

Huxlow Academy

Lead Practitioner of Science

Remuneration: LP1 – LP5 (£47,417 - £52,330)

Huxlow Academy is a fully inclusive school, located in Irthlingborough, East Northamptonshire. Our students are a vibrant and varied mix that bring an energy that is not found in many other schools. The loyalty the students show for the staff and community, whom they recognise care so deeply about them, is what makes Huxlow a very rewarding and fun place to work.

If you want to work with a team committed to making a difference to the lives of the young people in our community, we want to hear from you!

We are looking for an inspirational practitioner to join us as we strive for excellence, and to take the Science curriculum and its teaching to the next level. We believe that Science is at the heart of the success of any improvement at Huxlow and will be fully supportive of a leader that has a coherent vision and philosophy for a highly effective Science curriculum and its teaching.

If you care deeply about providing students with the expectations and experience in Science and building the skills and knowledge that enables every student to achieve success and find enjoyment in Science then apply today!.

The successful candidate will:

- Assist with the development of Science including teaching and learning across KS3, KS4 and KS5 for the right candidate, in line with the department and school action plans
- Assist the Head of Science in identifying the development and training needs in Science.
- Devise and implement a coherent strategy and programme for staff development in line with school and departmental goals and the Learning and Teaching policy.
- Take responsibility for and delivering running faculty CPD (Research and developments in Science Teaching. Looking at trends and topics from exam analysis, to develop CPD programme to improve teaching of these key topics.)
- Support, guide and motivate teachers and other adults within Science by assisting and managing good practice and continuing professional development
- Support NQT/Non subject specialists, offering bespoke assistance sessions and increase communication with teachers in the area, in line with the skills being taught and Intent document.
- Look into and develop professional development opportunities.

Candidates must be eligible to live and work in the UK.

Training and development opportunities will be offered. All staff are encouraged to study further and the trust will actively support staff to obtain relevant further qualifications where possible.

Tove Learning Trust is a fast moving and exciting place to work. The trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the trust collaborate to share expertise and maximise opportunities and experiences for our students.

The Trustees of Tove Learning Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

How to apply: All documents including the full job description, person specification and application form are available on our website <https://www.huxlow.northants.sch.uk/> Please ensure your application form and covering letter includes examples of your experience and how you meet the criteria outlined in the job description and person specification. Further information requests or completed applications should be sent to Sonya Earby-Martin E: hr@huxlow.northants.sch.uk T:01933 650496

Closing date: 09.00 Monday 12th February

Interview date: WC Monday 1st March 2024



Huxlow Academy

Lead Practitioner of Science

Role:	Lead Practitioner - Science
Reports to:	Head of Science
Location:	Huxlow Academy
Contract:	Full-time / Permanent
Remuneration:	LP1 – LP5 (£47,417 - £52,330)

Purpose of the Role

- To raise standards and develop teaching and learning throughout the Science department.
- To ensure that the aims of the academy are effectively translated into high quality classroom practice both within the subject and in general across the academy.
- To assist in developing, implementing, monitoring and evaluating:
 - Teaching and learning
 - Curriculum planning
 - Continuing professional development
 - Team building.

Key Responsibilities

- To develop a coherent and ambitious curriculum that builds a curiosity, excitement, and passion for Science within students at Huxlow.
- To contribute to raising standards of student attainment and build a culture of excellence in all Science classes.
- To monitor and support the overall progress and development of students as a Teacher/Form Tutor
- To provide a learning experience which gives the students the opportunity to achieve their individual potential.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support students to access a challenging Science curriculum successfully.
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth.

Specific Responsibilities

Teaching, Learning and Assessment

- Ensure the Teaching, Learning and Assessment Policy is implemented and monitored across the department
- Ensure schemes of learning meet the latest specification
- Use Department Meetings and Training Days to provide guidance and support on the choice of appropriate teaching and learning methods to meet the needs of the subject. Establish coaching programmes where needed
- Observe the teaching of teachers within the designated subject area, give constructive feedback and monitor this to ensure that it leads to improved standards in the classroom
- Allocate responsibilities and duties so as to ensure continuing professional development
- Lead the designated subject area team to implement and execute appropriate action plans to close the gap; then monitor the effectiveness of this
- To promote and ensure positive pupil approaches to learning through:
 - High expectations
 - Exceptional teaching
 - A stimulating learning environment
 - An emphasis on learning
- To be a key leader in establishing systems and procedures to develop teaching and learning
- To consistently deliver high quality lessons, promote proven strategies and support colleagues, both on a 1-2-1 basis and in groups, to develop pedagogy and practice in order to improve the quality of learning and teaching with the specific aim of securing outstanding teaching and student outcomes

Curriculum:

