

Information Pack

Head of Science

Start date: 1st September 2024
Salary: Competitive
Deadline: Friday 19th April 2024, 12 p.m.

The Trust reserves the right to interview and appoint a suitable candidate before the closing date.

We are seeking to appoint a committed and enthusiastic scientist to lead our team. This is an opportunity for an excellent teacher with a vision for their subject and a passion for delivering excellent outcomes for students.

We believe that all pupils have the potential to flourish, through great teaching and providing the right environment and opportunities. Our core values of aspiration, integrity, exploration and resilience underpin our mission and support our pupils to become happy, independent and confident young people. These drive all aspects of school life, from our high expectations for students, to exciting opportunities to explore the world around us.

About The Charter School Bermondsey

The Charter School Bermondsey is an Ofsted "Good" (2022), four-form entry, mixed, 11-16 free school that opened in September 2013. The school is located in a new state-of-the-art building, just a stone's throw from Bermondsey Underground and boasts fantastic spaces for staff and students, including modern science laboratories.

DfE [School Performance Tables](#) show a headline Progress 8 score of **+0.29** compared to the National average of -0.03. This means our students, on average, made more than a quarter of a grade better progress across their curriculum than those with similar starting points nationally. In 2023, Science outcomes were amongst the strongest in the school and the successful candidate will be motivated to build on this platform.

In return, we support our staff with:

- Excellent opportunities for professional development including coaching and NPQs
- Providing a well-ordered working environment including centralised detentions so teachers can focus on teaching
- Regular opportunities for flexible working

The school is a member of The Charter Schools Educational Trust; home to seven Good and Outstanding schools including The Charter School North Dulwich, The Charter School East Dulwich & Charles Dickens Primary School.

The Science Department runs an Astronomy Club, has links with University College London and through the Southwark Schools' Learning Partnership, collaborates with local state and independent schools.

Contact us!

For further information about the school, visit www.charterbermondsey.org.uk

If you have any questions or would like a call to discuss the role, contact us at recruitment@charterbermondsey.org.uk or 0203 542 6506.

How to apply

Our preferred method of application is via the TES website, however, you can also download an application form from our website.

NOTE: The Charters Schools Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. References will be sought, vetting undertaken and the successful applicant will need to undertake an enhanced Disclosure & Barring Service (DBS) check.

Job Description

Role-specific responsibilities

The Head of Science will be responsible for teaching and learning within the department including curriculum intent, implementation and impact across Key Stage 3 and 4.

Leader responsibilities

- Lead by example, providing inspiration and motivation and embody the values of the school.
- Monitor pupils' outcomes robustly and act swiftly to address underachievement.
- Lead and develop high-quality curricula and pedagogy throughout the department.
- Identify high-quality assessment for learning practice and ensure this is consistently implemented.
- Write the development plan, identifying and prioritising needs within the department.
- Coach colleagues to support their development.
- Support the development of new and innovative working practices, using evidence-based research where appropriate to support new ideas.
- Build effective working relationships and share good practice.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the department and wider school.
- Challenge staff under-performance at all levels and ensure corrective action.
- Plan, chair and organise meetings as appropriate and as scheduled.
- Provide extra-curricular activities that enrich pupils' learning.

Team responsibilities

We expect all members of the school staff team to work together to:

- Support the school vision and objectives outlined in the school development plan.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Support the pastoral care of students.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of corporate responsibility for the outcomes of all students.
- Build a clear understanding of what outstanding provision looks like.
- Comply with and support at all times the school's policies and procedures on safeguarding of students.
- Contribute to the school's programme of enrichment activities.
- Work with the school's Health & Safety Policy to ensure a safe working environment for all.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Uphold and enhance the school's reputation by ensuring positive, courteous relations with students, parents, colleagues and other stakeholders.
- Engage actively in CPD for self and colleagues.

- Be willing to go above and beyond expected levels of commitment to ensure the success of the school.
- Manage budget in line with areas of responsibility.
- Be proactive in ensuring appropriate allocation of resources and evaluate against outcomes.
- Undertake other duties commensurate with the role.

Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning and use as appropriate.
- Contribute to the department programme/curriculum i.e. curriculum, standards, target setting, assessment and reporting.
- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

Communication and Partnership

- Communicate school's values, aims, policies and plans to staff, students and parents.
- Create, maintain and enhance effective working relationships with staff.
- Maintain an effective system of record keeping, reporting and communication with stakeholders to ensure accountability for your work.
- Help to ensure that good communications are maintained throughout the school.
- Ensure that parents and students are well informed about curriculum, attainment and progress and can understand targets for improvement.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally, nationally and where beneficial, internationally.
- Represent the school at marketing and other external events.

This job description details responsibilities but is not prescriptive and does not direct any particular priorities or amount of time to be spent carrying out the duties. It is not necessarily a comprehensive definition of the post and the post holder may be required to undertake other duties and responsibilities commensurate with the grade and scope of the post. This job description may be subject to amendment, to meet the changing needs of the school, following appropriate consultation.

Person Specification

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience of teaching young people (11-16) • Proven record of consistently good or better teaching • Proven subject expertise • A vision for how student attainment can be improved and maintained • Experience of successful behaviour for learning strategies • Successful experience of monitoring and target setting to improve learning outcomes • Understanding of different models of support for students with SEND, EAL, and Gifted and Talented • Effectively narrow the gap between disadvantaged and other students in the classroom • Commitment to safeguarding and promoting the welfare of children and young people 	<ul style="list-style-type: none"> • Curriculum leadership responsibility within the subject
Education & Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified to degree level, preferably in subject of teaching expertise • Teaching experience and qualification (QTS) • Right to work in the UK 	
Ability/skills	
Essential	Desirable
<ul style="list-style-type: none"> • Excellent classroom practitioner (consistently good or better teaching) • Effective personal ICT skills relevant to day-to-day practice • Able to make judgements about the quality of your own teaching and learning and improve through reflection • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Keen to get involved in wider school life • Able to be a strong visible presence within the school, supporting staff and students to meet our expectations • Desire to go “above and beyond” in improving outcomes for young people in the local community 	

NOTE: This post is subject to an enhanced DBS check.