

ROLE PROFILE

#RKLTPeople

Nurturing Ambition, Inspiring Excellence



Red Kite Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS disclosure. We are an equal opportunities employer which welcomes applications from all sectors of the community. We are committed to promoting diversity and want a workforce which reflects the local population of each of our schools.



www.rklt.co.uk/careers



*Red Kite Learning Trust is committed to supporting work–life balance and recognise the benefits of flexible working. We welcome requests for flexible working arrangements as part of the recruitment process. While flexibility may be possible for many roles, each request will be considered on an individual basis.

Job Title:	Head of Science	School:	Crawshaw Academy
Salary Grade:	MPS – UPS + TLR2C	Working Hours:	Full time
Contract Type:	Permanent	Location:	Leeds

Responsible to: Principal

Role summary: To carry out the professional duties of a teacher as set out in the Teachers' Pay and Conditions Document. The Head of Science will provide strong leadership of the science department, ensuring consistently high-quality teaching, learning and assessment that leads to excellent outcomes for all students.

Special conditions of service: No smoking policy, including e-cigarettes/vaping.

Role specific responsibilities:

- Fulfil the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document and meet the expectations of the Teachers' Standards.
- Uphold public trust in the teaching profession by maintaining high standards of ethics, behaviour and professionalism, both within and beyond the school.
- Act within statutory frameworks and comply with all school and departmental policies, procedures and practices.
- Support and promote the ethos, values and aims of the school and demonstrate a commitment to students' learning and development.
- Maintain high standards of attendance, punctuality and professional conduct.
- Teach students across the 11–19 age range, delivering consistently high-quality lessons that enable all learners to achieve their individual potential.
- Plan, prepare and deliver learning experiences in accordance with departmental schemes of work and school policies, using a range of effective teaching strategies to meet diverse student needs.
- Create an engaging and inclusive classroom environment that inspires a love of learning and motivates students to achieve strong and sustained progress.
- Develop students' literacy, numeracy, ICT capability and wider learning skills, including collaboration and independent learning.
- Prepare students effectively for public examinations.
- Take responsibility for the planning, coordination and development of specified aspects of the Science curriculum, as directed by the Headteacher or Senior Leadership Team.
- Develop, review and maintain schemes of work, resources, programmes of study and assessment methods.



- Work collaboratively with colleagues to secure coherent curriculum delivery and high-quality student outcomes.
- Contribute to the review and development of curriculum organisation and departmental practice.
- Assess student work and provide high quality feedback in line with school and departmental policies.
- Monitor, evaluate and analyse student performance data to inform teaching, raise attainment and support progress in line with or above national expectations.
- Plan and implement targeted intervention strategies to address underachievement.
- Contribute to student assessments, reports and references as required.
- Play an appropriate role within the school's pastoral system, including acting as a form tutor where required.
- Maintain high standards of discipline and support students' personal development, wellbeing and conduct.
- Ensure the safeguarding, health and safety of students at all times, promoting a culture of vigilance and care.
- Attend assemblies, register attendance and carry out supervisory duties as allocated.
- Engage fully in continuing professional development, performance management and appraisal processes.
- Participate in the supervision, support and training of Early Career Teachers and student teachers, as appropriate.
- Attend and contribute to staff and departmental meetings.
- Communicate effectively and professionally with parents and carers.
- Make a positive contribution to the wider life and community of the school.
- Undertake administrative tasks related to the effective delivery of the role.
- Demonstrate a flexible approach to work and carry out any other reasonable duties as directed by the Principal, commensurate with the postholder's role, grade and responsibilities.

For colleagues appointed to our school at Upper Pay Spine level, then responsibilities and expectations will complement this career and pay stage.

All colleagues, regardless of career stage, will make a positive contribution to the wider life and community of our school, for example through sport, music, hobbies etc.

RK People responsibilities:

- Contribute to the overall [aims and values](#) of our Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required.
- Comply with all Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality and data protection etc., reporting any concerns to the appropriate person.
- Contribute to ensuring safeguarding procedures are in place and used effectively at all times.
- The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in the role profile but which is in line with the general scope, grade and responsibilities of the role.



Our Trust Mission

Nurturing ambition, delivering excellence and enriching children's lives.



Our Trust Values



Collaboration

We pull together to deliver the best outcomes for every child in every school, working with professional generosity and openness for the common good. We share joy in our achievements - personal and collective.



Integrity

We put ethical leadership and excellent governance at the heart of our Trust, serving our schools and communities with fairness, honesty and transparency and a hunger for social justice.



Respect

We champion equity, equality and diversity. We treat our children, families, staff and partners with respect and kindness - modelling our values and wanting the very best for each other.

Our Trust Goals



We champion learning

Learning together creatively with a rich and broad curriculum, where great teaching and confident reading are fundamental to enriching children's lives.



We promote wellbeing

Ensuring the wellbeing of every child and member of staff in our Trust.



We invest in our people

Supporting every member of staff throughout their career to be the best that they can be.



We innovate with technology

Enabling all learners to harness technology, ensuring all have access at home, and innovating with technology for learning.



We are our Trust

Growing together collaboratively we will strengthen our Trust for the benefit of our children, our staff, our communities and our environment.

PEOPLE PROFILE

Aptitudes and Characteristics	Essential	Desirable
Ability to work flexibly and collaboratively as part of a team as well as on own	*	
Ability to relate well to young people	*	
Able to use own initiative and motivate others, collaborate and share ideas	*	
Evidence trust and respect from colleagues and students	*	
Able to organise and develop effective systems	*	
Ability to plan effectively using a cross-curricular skills-based approach	*	
Willingness to proactively take part in training. Take responsibility for and be keen to improve upon own professional development	*	
Ability to investigate, evaluate, solve problems and make decisions	*	
Ability to demonstrate a commitment to equality of opportunity for all pupils	*	
Ability to contribute to wider school life	*	
High level of skill in dealing with issues relating to student behaviour	*	
Ability to prioritise workload, work under pressure and to meet deadlines	*	



Ability to lead and motivate others	*	
Effective written and oral communication and organisation	*	
Communicates well with staff, students and parents. Forming positive relationships with stakeholders.	*	
Qualifications, Knowledge and Experience	Essential	Desirable
Degree Level Qualification	*	
Qualified teacher status e.g. PGCE	*	
Subject expertise or willingness to lead a subject area	*	
Experience of delivering evidenced based interventions and accelerated learning	*	
Competent ability in ICT, able to demonstrate high-level skills and working knowledge of school systems	*	
Recent experience in teaching Science and the provisions of the National Curriculum	*	
Up to date knowledge of curriculum related issues 11-19	*	
Thorough understanding of best practice in raising pupil attainment	*	
Experience managing people and resources, including planning and organisational skills. Plan, allocate, support and evaluate work undertaken by other colleagues in the classroom	*	
Expertise and knowledge required to lead CPD for colleagues		*
Safeguarding and Promoting the Welfare of Pupils	Essential	Desirable
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	*	

