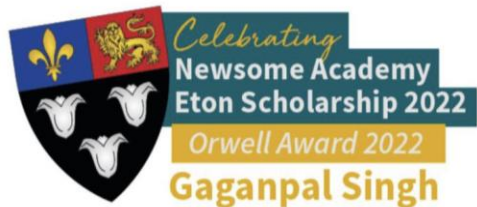




Newsome Academy

Everyone Exceptional Everyday

HEAD OF SCIENCE INFORMATION PACK



Officially rated
'Good' with
'Outstanding'
features



Our Trust: *Our Family*



Our family of academies work collaboratively to create a trust Where Hearts & Minds Connect with value-driven partners to ensure education impacts positively on students, staff and communities we serve.



Newsome Academy

- ✓ Your child's School is their second home.
- ✓ Inclusivity is everything in our home.
- ✓ Our school **looks like a home**.
- ✓ Our school **feels like a home**.
- ✓ Our staff **offer a home**.

We connect hearts and minds because **we care...**



The home is the child's first school,
the parent is the child's first teacher,
and reading is the child's first subject.



- **Contract term:** Permanent
- **Salary:** MPS/UPS + Substantial TLR (R&R package for exceptional candidate)
- **Contract type:** Full Time
- **Start Date:** ASAP
- **Closing Date for Applications:** Tuesday 26th May
- **Interviews:** Friday 29th May

Wider Information

- We are looking for a leading specialist who wants to make the next move to a prestigious role in a progressive Academy and Multi-Academy Trust that is constantly growing and gives opportunity to those that have drive and absolute care. You must be a forward thinking, dynamic, and a resilient teacher who, working in collaboration with the wonderful Leadership Team, will provide high quality teaching to help take the department to the next level. You will be a natural inspirer, with the ability to work collaboratively with colleagues. It is crucial that you have a great understanding of the latest educational landscape and how to achieve success within these parameters.

Department Information – Team Science

- This is an exciting stage for the department as we have made many changes across the school over recent years. The department consists of a 'family' wonderful professionals who have an internal reputation of being an 'energetic, close, and supportive'. You will have the advantage of being part of the awesome support and caring network that this generates – the word 'family' resonates through our Academy and Department. The department achieved outstanding achievement in our summer 2025 results.

Support and further Career Opportunities

- We invest in and support our staff and over recent years have welcomed colleagues onto the Senior Leadership team and other whole school responsibilities as part of their development. We support outward facing initiatives through promotion of school visits and CPD training. We also have opportunities for colleagues to gain wider experience in whole school initiatives and this has supported the promotion of a number of internal appointments over recent years. Being part of a MAT also offers networking and career prospects for candidates wanting to progress in the future as we continue to grow and develop together. Our Trust is very much the heartbeat and offers an abundance of support and opportunity. This is echoed by our wonderful Governors and indeed community in which we serve.



Newsome Academy



Head of Science

- This a TLR opportunity for either an experienced leader or aspiring candidate looking to take steps into leadership.
- Responsibility will be dependent and determined upon applicant's strengths and what they can bring to the existing department.
- This role offers the opportunity for a talented Leader in a thriving department.



DEPARTMENT STRUCTURE

HEAD OF SCIENCE

DEPUTY HOD

HEAD OF DISCIPLINES

TEACHING STAFF

DEDICATED
SCIENCE ETA

TECHNICIAN



Newsome Academy

Due to internal promotion & expansion, we require further talent.



Newsome Academy

Everyone Exceptional Everyday

ABOUT

US

Newsome Academy is a successful, oversubscribed secondary school, set in fabulous countryside in south Huddersfield. We have just over 800 students and over 60 awesome teaching and support staff. We are very unique in the fact that we also have two specialist provisions - Hearing Impaired and Physically Impaired. These provisions allow students to be in mainstream lessons whilst getting the specialist support, they need. **The Headteacher and the Senior Team are always present around school**, whether this be on duty during social times or dropping into lessons to check on the school climate. **We promote leadership** and this is evidenced through our amazing students and wider staff teams. The school has seen a significant and exciting change and we have celebrated **record-breaking results for the past few years**. We are also the only school in Kirklees that are celebrating a student securing a Scholarship at Eton College in 2022.

