THE HOWARD PARTNERSHIP TRUST

'Bringing out the Best'

Howard of Effingham School

JOB PROFILE – SUBJECT TEACHER

Job Title:	Teacher of Science with Computing
Reporting to:	Head of Faculty/Department/Subject/Curriculum
Salary:	MPR/UPR
Job Purpose:	• To provide high-quality teaching and learning that supports students to make as much progress as possible • To work as part of a team and participate in activities that support the improvement priorities of the school • To maintain consistently the Teacher Standards
Key accountabilities	

- To plan and teach high quality lessons to support students in making good or outstanding progress
- To set clear targets for students' learning, building on prior attainment and considering each student as an individual
- To assess student work and progress giving regular feedback in line with school policy
- To follow and contribute to schemes of work
- To report on student progress in line with school policy and to ensure that students are thoroughly prepared for examinations
- To maintain a stimulating, engaging and safe learning environment
- To attend parent / information evenings as required
- To respond to parental concerns / requests for information in line with school policy
- To contribute to the wider life of the school, including whole-school routines and duties
- To take responsibility for your own professional development and engage with performance management activity

Subject Specific Information

The Science faculty at Howard of Effingham School provides a dynamic and innovative curriculum from KS3 to KS5. Our curriculum aim is to "bring out the best by developing learners' critical thinking and enquiry so they have an appreciation of the complexity of the natural world around them". The KS3 programme is taught in Years 7 and 8 and KS4 begins in Year 9 with students following AQA 'Trilogy' combined or triple science. The KS5 programmes are extremely popular; we follow OCR for Chemistry and Physics and AQA for Biology and the AQA Level 3 Applied Science course.

The faculty has a tradition of high academic success with the majority of our A level students going on to higher education courses in STEAM-related subjects. To support this, we run highly successful STEAM clubs for students in KS3 and KS4 which allows these students to participate in competitions to challenge their understanding in contexts where science, technology, engineering, the arts and maths interact and integrate. The science faculty run an annual science fair competition in support of the House system and we also offer enrichment opportunities for students during British science week. We run a clinic to KS4 and KS5 students each week on a Thursday.

There are opportunities to teach in our specialisms and we seek subject specialists who are confident in their subject knowledge to challenge, motivate and inspire our high performing students, especially at GCSE and A Level. Our CPD opportunities and training within the faculty to allow staff to enhance and deepen subject knowledge and pedagogy to develop their teaching outside of specialism as we believe in a "science teacher" approach.

Computing

We are looking for a well-qualified and enthusiastic teacher to contribute to the continued success of the department.
The appointed person will be interested in the opportunities provided by our Multi Academy Trust (MAT) and in working collaboratively.

In Year 7 – 9 students have discrete computing lessons studying a range of projects from online safety, computational thinking and programming in Python. Students can opt to take Computer Science at GCSE and A Level. We follow OCR exam board at GCSE and A Level.

We base our teaching on sound pedagogy, and we are using PRIMM across all year groups to improve the understanding of algorithms and computational thinking. We have built a strong Key stage 3 curriculum in Computer Science and this has enabled the subject to attract students who are seeking careers in STEM related subjects for GCSE and A Level. GCSE Computer Science is a popular choice, often with two GCSE classes timetabled. Given their success and enjoyment of our Computer Science course, a high proportion of students leaving our Sixth Form with Computer Science go onto prestigious Universities including Oxbridge.

In recent years the department has built links with the Raspberry Pi Foundation, working with them and participating in a range of research projects. We have a strong extra-curricular program including links with Brooklands Museum, STEM ambassadors and The University of Surrey.

The department is well resourced in terms of IWB, projectors and visualizers, specialist reference books for staff and students and class textbooks. Microsoft Teams is used across the department, with a range of online learning tools. There is a culture of sharing ideas, resources and collaborating on any challenges which arise.

Additional Information

- Please see our website www.thehoward.org for more information about our school.
- NQTs will have a reduced timetable
- The majority of staff will be form tutors
- For more information about The Howard Partnership Trust (www.thehowardpartnership.org)

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PERSON SPECIFICATION – SUBJECT TEACHER

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject	✓		Application
Commitment to CPD and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Experience as a form tutor and / or pastoral work		✓	Application / Interview
Skills and abilities	**Essential**	**Desirable**	**How assessed**
To be able to teach lessons which consistently meet the Teacher Standards	✓		Application / Interview
To use a variety of strategies to engage students and promote a stimulating environment	✓		Application / Interview
To work well in a team, contributing ideas and supporting faculty/department procedures	✓		Application / Interview
To be a confident user of IT as a teaching tool	✓		Application / Interview
To contribute to the wider life of the faculty / department and whole-school, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Personal Attributes	**Essential**	**Desirable**	**How assessed**
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview
Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, prioritise and manage time effectively	✓		Application / Interview
Safeguarding			

The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).
The Howard Partnership Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which

for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Values

We are a values-based organisation and seek to recruit individuals who can demonstrate our values.

Our values will be assessed through the selection process, so we ask all applicants when providing their supporting statement to also incorporate not only how they meet the essential criteria for the role but to also demonstrate our values.

Our values are:

Integrity - displaying honesty and having strong moral principles

Partnership - working together and taking collective ownership to achieve the same goals

Advocacy - working hard on behalf of others to maximise their success

Resilience - finding success again after something difficult or negative has happened

Compassion - displaying empathy towards and a desire to help others

Aspiration - aiming high to achieve success