



JOB DESCRIPTION

Lead Practitioner with Responsibility for Science

REPORTS TO:	Head of Faculty, Headteacher
PAYSCALE:	Leadership Scale, Points 1-7 (£56,099.00- £63,744.00) appointed at point 1 (salary negotiable for an exceptional candidate)
LOCATION	Royal Docks Academy, Newham, London
TERMS:	You will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Executive Head Teacher and Heads of School.
CONTRACT:	Permanent, Full Time

PURPOSE OF THE JOB

- To provide leadership in excellent teaching in your own curriculum area and other areas within the Academy.
- To provide leadership of outstanding learning and progress across the Academy.

Liaison with:

- The post-holder will be expected to network and liaise with the Head of Faculty, Faculty Team, Teaching / Associate Staff, School Representative, External Agencies, Students and Parents.
- The post-holder will be expected to network and liaise across a range of external providers, schools, community and coordinator networks to ensure a consistency of approach regarding standards, support, transition and high quality learning and teaching.

Specific Responsibilities

- To enable staff to plan high quality learning activities for Science across the Academy.
- To create and lead the Academy's 'Science teaching & learning team' to ensure outstanding progress.
- To monitor and evaluate the quality of learning for Science for students.
- To create a classroom environment that facilitates research and independent learning.
- Contribute to the internal CPD programme for Science and the wider Academy.
- To develop and lead a numeracy programme across all year groups in Science lessons and outside Science to raise attainment.
- To lead Science intervention programmes in all years to improve the numeracy skills of those students who are below their chronological ages.
- To lead the year 7 numeracy, catch up grant curriculum to ensure students who enter the school below National Averages are at the required level at the end of the year. This involves planning, tracking, preparation, monitoring and evaluating the impact of the numeracy catch up grant programme.

Main Expectations of the role

1. Shaping the Future

- Support the Headteacher and LAB members in establishing a vision for the future of the Academy; demonstrating inspirational leadership and creativity when developing teaching across the Academy.
- Play a leading role in the Academy improvement planning process, in particular areas of Academy improvement in the area you lead.
- Contribute to the identification of key areas of strength and weakness in teaching in the Academy.
- Work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example to other colleagues.
- Promote a culture of teamwork, in which views of all members of the Academy and community are valued and taken into account.
- Contribute to the self-evaluation of the Academy and lead the self-evaluation of teaching within the Academy.

2. Leading Learning and Teaching

- Provide detailed analysis of key Academy performance data to a variety of audiences, including SLT, LAB members and other groups.
- Promote the active involvement of students in their own learning.
- Contribute to target setting; including statutory procedures and targets for individuals and groups throughout the Academy.
- Support strategies to promote high standards of behaviour.
- Lead the monitoring of teaching.
- Provide support for colleagues in improving the learning environment to enhance learning and increasing engagement.

3. Developing self and managing others

- Promote and safeguard the safety and welfare of children and young people by being the lead on Health and Safety in the Academy.
- Contribute to the creation of a positive Academy ethos, in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount.
- Support the development of collaborative approaches.
- Set high expectations for your own performance and that of others.
- Engage in relevant professional development activity as necessary.

4. Managing the organisation

- Contribute to a regular review of the organisation of the Academy to ensure it meets statutory requirements.
- Develop action plans in specified areas of responsibility, in order to bring about improvements.

- Contribute to the planning process for the distribution of resources, to ensure they meet the Academy's identified priorities.
- Contribute to regular evaluation of the impact of the use of resources in relation to the quality of education of the students and value for money.
- Being a presence in the Academy corridors at lesson change-over, break times and at two or more of the lunch sessions during the day.

5. Securing Accountability

- Support the LAB members in meeting its responsibility to ensure teaching is outstanding.
- Work alongside the Headteacher to secure improvement through Performance Management; take responsibility for the performance management of staff you directly line manage.
- Use a range of data sources to set realistic yet challenging targets for pupils, analysing outcomes for individuals and groups.
- Contribute to the reporting of the performance of the academy to parents, carers, LAB members and other key partners.

6. Strengthening Community

- Contribute to; strengthening partnerships with other schools and services to enhance learning and teaching across the community.
- Gain an understanding and ensure that Specialisms, Extended School, Learning Environment add to the quality of teaching for learners.
- Contribute to policies and practices, which promote equality of opportunity and tackle prejudice through teaching of Learners.
- Contribute to the development of teaching of Learners.
- Promote and model good relationships with parents, which are based on partnerships to support and improve pupils' achievement.

The duties above are neither exclusive nor exhaustive and the post-holder may be required by the Executive Head & Head of School to carry out appropriate duties within the context of the job, skills and grade.

General responsibilities common to all members of staff

All staff are responsible for the safeguarding and wellbeing of pupils and must follow BMAT guidance and policies.

BMAT Directors are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post-holder.

		Essential	Desirable
Qualifications and documentation	Honours Degree Qualified Teacher Status in subject area relevant to the Faculty Enhances DBS & validated references Eligibility to work in the UK Evidence of further professional development relevant to the post	X X X X X	
Experience	Proven record as an outstanding teacher with a proven track record of securing outstanding outcomes for students over the last three years Experience of leading, managing and supporting activities in a classroom environment Experience of working with children and young people	X X X	
Knowledge	An understanding of the expectations Ofsted Framework regarding effective teaching & learning Good knowledge of Microsoft Office Knowledge of subject/curriculum area and related education gained for example through involvement in wider professional networks associated with subject/curriculum area. Understanding of assessment issues, including the practical use of data in planning and raising standards Understanding of safeguarding requirements Understanding the qualities of good teaching, effective learning and how these can be applied to raise student attainment. Have a critical understanding of the most effective teaching, learning and behaviour management strategies including how to select and use approaches that personalise learning to provide opportunities for all learners to achieve their potential. Knowledge of effective strategies to include, and meet the needs of all students, in particular, underachieving groups and students with EAL and SEN. Understanding of safeguarding requirements	X X X X X X X X X X	
Skills / Competencies	Ability to relate well to children and adults Ability to work independently and manage workload Ability to communicate effectively to colleagues, students and parents Ability to form and maintain appropriate relationships and demonstrate personal boundaries with children and young people Attention to detail Can maintain and actively promote high standards of student behaviour Discretion, tact and diplomacy Good numeracy/literacy/ICT skills	X X X X X X X X	