Newsome is one of 10 Academies that for Impact Education Multi-Academy Trust. There are 4 Secondaries, 1 Alternative Provision, 4 primaries and 1 Infant and Nursery. The Trust is on a mission to improve the life chances of children and young people and improve social mobility for the disadvantaged. Our vision is to be **a Trust where hearts and minds connect; values-driven partners working collaboratively to ensure education impacts positively on students, families, communities and staff**. Impact Academies are aligned to the Trust Mission, Vision and Aims.

Our Academies have individual identities which reflect the diverse communities they serve. They have the autonomy to create, explore and learn from different practices and our Headteachers believe that leadership and personal accountability are founded on self-direction and reflection. We believe that collaborative leadership and strong partnership development can lead to significant positive impact on the quality of education through sharing the best collective practice. Our values of Heart, Mind and Connect underpin everything we do and our Core Principles and Aims articulate how we will live these out.



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features



- **To be a pupil at this school is to be part of a caring, closeknit family.** Staff and pupils form strong relationships that underpin the school's work. Pupils are safe. They are nurtured to achieve their full potential. In the words of one pupil, echoing the sentiments of many, 'We belong here.'
- **Pupils respond admirably to the high expectations that staff have of them. They are happy, enjoy learning and achieve well.** Teachers support pupils very well. Pupils learn a curriculum which is constructed and designed to give them the best start in life.
- **Pupils' conduct at the school is exemplary and an excellent model of inclusion.** Pupils are unfailingly polite and exhibit the school's values of respect, integrity, teamwork and aspiration. Pupils are attentive in lessons and enjoy learning.
- **The school prioritises reading. Pupils are provided with many opportunities to read.** They are encouraged to read aloud in class, practise new vocabulary and develop their oracy skills. Pupils receive weekly literacy seminar sessions in which they read and discuss a text together.
- **Transformative changes to the school have been made by skilled and determined leaders.** They have a sharp understanding of the school's many strengths and remaining areas for development. Governors and trustees provide support and hold school leaders to account effectively.
- **Science was a showcase department in our last Ofsted Inspection.**

**IN FEBRUARY 2024, WE WERE
PRAISED FOR MANY THINGS.
YOU WILL BE JOINING A
FANTASTIC FAMILY!**

Officially rated
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'Outstanding'
features


Ofsted
Good
Provider

HEAD OF SCIENCE

ROLE SPECIFICS



Newsome Academy



The primary purpose of this role is to provide strategic leadership and management of the department, ensuring the highest standards of teaching, learning and achievement for all students so that they are able to achieve their full potential.

- ✓ The Head of Department will lead the development of an ambitious, inclusive and knowledge-rich curriculum which reflects the academy's exceptionally high expectations and commitment to continuous improvement. The role will initially focus on curriculum development, implementation and quality assurance across Key Stages 3 and 4, with further whole-school leadership responsibilities to be developed over time.

To create a curriculum that inspires students to become effective lifelong learners by:

- **Lead and inspire** a team to deliver high-quality teaching and learning across the department.
- **Create and sustain a curriculum that inspires** students to become confident, resilient and effective lifelong learners.
- **Ensure high standards of teaching, learning, behaviour and achievement** for all students within a broad, balanced and relevant curriculum.
- **Monitor, evaluate and support the progress and development** of students and staff within the department.
- **Drive improvements in student attainment and outcomes** through effective leadership, intervention and accountability.
- **Monitor and evaluate the quality of teaching and learning**, including curriculum planning, lesson delivery, assessment, feedback, adaptive teaching, differentiation and classroom culture.
- **Use assessment and performance data effectively** to inform departmental priorities, curriculum developments and targeted intervention strategies.
- **Promote and model high expectations**, professionalism and a culture of continuous improvement within the department.
- **Contribute positively to whole-school improvement priorities** and support the wider strategic direction of the academy.
- Be an **enthusiastic advocate for the school** and actively contribute to the wider life of the academy through enrichment, events and community engagement.
- **Support the school's commitment to safeguarding, inclusion**, personal development and the academic success of every student.
- **Promote a strong pastoral ethos** and contribute to the creation of a positive, supportive and respectful academy culture for students and staff alike.



