



Broughton Hall Catholic
High School

INFORMATION PACK

LEAD PRACTITIONER – SCIENCE

Start Date: 1st January 2024

Closing Date: 10.00am 12th October 2023

Interview Date: To be confirmed

Salary Scale: Lead Practitioner Scale 1 – 3

£44,423 - £46,778 (Pay Award Pending)

Contract Term: Permanent/Full-Time

<http://www.broughtonhall.com/information/vacancies.php>

Broughton Hall Catholic High School

Founded in 1928 under the trusteeship of the Sisters of Mercy, Broughton Hall Catholic High School, an all-girls Catholic secondary school in Liverpool, provides the very best in modern education based on the Gospel values of mutual respect and care.

The central aim of our school is to provide excellent educational opportunities enabling each pupil to develop their God given talents, to grow in confidence and self-esteem and to fulfil their potential.

As a Catholic school Broughton Hall centres its mission on the person of Jesus Christ, and promotes the Gospel values throughout the school community and in all aspects of school life: spiritual, academic, pastoral, and personal. By proclaiming and living out the faith of the Catholic Church, we support each other in shared experiences of teaching and learning, prayer, worship and charity. Our mercy values permeate throughout our community.

Broughton Hall is Ofsted rated as a “Good” provider (November 2022).

Our facilities are bright, spacious, high tech and designed to meet the needs of all our pupils. We have a separate 6th Form facility, which is shared with our neighbouring boys school Cardinal Heenan Catholic High School. A full range of extra-curricular activities are provided to further the creative, sporting and academic talents of each pupil and offer Outward Bound and Duke of Edinburgh Award schemes as well as the opportunity to attend educational visits and residential trips.

We pride ourselves on our high expectations of all pupils and have an ‘**Ambition for All**’ policy. Whatever your role within the school, you will share these values and be able to encourage and motivate pupils with your passion, presence and personality.

Our school motto ‘**Cor Unum et Anima Una**’ - One Heart and One Mind, reflects the strong sense of community amongst pupils, staff, parents and Governors.

We Offer

- Pensions Scheme – Teacher Pension Scheme for teaching staff or Merseyside Pension Fund for support staff
- Regular training and development programme
- Access to occupational health
- Cycle2Work Scheme
- Tax Free Childcare Vouchers
- Supportive work environment where all staff are valued
- Continuous professional development for all staff and follow a whole school approach to staff performance and development

And that’s not all, we place the outcomes of the children in our school at the heart of everything we do, so you’ll wake every day in the knowledge that your role will have a significant positive impact on the lives of others.

Equal Opportunities

Broughton Hall Catholic High school is an equal opportunities employer.

We welcome applicants from all backgrounds and value everyone as an individual. We are committed to organisational practices, which promote diversity and inclusion for all employees and volunteers regardless of age, gender reassignment, marriage or civil partnership status, pregnancy and maternity status, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Connecting these differences creates a productive environment in which everyone feels valued.

Monitoring information in relation to job applicants will be to assist us in equality monitoring. The recruitment panel will not have access to job applicant's monitoring information.

To assist us in monitoring the operation of equal opportunities policy, and for no other reason, please ensure you complete and submit the Equal Opportunities Monitoring Form with your application form.

Safeguarding & Enhanced DBS Checks

Broughton Hall Catholic High School is committed to safeguarding and promoting the welfare of young people and expect all pupils, staff, volunteers and visitors to share this commitment

All posts are subject to an enhanced DBS check and full pre-employment checks to comply with the current Keeping Children Safe in Education statutory guidance for schools.

All staff will be expected to follow Broughton Hall Catholic High School's child protection policies, code of conducts and managing allegations against staff procedures.

All roles in school, including this post, are exempt from the Rehabilitation of Offenders Act (ROA) 1974. The Ministry of Justice's guidance on Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 provides information about which convictions must be declared during job applications and can be accessed [here](#).