- To provide support in developing and reviewing the designated subject area curriculum and schemes of learning at KS3 or KS4
- Co-ordinate preparation, delivery and evaluation of schemes of work for the academy in accordance with the National Curriculum requirements; with a particular focus on challenge, pace, high order questioning and thinking skills as well as writing and speaking opportunities to facilitate pupils accessing the highest grades at KS3, 4 or 5
- Ensure schemes of learning meet the latest specification
- Provide leadership and guidance on production of learning resources
- Monitor and evaluate to ensure that there is a consistency in terms of learning experiences for students in accordance with the academy policy and criteria for effective teaching and learning
- Provide guidance on exam specifications and delivery time frames and additional subject related qualifications that could be included in the curriculum offer at the academy
- Lead and encourage critical professional dialogue within the team
- To liaise with agencies outside Huxlow Academy to enrich and broaden the curriculum

Assessment

- To issue guidance in order to develop rigour and accuracy in grading at KS3, 4 or 5 across the academy. To ensure that there are appropriately regular opportunities for pupils' work to be accurately graded throughout each half term
- Ensure G4S is kept up to date
- Analyse all academy data drops for years KS3 or KS4 each half term. Plan appropriate intervention to raise standards within Science for subsequent half terms and report this to the Head of Science
- To develop assessment of learning in lessons through bespoke, planned questioning
- To develop Assessment for Learning with the designated subject area staff across the academy in line with academy policy
- To model examples of pupils' work for moderation and training purposes
- To assist the senior leaders responsible for the designated subject area with strategically analysing data produced by the organisation
- To make recommendations to the academy executive team based on data analysis
- To devise action plans in order to close achievement gaps and ensure that these are being implemented appropriately

Resources and the learning environment

- To ensure that the learning environment is well-ordered, safe and stimulating, leading by example to encourage a high standard of display work in classrooms and communal areas with a clear emphasis on celebrating success, sharing achievements and the importance of both literacy and numeracy
- To advise on the purchase of appropriate and stimulating resources and ensure that these are used:
- Ensure that staff in the designated subject area across the academy make full use of the range resources at their disposal in particular the ICT facilities and audio-visual resources

Other Duties and Responsibilities:

- To ensure that reporting to parents takes place in line with school procedures.
- To maintain and interpret data in relation to students' progress within Science.
- To contribute to the overall ethos, work and aims of the school.
- To establish constructive relationships and communicate with other agencies and professionals.
- To participate in training and other learning activities and performance development as required.
- To recognise own strengths and areas of expertise and use these to advise and support others.
- To play a full part in the life of the school community, to support its distinctive mission and values and to encourage and ensure staff and students to follow the Huxlow Way.

The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonable be expected within the scope and grading of the post.

Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties, and responsibilities.

Tove Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff & visitors to share this commitment.

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact with and adhering to and ensuring compliance with the School's Safeguarding and Child Protection Policy at all times. If, in the course of carrying

out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the s/he must record the details and take appropriate action, according to the nature of the concern, to safeguard the young person and inform the relevant staff within school, including the Designated Safeguarding Lead.

Identity, Prohibition, Qualification, Barred List, Enhanced DBS, Section 128, Overseas, Right to work, Reference, Criminal Record and Medical Checks are essential for all applicable posts at the School.

KCSiE 2022 Online Searches - In accordance with paragraph 221 of Keeping Children Safe in Education 2022 schools are now required, to carry out an online search for shortlisted candidates. If shortlisted for the role an appropriate online search will be undertaken on your name(s). Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

Huxlow Academy

Lead Practitioner of Science

	ESSENTIAL	DESIRABLE
PRE-EMPLOYMENT CHECKS		
Criminal Records	*	
Enhanced Disclosure and Barring	*	
Proof of identity	*	
Medical Questionnaire	*	
Satisfactory References	*	
QUALIFICATIONS/TRAINING		
Candidate must hold QTS	*	
Degree in relevant subject	*	
COMPETENCIES		
Proven track record of successful strategies for raising achievement and sharing good practice	*	
A highly effective classroom practitioner with experience in co-educational comprehensive schools	*	
A commitment to, and a passion for, the teaching of Science	*	
The ability to teach KS3 and KS4	*	
The ability to teach KS5	*	
Detailed knowledge of the National Curriculum and a clear understanding of recent subject developments	*	
Evidence of enabling students to work to the highest standards	*	
The ability to be a good Form Tutor	*	
A commitment to Inclusion	*	
An enthusiastic practitioner able to inspire learning through excellent teaching	*	
PREVIOUS EXPERIENCE		
Effective organisation, communication and administration skills	*	
Successful experience of teamworking	*	
Evidence of enabling students to work to the highest standards	*	
The ability to use ICT to raise standards and manage the department		*
Is committed to and meets all the requirements for safeguarding children	*	
PERSONAL ATTRIBUTES		
Work in accordance with the Trust's values and behaviours	*	
Eligible to live and work in the UK	*	

Willing to work flexibly in accordance with policies and procedure to meet the operational needs of the Trust	*	
A commitment to continuing personal development and training	*	
A commitment to safeguarding and promoting welfare of children and young people	*	

Why Join Huxlow Academy?

