Head of Computer Science

Application Pack

Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness.'

All Saints' Academy Cheltenham

Ofsted Good Provider

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Principal's Welcome

Dear Applicant,

Thank you for considering All Saints' Academy in Cheltenham as the next step in your career.

Our Academy is shaped by Christian values, expressed through the *All Saints' Way*, which guides how we work and relate to one another:
• We put other people's needs first
• We listen to understand, aspiring to excellence
• We take responsibility and include everyone

These values underpin our vision to form students in **character, knowledge, and wisdom**, preparing them to lead and serve others beyond their time with us. We are inspired by Jesus' words in Matthew 5:14: *"You are the light of the world."*

We are proud of our diverse student population and the strong outcomes our students achieve. This is made possible through our deep investment in high-quality teaching and our close partnerships with families and local organisations. Every student is known, supported, and encouraged to thrive.

If you share our commitment to excellence in a caring, faith-led environment, we warmly invite you to apply. For further information, please contact our HR team at **HR@asachelt.org**.

We look forward to welcoming you to our Academy community.

Warm regards,

Benjamin Williams
Principal
All Saints' Academy

Head of Computer Science

Head of Department – Computer Science

Start date: September 2026

Salary: Teacher Main Scale/ Upper Pay Scale plus TLR 2b (£5,868 per annum)

Hours of Work: Full Time

Contract: Permanent

Closing date: 12 noon 9th March 2026

We wish to appoint an outstanding Head of Department to build on our excellent foundations in Computer Science and develop the subject further working with our design technology lead to bring a digital approach. The Head of Department will take a lead in this, supported by the Senior Leadership Team with generous funding, by devising and implementing this exciting new approach in the coming years.

All Saints' Academy is one of a small number of prestigious CyberFirst Gold Award schools. Cyber and Computing is a real priority for us as an Academy due to our close proximity to the Golden Valley Development and GCHQ. We have developed excellent relationships with employers and organisations in the local area, which has led us the establishment of a popular weekly Cyber, Coding and Computing club in conjunction with local STEM volunteers. We are a leading Academy in the Cheltenham Educational Partnership and work closely with Cheltenham College to support our student and educational enrichment.

We provide a rich Computer Science curriculum of three hours per fortnight for all students in Years 7, 8 and 9, and we offer the popular option subjects of GCSE Computer Science, Level 2 Creative iMedia and A level Computer Science.

We reserve the right to interview for this vacancy early if we receive suitable applications for the role. Therefore, if you are interested, please submit your application as early as possible.

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy has a Life Vision, 'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.

We are an inclusive Church Academy that welcomes applications from all denominations and those of none.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2025 recommendations. Successful applicants will be subject to an enhanced DBS clearance.

This post is exempt from the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020), for further details please visit our Recruitment of ex Offenders information found on our website.

To apply for this role please complete an online application form through My New Term, a link can be found on the Academy website www.asachelt.org. If you have any questions regarding this role or wish to visit the Academy please contact the HR Department at hr@asachelt.org

All Saints' Academy is committed to ensuring that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.

Staff Benefits

What we offer:

Purpose

- We believe that our whole community should live "Life in all its fullness" including our staff, reflected in our culture and leadership decisions.
- Our staff make a real difference to a community with high levels of deprivation.
- Our Chaplaincy serves the whole Academy community - students and staff ensure our ethos is lived out each day.
- A cohesive staff team who build strong relationships with students and each other.
- Compassionate leadership that is considerate of workload and well-being.
- Drama and Sport in particular form a huge part of extra-curricular offer. There are high staff and student engagement levels in life beyond the classroom.

Development

- New staff are given a tailored induction programme and mentor.
- We invest in our staff through continued professional development. Our teachers are given time to regularly engage with 'Walkthrus' through drop-ins and coaching.
- Staff and students benefit from well-established partnerships with independent and state schools in Cheltenham.