All applicants must therefore declare all previous convictions and cautions, including those which would normally be considered 'spent' except those received for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules. Information about filtering offences can be found in the DBC Filtering Guide, which can be accessed [here](#).

By engaging in this recruitment process, shortlisted candidates consent to an online search in line with the Keeping Children Safe in Education Statutory Guidance 2022.

Welcome

Thank you for your interest in the position of Lead Practitioner Science.

This pack has been designed to help you should you choose to submit an application form, which we sincerely hope you do. We hope it answers your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application process.

The Science Department is a successful, supportive one and offers a range of qualifications at both Key Stages 4 and 5. The department is equipped with 7 well-appointed laboratories and is well resourced.

Broughton Hall Catholic High School is the largest all-girls school in Liverpool and serves many different areas making us a vibrant a diverse school. Our aim is to be a good school in all areas and we are seeking staff to apply to work with to be of that journey. Ofsted rated the school as "Good" in November 2022.

We work hard to ensure Broughton Hall Catholic High School remains a friendly and welcoming environment for all those who work, study or visit here and hope that you are the person we are looking for to bring creativity and innovation to the role.

The school actively supports the training of middle leaders through well-respected Teaching Leaders' programme. Opportunities for promotion exist for suitable candidates. Our staff are passionate about teaching and are committed to develop exciting and stimulating lessons that not only engage students.

We look forward to hearing from you.

Gerard Preston
Head Teacher



Advert

The Governors wish to appoint a first rate, enthusiastic Lead Practitioner Science with proven experience across the full age and ability range. We are looking for a committed candidate to fulfil this important leadership role, one who is highly motivated, has a passion for Science and the ability to inspire and motivate the staff in the department.

Teachers on Main Scale 3 to Upper Pay Scale 3 are welcome to apply.

The Science Department is a successful, supportive one and offers a range of qualifications at both Key Stages 4 and 5. The department is equipped with 7 well-appointed laboratories and is well-resourced.

The successful candidate will be:

- An outstanding classroom practitioner
- Have a proven track record of securing positive outcomes
- Someone who is passionate about Science
- Committed to the school's vision and demonstrating compassion through the mission statement
- Experienced in providing high quality professional development for teaching staff

About Broughton Hall Catholic High School

Broughton Hall is a Catholic High School is an Ofsted rated **Good provider** (2022). We are proud of our strong Catholic ethos and values. The school has an excellent reputation and promotes an inclusive education which develops creativity, self-confidence and independence. The school is committed to the continuous professional development of all staff including Aspiring Leaders, NPQML and NPQSL programmes.

For further information about the school and Application Pack please visit the school's website www.broughtonhall.com

Broughton Hall Catholic High School is committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment to keeping children safe. Any offer of employment will be subject to statutory pre-employment checks including satisfactory references and Enhanced DBS and Barred List checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020) and shortlisted candidates will be required to disclose any relevant criminal history prior to interview.

'By engaging in this recruitment process, shortlisted candidates consent to an online search in line with the Keeping Children Safe in Education Statutory Guidance 2023'

Job Description

LEAD PRACTITIONER SCIENCE

Purpose	<p>To support the development of teaching and learning across STEM subjects, with specific responsibility for modelling and coaching excellent teaching within the Science Department teaching.</p> <p>This will secure:</p> <ul style="list-style-type: none">• High quality teaching and learning• Excellent outcomes for pupils through excellent provision• High quality continuous professional development for teaching staff. <p>The following job description outlines the main responsibilities of the job and is not an exhaustive list of all relevant duties. The Trust reserves the right to alter this job description at any time.</p>
Location	Broughton Hall Catholic High School, West Derby, Liverpool
Reporting to	Head of Department
Responsible for	See Job Description below.
Working Time & Conditions	These will be as specified in the latest School Teachers Pay and Conditions Document. Attendance at school functions beyond the working day including Parents/Awards Evenings will be required.
Safeguarding children	The post holder must safeguard and promote the welfare of the children and young people at Broughton Hall Catholic High School
Salary	Lead Practitioner Scale 1 to 3

OVERVIEW

At the heart of the role of Lead Practitioner is the provision of professional leadership to secure high quality teaching and learning, effective use of resources, improving standards of achievement for all students. A Lead Practitioner must provide leadership and direction for the subject and ensure that it is managed and organised to meet school and subject aims and objectives.

