parents and staff. We work together to ensure the school continues to develop and move forward. Moreover, there is no fear of hard work in the department; staff and pupils commit themselves with tremendous endeavour. Staff are incredibly generous with their time in providing a huge and exciting array of additional learning opportunities and extra-curricular activities.

We currently offer the AQA specification at GCSE, including the separate science qualification. In Year 11 over a third of the cohort take this qualification and this is set to continue in current Year 10, reflecting our high expectations. We strongly believe in challenge for all and our curriculum design reflects this.

The climate for learning is dynamic and vibrant with high quality work on display. All our laboratories have been refurbished and include the use of interactive whiteboards and visualisers to provide innovative science facilities that inspire our teachers and learners.

The department has a strong CPD programme and is effective at working collaboratively to develop teaching and learning. A key feature of the department's work and ethos is its commitment to constant improvement; staff enthusiastically contribute and receive ideas on how to improve our teaching and our pupils' learning. This is achieved through collaborative working during dedicated Teaching and Learning sessions.

We are a very warm and friendly department; new members of staff are always welcomed and quickly feel part of the team and of the school. Our friendly and supportive environment also encourages them to take on new challenging opportunities to further their career.



Job Description

SERVICE AREA: CHILDREN & YOUNG PEOPLE

SECTION: WESTBOROUGH HIGH SCHOOL

POST TITLE: Lead teacher - Science Curriculum Development (Y9)

GRADE/SCALE: TLR - 2A (negotiable depending upon experience)

PURPOSE OF POST

To support the Team Leader of Science to provide effective, dynamic and inspirational leadership to ensure every pupil achieves their true potential within Science.

KEY AREAS

1. To lead on Year 9 curriculum development to ensure it is ambitious, coherent and carefully sequenced
2. To support the continued development of teaching and learning strategies and the professional development of team members
3. To support the Team Leader in the responsibility for the learning, progress and achievement of pupils in Science

DUTIES & RESPONSIBILITIES

1. **To lead on the Year 9 curriculum development to ensure it is ambitious, coherent and carefully sequenced_**
 - To continue to develop curriculum plans that set out the knowledge and skills that pupils will gain at each stage and enable pupils to take advantage of opportunities, responsibilities and experiences of later life. In this way, the curriculum can powerfully address social disadvantage.
 - Plan and sequence the Year 9 curriculum so that new knowledge and skills build on what has been taught before so pupils can work towards clearly defined end points.
 - Demonstrate that the curriculum matches or exceeds the national curriculum and evidence this clearly.



- Ensure the curriculum addresses typical misconceptions and gaps in pupils' knowledge and skills
- To keep up to date with research on curriculum development to maintain expertise, developing team members as required.
- To lead on the quality assurance of the Y 9 curriculum
- Continue to embed self-study as a strategy to promote pupil confidence and progress

2. To support the continued development of teaching and learning strategies and the professional development of team members

- Model at all times an evidenced based approach to professional development.
- Promote the strengthening pedagogical and subject knowledge of all teachers in the department through the implementation of CPD to ensure pupils know more and remember more.
- Engage critically with research and discuss evidence with colleagues.
- Reflect on progress made in the department, recognising strengths and areas for development and identifying next steps for further improvement.
- Evaluate and quality assure the impact of staff training and development on pupil progress, particularly for the disadvantaged.
- Promote the strengthening pedagogical and subject knowledge of all teachers in the department by participating in wider networks.
- Model excellent behaviour for learning strategies which promote positive relationships with pupils and ensure the right climate for learning

3. To support the Team Leader of Science in the responsibility for the learning, progress and achievement of pupils in Science

- To support with the monitoring of the learning and progress of pupils within Year 9, using this to adjust planning and teaching
- To support with the development of suitable catch up interventions to ensure pupils make progress
- To oversee reporting to parents of year 9
- To undertake supportive data conversations with teachers to ensure pupils know more and remember more and are therefore on track to meet or exceed their targets
- To continue to develop and implement the department's approach to formative and summative assessment so that the strategies impact on pupil engagement and achievement
- To support with the analysis of data sets and departmental trackers to inform planning and reports to senior leaders and governors



Leadership Responsibilities

- Demonstrate at all times a culture of high expectations by ensuring all team members are aspirational and relentlessly focussed on ensuring every child is a confident learner and feels stretched and encouraged to achieve, regardless of their background.
- Be strongly committed to school values and always act in the best interests of pupils and school.
- Exhibit a relentless focus on improving the quality of teaching and learning within the department and encourage this behaviour in others.
- Have a strong focus on breaking down the barriers that affect educational inequality to maximise pupil progress particularly of vulnerable groups.
- Show a commitment to supporting and developing staff to ensure they can deliver their role effectively, whilst retaining a good work life balance.
- Demonstrate effective communication skills that provide timely support and challenge to team members.
- Build strong and trusting relationships with a wide range of different people, including pupils, colleagues and senior stakeholders.
- Demonstrate self-awareness and an eagerness to learn and develop through feedback
- Support with departmental self-evaluation and action planning

Additional Responsibilities

- To fulfil the duties of an effective classroom teacher.
- To contribute to the ethos of the school by promoting care and courtesy in the community
- To contribute to general supervisory duties in accordance with school policy.
- To take part in the appraisal process in accordance with national, LA and school policies.
- As part of your wider duties and responsibilities you are required to promote and actively support the School's/LA's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have.

Please go to <http://www.kirklees.gov.uk/beta/working-for-kirklees/about-kirklees.aspx> to read our safeguarding policy.

RESPONSIBLE TO: Team Leader of Science

JD Reference No	Lead teacher
JD Prepared / Amended	01/23
Refers to Estab(s)	

POST TITLE: Lead teacher for Science - Curriculum Development
SALARY: TLR 2A ((negotiable depending upon experience)

CRITERIA		HOW IDENTIFIED	RANK
Relevant Experience	Consistently delivering highly effective lessons to the full 11-16 age range.	Application	A
	Experience of leading the development of effective teaching resources and strategies, and sharing good practice with others.	Application/Selection Process/Reference	B
	Understanding of strategies for improving Teaching and Learning Assessment	Application/Selection Process/Reference	A
	To have strong leadership skills to assist with the successful leadership of the science department.	Application/Selection Process/Reference	A
	Experience of monitoring pupil attainment across cohorts and key stages.	Application/Selection Process/Reference	A
	To be able to support other teachers to improve their teaching in a sensitive manner.	Application/Selection Process/Reference	A
	Involvement in quality assurance at a departmental or whole school level.	Application/Selection Process/Reference	A
	Developing detailed and engaging schemes of work and planning with others.	Application/Selection Process/Reference	A
Education and Training	Qualified teacher status with relevant qualification in science	Application	A
	Evidence of recent and relevant professional development.	Application/Selection Process/Reference	B

Special Knowledge and Skills	A highly effective teacher of science	Application/Selection Process/Reference	A
	A good understanding of data and showing outcomes for groups of pupils.	Application/Selection Process/Reference	A
Any Additional Factors	High expectations of all pupils	Application/Selection Process/Reference	A
	Ability to work to deadlines.	Application/Selection Process/Reference	A
	To be self-motivating.	Application/Selection Process/Reference	A
	Willingness to work hard.	Application/Selection Process/Reference	B
	Commitment to Equal Opportunities.	Application/Selection Process/Reference	B
	Ability to work under pressure.	Application/Selection Process/Reference	B
	Ability to take the initiative.	Application/Selection Process/Reference	B