Letter from the Headteacher

Dear Candidate

Thank you for your interest in the role of Lead Practitioner of Science at Huxlow Academy. We trust this application pack provides you with an insight into life at our school and encourages you to apply for the role.

We are incredibly proud of our school, a medium-sized Secondary Academy (11-18), located in Irthlingborough, East Northamptonshire. As a fully inclusive school our students are a vibrant and varied mix that bring an energy that is not found in many other schools. The loyalty the students show for the staff and community, whom they recognise care so deeply about them, is what makes Huxlow a very rewarding and fun place to work. If you want to work with a team committed to making a difference to the lives of the young people in our community, we want to hear from you!

I believe that every student and staff member that walks through the doors of Huxlow is a valuable member of our community, and we work hard to ensure they are welcomed, supported, and challenged to be the best version of themselves that they can be.

We are in an exciting new phase in the history of Huxlow and place a pursuit of excellence at the core of everything we do. This is underpinned by our core values of Respect, Ambition and pride. I hope that you feel inspired to aim high and come and join us as we strive to make Huxlow even better.

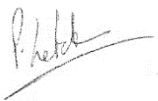
Academic success is hugely important to us as we recognise its power to open doors for young people. We have a rich history of students of all abilities, and from a wide variety of backgrounds, meeting and exceeding their potential.

In 2019, Year 11 students achieved some of the best GCSE results in the school's history. 53% of students gained 5 GCSE's including English and Maths at Grade 4 and above. Recent CAGs and TAGs have returned record progress data for the school for KS4 and KS5. Post Covid results have returned to similar levels and reflect the high level of dedication of both our students and staff. As the Headteacher, I am committed to improving the school even further for our students. The Science department and curriculum are central to our improvement aims.

We place an emphasis on ambition and respect for each other and working together to ensure that our community is constantly developing. Huxlow students are exceptional, staff go the extra mile, and we are dedicated to Professional Learning and Development.

Please explore our website, the recent Headteacher's letters section and our social media, to gain a flavour of what it means to be part of the Huxlow Academy community. We hope you are as impressed by our school as we are. I look forward to receiving your application should you decide you want to be a part of the proud Huxlow team.

Please contact the school if you have any questions or require any further information.



Paul Letch
Headteacher

Huxlow Academy Information

The Curriculum

Our ambitious curriculum is designed to deliver our vision of “Thriving Through Excellence”. This means we offer a carefully crafted balance of academic learning, personal development, and enrichment.

All teaching and learning is designed to meet our high expectations and aspirations with a clear focus on sharing knowledge and developing lifelong skills. Every child is pushed to do the very best they can do, whilst taking account of every individual’s needs.



Our Key Stage 4 programme aims to develop deeper understanding and mastery of subjects at GCSE, in order to achieve the highest outcomes and to aspire for every student to reach their potential.

- All students study English, Mathematics, Science, Religious Studies, Physical Education and French

- At Key Stage 3 (Years 7 & 8) students also study Technology, Geography, History, Music, and Drama
- At Key Stage 4 (Years 9, 10 & 11) alongside our core subjects students make a number of option choices from
- the range of other subjects including Psychology, iMedia, Sociology, Photography, Dance and Business Studies.

All of this is supplemented by a rich programme of enrichment, curriculum themes and extra-curricular activities.

Our excellent Key Stage 5 provision is delivered alongside our fellow Tove Learning Trust partner, Rushden Academy, as part of The East Northamptonshire School (TENC). Our joint provision has one of the most comprehensive choice of subjects in the county, consisting of over 20 A Level courses and additional BTEC Level 3 courses. Please visit www.tenconline.co.uk for more details.



We also offer high popular and enriching residential trips and experiences These include:

- Duke of Edinburgh expeditions
- Normandy/ Paris/ Holland – Cultural trips
- Austria Ski Trip
- Uganda - International Youth Conference.



Students have the opportunity to visit places of interest in the UK, including theatres, university campuses, science conventions and careers establishments. They are able to experience visiting speakers, authors, and theatre groups during their time at Huxlow. We are also extremely proud of our sporting achievements. Huxlow students have repeatedly achieved excellent results at District, County and National level. Many team and individual sports are run as clubs and activities by our motivated and competitive Physical Education team.