



Stoke Newington School  
& Sixth Form



**Job Pack**  
**Head of Science**  
**January 2023**

'We have a culture rooted in high expectations for all, which cultivates a love of learning and ambition, together with a strong sense of belonging'



Stoke Newington School  
& Sixth Form

Dear Applicant,

Thank you for applying for a pack for the post of Head of Science at Stoke Newington School and Sixth Form.

This is an exciting time to be working with us. We are an oversubscribed school, with a diverse student intake. We achieve strong outcomes at GCSE sciences and offer both Combined Science and Separate Sciences at GCSE. We have a large Sixth Form and A level Sciences (Biology, Chemistry and Physics) are popular subjects in which we achieve consistently high outcomes. You will also be joining a strong leadership team and will have a significant contribution to that team.

Our school has a great reputation and has strong longstanding relationships with the community. During our recent Ofsted inspection (July 2022) the school was recognised as good. Inspection report comments include:

“Pupils are proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils” and “Teachers have strong subject knowledge and are passionate about their subjects”

This is a key post for the school as you will be leading one of our core subjects. We have a skilled and enthusiastic team of Science teachers. You will be supported by postholders for KS3, KS4, Heads of Biology, Chemistry and Physics at A level, as well as a Lead Practitioner in Science and a Senior Lab Technician.

We will want you to ensure strong, inspiring teaching across the team leads to excellent progress for all groups of students, in particular disadvantaged students. You will have excellent interpersonal and leadership skills and the highest expectations of every student and member of staff. Experience of teaching an A level Science is preferred, though not essential.

The governors, headteacher and the Senior Leadership Team are completely committed to investing in whatever is most effective to improve the quality of teaching – we look forward to supporting you.

Best wishes,

Zehra Jaffer  
Headteacher



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## Job advertisement

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### Head of Science

Required for January 2023

#### Salary

**Inner London Leadership scale L11 - L14 £62,066- £66,114**

#### The School

This is an exciting opportunity to contribute to the development of a successful and popular 11-19 inner-city comprehensive school. The school is proud of all its subjects and is especially committed to creative teaching and learning: our school has Artsmark Platinum. We aim that every colleague has excellent professional development which leads to every student having an outstanding education.

#### The Post

You will be leading the Science Faculty where we expect you to further drive the development of this successful team, building on its strong achievements at each Key Stage. We expect you to achieve outstanding teaching for every class and outstanding results for every child. You will be supported by a strong team of responsibility holders, including a Lead Practitioner. You will also line manage Computer Science across the school. You will be a member of the extended leadership team and take responsibility for a whole school initiative. You will be supported throughout by a strong leadership team who are ambitious for every student's and every staff member's success.

#### You

The successful candidate will

- Have a vision for teaching Science and for our Science team
- Have the creativity, experience, determination, organisational and team-building skills to drive the continued development of this team and the future success of every one of our students in Science
- Have experience of leadership in a high achieving Science team
- Want the very best for and from every student and every member of staff
- Be ambitious for whole school leadership involvement.

If you are interested in joining our team please apply via <https://www.tes.com/jobs/employer/stoke-newington-school-and-sixth-form-1050384> alternatively you can download an application pack from our website [www.sns.hackney.sch.uk/jobs](http://www.sns.hackney.sch.uk/jobs) . Please name your application file with your full name and the role you're applying for and submit to [recruitment@sns.hackney.sch.uk](mailto:recruitment@sns.hackney.sch.uk).

The closing date for receipt of applications is **midday Monday 26<sup>th</sup> September 2022**.

The interviews will take place the following week.



## Job description

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**TITLE OF POST:**        **Head of Science**

### **FUNCTION OF THE POST**

- Leading and managing all aspects of Science education within the school.
- Leading the work of the Science department to ensure the highest standards from all staff and the highest achievement by all students
- Being a key member of the wider senior leadership team

### **MAIN TASKS AND RESPONSIBILITIES**

1. To teach Science in years 7 – 13.
2. To evaluate performance data and implement strategies to raise attainment, including for different groups – especially disadvantaged students
3. To be responsible for the department's development work to ensure further raising of achievement
4. To be responsible for the effective line management of the post holders within the department so that roles are fulfilled and the whole team work effectively together
5. To be responsible for the setting of high expectations and monitoring and evaluation of all Science work done in the department by teachers and students.
6. To be a member of the extended leadership team; taking on responsibility for an initiative or project and contributing fully to school development and improvement, including modelling excellent practice as a subject leader
7. To fulfil the requirements of a subject teacher as outlined in the Staff Handbook.
8. To fulfil the role of a Leader of the Faculty as outlined in the Staff Handbook and as a member of the school development group, to contribute to whole school development and policies and to implement these
9. To carry out all responsibilities in accordance with the school's equal opportunities policies.

### **SELECTION CRITERIA**

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## **Skills & Abilities**

1. Excellent interpersonal skills and the ability to work collaboratively. This should lead to the professional development of staff and to the achievement of department aims. Ability to engage and inspire the team.
2. Excellent communication and organisational skills leading to the efficient and very effective running of the Science team.
3. Excellent teaching skills and the ability to describe and develop excellent pedagogy
4. Ability to set and model high expectations at all times.
5. Ability to hold teachers and post holders to account
6. Ability to work hard under pressure.
7. Ability to use I.T. effectively.
8. Commitment to personal career development.
9. Ability to think and plan strategically and manage change.

## **Knowledge and Understanding**

Knowledge and understanding of recent developments in Science education

Knowledge and understanding of school development and the role to be played by the Head of Science and the Science team.

Knowledge of strategies for supporting, guiding and challenging teachers and improving teaching and learning.

Knowledge of strategies for raising achievement at all key stages

Knowledge of strategies for improving Science learning for disadvantaged students

Knowledge of ways of creating a high profile subject within the school and community.

## **Equal Opportunities**

1. Understanding of the different social backgrounds of students.
2. Understanding of the needs of different students, and the appropriate policies and strategies to support them.
3. Understanding of the needs of bilingual students.
4. Commitment to equal opportunities across all groups of staff

## **Experience**

1. Experience of successful leadership of a Science team or successful leading of a responsibility in an Science team
2. Experience of teaching Science to students of all abilities.
3. Experience of working in a team with value added in the top quartile for KS4
4. Experience of leading aspects of professional development
5. Collaborative methods of teaching and working with colleagues in the preparation, assessment and monitoring work.
6. Leading and managing change and leading and managing people.
7. Using IT to raise achievement and as a management tool.
8. Experience as a form tutor and/or pastoral work.
9. Experience of involvement in whole school initiatives
10. Excellent results from own classes in current role

### **Qualifications**

Qualified teacher status.

Good degree in Science or Science related subject.