A Lead Practitioner plays a key role in supporting, guiding and motivating teachers in all faculty departments. Lead Practitioners evaluate the effectiveness of teaching and learning, the subject curriculum and progress towards targets for students and staff in order to inform future priorities for the school. The policy and practice of monitoring within the school provides the information for evaluation and action.

A Lead Practitioner identifies needs in their own subject areas and recognises that these needs must be considered in relation to the overall needs of the school. It is also important that a Lead Practitioner has

an understanding of how the department contributes to school priorities and to the overall education and achievement of all students.

Throughout their work a Lead Practitioner ensures that practices improve the quality of education provided, meet the needs and aspirations of all students and help to continue to raise standards of achievement in the school.

PRINCIPAL ACCOUNTABILITIES

Strategic Direction

- Develop and implement policies and practices for STEM teaching & learning which reflect our school's commitment to consistency, challenge and inspirational lessons
- Create a climate which enables staff to develop and maintain positive attitudes towards their subject pedagogy and confidence in teaching their subject.
- Use research informed best practice to inform and develop STEM teaching and learning.
- Analyse and interpret relevant national, local and school data, as well as research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods.
- With the involvement of relevant staff, establish short, medium- and long-term plans for the development and resourcing of teaching and learning in Science and across the wider school.
- Monitor the quality of teaching and learning in both Science and subsequently other STEM subjects.

Teaching and Learning

- Monitor the effectiveness of curriculum delivery in the Science and across the wider school for all students, including more able students, students with special educational needs and students with English as an additional language.
- Make sure that teachers are clear about the teaching objectives in lessons, understand the sequence of teaching and learning in Science and across the wider school, and communicate such information to students.
- Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the students in Science and across the wider school.
- Ensure effective development of students' literacy, numeracy and IT skills through the subject.
- Set expectations and targets for staff in relation to standards of the quality of teaching.
- Evaluate the teaching of the Science in the school, use this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching.
- Engage with the latest pedagogical research and use this to inform best practice.
- Alongside the Head of the Department, lead on improvement strategies, coaching and supporting staff, ensuring quality, monitoring and evaluation of performance in line with the ethos of the Department.

Leading and Managing Staff

- Enable staff to achieve constructive working relationships with pupils through quality first teaching & learning.
- Act as a role model for staff, providing effective support, coaching, mentoring and advice to them.
- Sustain your own motivation and, where possible, that of other staff involved in Mathematics.
- Appraise staff as required by the teacher's appraisal policy and use the process to develop the personal and professional effectiveness of the appraisee(s).
- Audit training needs of subject staff.
- Lead professional development of subject staff through example and support, and coordinate the provision of high-quality professional development by methods such as coaching, drawing on other sources of expertise as necessary, for example, higher education, local authority, subject associations.
- Support the development and implementation of an effective CPD and induction programme for new staff, ECT's and trainees.

- Support the school to ensure that trainee and newly qualified teachers are appropriately trained, monitored, supported and assessed.
- Enable teachers to achieve expertise in their subject teaching.
- Work with the SENCO and any other staff with special educational needs expertise, to make sure that education, health and care plans are used to set subject-specific targets and match work well to students' needs.
- Prepare and run professional development courses for staff (teaching staff and TAs)

Efficient and effective deployment of staff and resources

- Use space to create an effective and stimulating environment for the teaching and learning of Science and other STEM subjects.
- Make sure that there is a safe working and learning environment in which risks are properly assessed.

REPORTING

- The post holder will report to the Head of Science.