Extras

- Excellent facilities, featuring a modern, spacious building and advanced IT resources
- Access to our on-site gym
- Close to the M5
- Employee Assistance Scheme
- Free onsite parking including electric charging points
- Entry to Local Government or Teachers Pension scheme
- Cycle to work or Electric Car Scheme
- Newly refurbished staff room and hot desking area
- Eligible for Blue light Card and Discounts For Teachers
- Discount on Just Camps holiday clubs held in the Academy during school holidays
- Discount at Energie Fitness
- Access to Smart Clinic for staff wellbeing and support services
- Free eye tests for VDU users

Job Description

Job Title: Head of Department – Computer Science
Salary: TLR 2b

Reporting to: Principal, Associate Principal

KEY RESPONSIBILITIES
- Strategic leadership and management of the Computer Science Department
- Assessment for learning
- Leadership and line management of the team
- Efficient use of staff and resources
- Securing accountability from subject teaching staff and support staff

JOINT RESPONSIBILITIES OF THE ACADEMY MIDDLE LEADERSHIP TEAM
- The safeguarding and wellbeing of Academy students.
- Behaviour management.
- The quality of assessment and learning.
- Taking a lead role in creating positive relationships across the Academy.
- Performance management of a team of staff.
- Managing incidents and conflict resolution.
- Responding effectively and efficiently to staff, students and parental concerns.
- Leadership representation at evening events and external meetings.
- Fulfil directed duties
- Providing the Principal, Assistant Vice Principals and Vice Principals with self-evaluation evidence, judgements and plans for improvement.

PERSONAL DEVELOPMENT
- Keep up to date with new research and current practice, utilising national bodies to support.
- Regularly review own practice, set personal targets and take responsibility for own personal development.
- Manage own workload and that of others to allow an appropriate work/life balance.

JOB PURPOSE:
As a member of the Academy's Middle Leadership Team the Head of Department will play a key role in ensuring that the Academy's Christian ethos is successfully promoted and adhered to throughout every aspect of the Academy.

Job Description

This will involve engaging in the monitoring and evaluation systems established to ensure the Academy fulfils its vision and mission objectives.

- To ensure that the mission statement underpins the daily life of the Academy.
- To support the Principal and members of the Academy Leadership Team in reinforcing strong innovative leadership that results in a high quality, flexible learning and social environment with equality of access for all.

- To enable learners to benefit from high quality, innovative and enlightened approaches adopted for teaching and learning in the Academy with particular focus on a Department area or group of students.

- To lead/support the implementation of effective systems for; assessment, recording, reporting and target setting for the Academy, for individual students and student groups.

- To ensure that the objectives of the Academy are met through the implementation of policies.

- To lead curriculum pathways in the Department that motivate, support and lift the academic and vocational aspirations of all learners in curriculum areas across the Academy.

- To make a very positive contribution to development of the Academy improvement program.

- To contribute to the monitoring, review and evaluation of the Academy's performance.

- To promote extra-curricular activities in accordance with the educational aims of the Academy.

STRATEGIC/OPERATIONAL PLANNING

In conjunction with the Senior Leadership Team the Head of Department will:

- Promote the Academy as an inclusive institution with Christian values, serving the local community and reflecting the approach of the Church of England to education.

- Implement the Academy Improvement Plan to meet the objectives set out in the Funding Agreement.

- Meet strategic targets for the Academy set by the Board of Trustees.

- Ensure the use of the latest environmentally sound technology in all aspects of the work of the Academy. This will support and facilitate access to the curriculum for all learners thereby meeting the major objectives of the Academy Improvement Plan and the targets set by the Secretary of State and the Board of Trustees.

Job Description

- Lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in a specified Department area and across the Academy.
- Lead colleagues in the formulation of aims, objectives and strategic planning for designated learning areas of responsibility, which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the Academy.
- Ensure that Health and Safety policies and practices, including Risk Assessments are in-line with national requirements and are updated where necessary, therefore liaising with the Academy's Health and Safety Manager.

CURRICULUM MANAGEMENT
- Liaise with Vice Principals and other relevant AVPs to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the Academy Improvement Plan/Self Evaluation.
- Assist in the design and implementation of a broad and balanced curriculum with an emphasis on The Environment to meet the aims of the Academy and the needs of all students.
- Ensure appropriate evaluation of the design and delivery of Computer Science; continuously striving to improve all aspects. Promoting innovative approaches to teaching and learning.
- Implementing Academy policy for promoting excellent student behaviour and work ethic.
- Monitoring and evaluating progress towards meeting student achievement targets.
- Ensuring that effective individual assessment, recording and reporting systems for student progress are in place and positively impacting on the individual progress of students.
- Ensuring that the Academy develops as an inclusive educational community and that students are given the opportunity to participate in the decision making processes.
- Ensure appropriate evaluation of the design and delivery of areas of responsibility and line management are continuously striving to improve standards.