Newsome Academy

JOB DESCRIPTION HEAD OF DEPARTMENT

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PERSON SPECIFICATION HEAD OF DEPARTMENT

Essential Criteria	Desirable Criteria	Evidence
<p>Qualifications:</p> <ul style="list-style-type: none"> A relevant degree or qualification for teaching GCSE Qualified Teacher Status, with subject specialism(s) related to the department Ability to teach across the full 11–16 age and ability range 	<p>Further professional qualifications</p> <ul style="list-style-type: none"> NPQML / NPQSL or leadership training Appropriate in-service training / CPD according to experience 	<p>Application form</p>
<p>Working Experience:</p> <ul style="list-style-type: none"> A proven track record of successful classroom teaching and securing strong outcomes for students Experience of monitoring student progress and using data to raise attainment Experience of developing high-quality teaching and learning within a department Experience of curriculum planning and assessment design Experience of supporting, coaching or mentoring colleagues Experience of contributing to departmental improvement planning and self-evaluation Experience of promoting an inclusive learning environment that supports all learners, including SEND and disadvantaged students 	<ul style="list-style-type: none"> Experience of leading curriculum initiatives or whole-school developments Experience of leading or coordinating a key stage, subject area, or team Experience of improving outcomes within a department Successful Post-16 teaching experience Experience of leading enrichment or extra-curricular opportunities 	<p>Application Form</p> <p>Interview</p> <p>Lesson Observation</p>
<p>Skills & Knowledge:</p> <ul style="list-style-type: none"> Excellent subject knowledge and understanding of curriculum requirements Ability to articulate the characteristics of effective teaching and learning with evidence of impact Strong classroom management and behaviour-for-learning strategies Knowledge and understanding of effective assessment and feedback practices Ability to analyse and interpret data to inform intervention and departmental priorities Knowledge of strategies linked to key educational priorities including literacy, numeracy, SEND, equality and inclusion Ability to contribute to curriculum development and sequencing Effective use of ICT and educational technology to support teaching and learning 	<ul style="list-style-type: none"> Knowledge and understanding of current Teaching and Learning developments relevant to the needs of the school Ability to contribute to SMSC / Citizenship provision Involvement in wider curriculum opportunities Good ICT skills and awareness of emerging educational technologies Understanding of quality assurance and departmental review processes 	<p>Application Form</p> <p>Interview</p> <p>Lesson Observation</p>
<p>Personal Qualities:</p> <ul style="list-style-type: none"> Commitment to high standards, achievement and continuous improvement Ability to inspire, motivate and challenge students and staff Strong interpersonal and communication skills Ability to build positive relationships with students, staff, parents and external stakeholders Resilience, professionalism and determination Commitment to safeguarding and promoting the welfare of children and young people A record of good attendance and punctuality 	<ul style="list-style-type: none"> Involvement in educational developments beyond the classroom Confidence, presence and the ability to lead by example Eagerness to further develop leadership skills and career progression 	<p>Application Form</p> <p>Interview</p> <p>Lesson Observation</p>
<p>Management Skills:</p> <ul style="list-style-type: none"> Ability to lead, motivate and support a team effectively Ability to establish positive and professional working relationships across the school community Ability to plan strategically and manage priorities effectively Ability to monitor standards and hold others accountable for outcomes Ability to contribute to school self-evaluation and improvement planning Ability to manage resources effectively and meet deadlines Commitment to collaborative working and being an effective team player 	<ul style="list-style-type: none"> Awareness of wider whole-school priorities and accountability measures Experience of departmental self-evaluation and action planning Experience of leading change and implementing improvement strategies 	<p>Application Form</p> <p>Interview</p>

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WE LOOK FORWARD TO YOUR APPLICATION TO JOIN OUR FAMILY...



CHECK OUR 'X' ACCOUNT TO SEE OUR
FAMILY IN ACTION – WE PROUDLY POST
DAILY.



GET IN TOUCH FOR A HEADTEACHER VISIT & AN INFORMAL
CHAT ABOUT THIS EXCITING OPPORTUNITY:

- AHALL@NEWSOMEACADEMY.CO.UK