WORKING TIME AND CONDITIONS

- These will be as specified in the latest School Teachers Pay and Conditions Document.
- To plan, lead and contribute to the school's extra-curricular Science programme.
- Attendance at school functions beyond the working day including Awards' Evening.

DIMENSIONS

The post holder will be responsible for the following, with reference to the national framework for middle leaders:

- The strategic direction and development of teaching and learning within the department
- Teaching and learning
- Leading and managing staff
- Pupil progress and standards of achievement
- The efficient and effective deployment of staff and resources

OTHER SPECIFIC DUTIES

- To promote and safeguard the welfare of the children and young people you are responsible for, or come into contact with.
- To undertake the above responsibilities in addition to those held by a standard scale teacher at the school.
- To undertake any other duty as specified by the School Teachers Pay and Conditions Document not mentioned in the above.
- To act in compliance with data protection principles in respecting the privacy of personal information held by the school.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified; therefore employees will be expected to comply with any reasonable request from a manager, including ad hoc projects, to undertake work of a similar level that is not specified in the job description.

The job description is current at the date shown, but, in consultation with you, may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

Post **Lead Practitioner - Science**
Pay Spine **Lead Practitioner's scale Points 1 – 3**
Responsible to **Head of Department**

1. QUALIFICATIONS AND TRAINING

- University graduate
- Postgraduate teaching qualification/QTS
- Evidence of continuing professional development
- MIDAS Certificated (desirable)

2. TEACHING and PASTORAL EXPERIENCE

- Successful teaching experience, in an urban or challenging comprehensive environment
- Experience or confidence in mentoring / supporting trainee teachers
- Teaching experience in at least KS3, 4 and, preferably KS5
- Evidence of consistently good and outstanding teaching and learning
- Evidence of consistently good to outstanding pupil progress
- Evidence of cascading outstanding teaching and learning practices in school or a range of schools
- Evidence of excellent classroom management skills
- Outstanding knowledge of Assessment Practice in the context of the National Agenda and where appropriate best worldwide practice
- Excellent subject knowledge
- Excellent knowledge of current research informed curriculum and extra-curricular developments in your subject area
- An understanding of how to use assessment to inform planning for good teaching and learning
- A good understanding of the progress data
- The ability to differentiate to provide appropriate challenges for all learners
- Evidence of using data to inform planning and put in place successful intervention strategies to raise achievement
- Evidence of pastoral experience, including taking responsibility for a form group
- An interest in the wider curriculum

3. LEADERSHIP AND MANAGEMENT

- The ability to inspire, enthuse, develop and support colleagues
- The ability to evaluate and improve standards of teaching and learning within a department
- Experience of conducting Performance Management and desire to develop other colleagues

4. PERSONAL QUALITIES

- A willingness to learn and develop new skills
- A willingness and flexibility to work outside normal school hours
- The ambition to continue to progress in your career
- A desire to make a difference to the lives of young people
- An excellent attendance record
- Resilience and a sense of humour

5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT

- A proven commitment to inclusion
- A proven commitment to curriculum access and opportunity
- A proven commitment to comprehensive education
- A proven commitment to professional development
- Support for the school's specialist status
- Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults

Science Department

Departmental Descriptions

The Science Department is led by Mr Roberts and is presently comprised of 11 full time teachers and 3 technicians. Miss Skiming has responsibility for KS4 and Chemistry, Mrs Williams has responsibility for Biology and KS3 and KS5 Vocational matters are coordinated by Mr Finch. Broughton Hall Science is an improving and forward thinking department to work in, recently celebrating the best set of Science results in recent years. The department offers help and support to new staff whether they are trainees or experienced teachers.

August 2019 Results

- BIO: 75% of students achieved grades 7-9, Average grade 7+
- CHEM: 50% of students achieved top grade 9, Average grade 8-
- PHY: 58% of students achieved grades 7-9, Average grade 7-

The Science Department offers courses at KS3 which deliver a national programme of study in preparation for studies at KS4 where both GCSE Separate Sciences and Trilogy combined Science qualifications are studied. At KS5 A-level courses in Biology, Chemistry, Physics and BTEC Vocational Qualifications in Applied Science and Applied Human Biology have proved both popular and successful.