QUALITY ASSURANCE OF TEACHING & LEARNING
- To keep up to date with national developments in teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with the Vice Principal or AVP responsible to maintain accreditation with the relevant examination and validating bodies.
- To ensure that the development and improvement of subjects are in line with national developments.
- To work closely with the Senior Leadership Team to observe, record, devise and advance the quality of progression in teaching and learning styles of staff and students as they move through the Academy.

Job Description

- To support the Academy's Performance Management protocols in order to make a positive impact upon the quality of teaching in Computer Science, seeking to ensure that all teachers provide lessons which are consistently 'Good' or better, using OFSTED lesson observation criteria.
- To develop learning opportunities for pupils, students, parents and the wider community beyond the Academy day, including online activities which can be accessed away from the Academy.
- To lead or work closely with those responsible for the induction of new staff and the oversight of those undergoing Initial Teacher Training, GTP and student placements.
- To support the development of the VLE and ICT Infrastructure within the Academy.
- To obtain the views of pupils / students, with student voice consultation, about their learning experiences in Computer Science.
- To ensure homework policies and procedures across areas of responsibility are adhered to, ensuring consistency in recording, completion and marking, and parental /carer access to set homework.
- To ensure that the area's quality procedures meet the requirements of Self Evaluation and the Academy Improvement Plan.
- To seek/implement modification and improvement where required.

PEOPLE MANAGEMENT
- Implementing and monitoring best practice performance management processes so as to provide a positive framework for staff development and achievement.
- Assist in the development and implementation of a comprehensive programme of continuing professional development of staff with a focus on teaching and learning to be seen as paramount.
- To develop good management practice by ensuring positive staff relationships, participation, effective communication and procedures across the Academy
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DEVELOPING AND MAINTAINING STRONG COMMUNITY LINKS
In conjunction with the Principal and Vice Principals:

- Enabling the Academy to be rooted at the heart of the community.
- Ensuring that parents and students are kept well informed and involved in appropriate Academy matters.
- Creating and developing ways of involving adults in the learning process.

Job Description

- Supporting the development of outreach initiatives to the community especially to adult learners.
- Developing and supporting links with the Computer Science community so as to enrich the learning experience of both the Academy community and its partners.

MANAGEMENT INFORMATION
- To make use of analysis and evaluate performance data provided.
- To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
- To produce reports in accordance to the quality assurance cycle.
- To produce reports on examination performance, including the use of value-added data.
- To provide the Board of Trustees with relevant information relating to teaching and learning and student progress in Computer Science.

MARKETING & LIAISON
- To contribute to the Academy liaison and marketing activities, e.g. the collection of material for press releases.
- To support/lead the development of effective links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
- To actively promote the development of effective subject links with external agencies.

ADDITIONAL DUTIES
- To play a full part in the life of the Academy community, to support its distinctive vision, mission and ethos to encourage and ensure staff and students follow this example.

This job description sets out the main duties of the post. The Head of Department is required to undertake any other reasonable tasks at the discretion of the Principal. These responsibilities will be discussed annually as part of the annual performance management review and are subject to change in order for the Academy to develop strategically and effectively.

Person Specification

	Essential	Desirable
Qualifications	• Graduate with good degree in a relevant subject. • Qualified Teaching Status.	• Further professional qualifications in a relevant subject.
Skills	• Up to date knowledge of teaching, learning and assessment including A Levels • Ability to teach Computer Science to GCSE and A Level • Teaching and leadership experience and proven ability to convert strategy into results • An exceptional, collaborative leader with proven ability to forge partnerships and build positive working relationships, negotiate with and influence partners and other stakeholders • A strong commitment to promoting excellence in teaching, research and leadership • Able to inspire, lead and support young people. • Show initiative and approach challenges with a positive attitude. • Able to use data effectively to assess prior attainment, track progress and set student targets.	• Ability to use technology as a learning and teaching tool and a motivator. • Knowledge of the OCR examination specifications and requirements for Computer Science. • Ability to teach Digital Design Technology
General	• Flexible and enthusiastic attitude. • Clear ability to relate to young people. • A commitment to a positive culture of learning. • Resilience to support and find ways to develop young people. • Excellent communication skills. • Experience of planning successful lessons. • Clearly able to demonstrate the standards relevant to experience in teaching.	• Have ideas that you can turn into practice. • Ability to be part of a team. • Ability to self-review effectively and set appropriate targets. • Willingness to organise and participate in school trips. • Willingness to organise and participate in school productions and extracurricular activities.

All Saints'
Academy
Cheltenham

For more information about us please visit our website and social media channels.

www.asachelt.org

@asachelt