Our aims are to:

1. Develop and maintain students' interest in Science and related disciplines.
2. Develop in our students a wide and relevant body of scientific knowledge and understanding.
3. Help students to develop investigative skills across Biology, Chemistry and Physics.
4. Continue to develop both literacy and numeracy within a scientific context.
5. Develop transferable skills such as problem solving within our students.

The department has always believed that education is continually evolving and as teachers we need to keep developing our skills and practice. The department works closely with the Local Authority and Diocese networks to ensure that staff receive the most up to date training in new developments and approaches. The department is also benefitting from the Stimulating Physics Partnership with bespoke training being available for staff. As part of the Triple Science Support Programme Broughton Hall Science has access to resources and funding designed to increase uptake of the 3 separate science GCSE's a national target.

As with all departments science is also looking within itself for developments and improvements by sharing good practice via Triad teaching and learning groups and an openness to share ideas at department meetings which are regular within Broughton Hall.

Accommodation and Resources

The Science department is mainly based in 8 new purpose-built Labs with NAWIS gas and electric facilities. There are 3 science preparation rooms and a shared preparation area for use by teachers and technicians.



All laboratories benefit from Promethean interactive boards and 2 of these are apple enabled. The Science department also has access to 45 laptops for use solely within Science lessons, and two sets of interactive handsets. Practical equipment is well maintained by our experienced technicians and covers most standard practicals and topics. Excellent technical support from our technicians has allowed Broughton Hall to respond quickly to the emphasis on required practicals and a practical endorsement at both KS4 and KS5.

Key Stage 3

Year 7 & 8, follow an in house National Curriculum based scheme focusing on Core Scientific skills, which is fully resourced. Assessment is via tests at the end of each topic and an end of year exam. These assessments and the data they provide are used to give guidance on courses at KS4.

Key Stage 4

Year 10 students all study for a GCSE qualification in AQA Trilogy Combined Science or AQA Separate Sciences, this is offered as an elective over the two years.

The successful completion of these courses leads to students pursuing level 3 courses in Biology, Chemistry, Physics and Applied Science or Applied Human Biology.

Key Stage 5

In years 12 and 13 students enjoy quality teaching and learning towards AQA A-levels in Biology, Chemistry and Physics and BTEC Qualifications in Applied Science and Applied Human Biology. Students studying A levels in Biology, Chemistry and Physics typically have grades 6 or better in GCSE qualifications in Science and Maths. Students with GCSE grade 4 or better qualifications in Science and grade 4 in GCSE Maths will be offered a course leading to a BTEC in Science. Students who study A levels in science continue their studies at Further education level with the majority of students going on to science-based degrees in medicine, dentistry, radiography, chemical, civil and mechanical engineering, pharmacy and others at Universities that in 2020 included Oxford, Cambridge, Liverpool, Manchester, and Lancaster.

Extra-Curricular Activities

Intervention classes in Science are offered both before and after school to KS3/KS4 and KS5 students. There is also 'Science Wednesday's available to all year 10 and year 11 students on Wednesdays 3.05 – 4.05. KS3 students enjoy investigative work done within our STEM Club run after school. There are also intervention and general preparation classes at KS5 in all subjects. Numerous trips out add interest and enthusiasm to the science curriculum at Broughton Hall and recently there have been visits to Daresbury Laboratories for their 'Chemistry at work day', The Blood Transfusion Centre at Speke, the Blue Planet Aquarium, the Big Bang Event at Aintree, a Robotics Challenge Days at Liverpool University and Hugh Baird College, and an alien experience visit to Jodrell Bank. The 6th Form trip to Cern, Geneva proved exceedingly popular and proved to be an excellent opportunity to see cutting edge Science research up close.



