***The Rosewood School – www.trs.kent.sch.uk***

**Job Description: Science HoD (full-time)**

**Salary: MPS/UPS plus TLR and SEN allowance (negotiable)**

**Location: Countywide – main base Leybourne and Oakfields**

**Applications Close: 11/10/2021 Start Date: January 2022**

**Interviews: 14th & 15th October 2021**

**The School**

The Rosewood school is a school for pupils who are struggling in their current school due to their physical or/and mental health need. Our vision is to combine education and health in transforming the futures of our young people. We have a growing pupil population and are seeking exceptional and inspiring individuals to join our committed team.

**What we're looking for**

We are seeking an outstanding teacher to lead our science team and invite colleagues with KS3 to KS5 experience. Our science team is experienced but small (4 staff), they achieve good outcomes for our pupils but need someone now to drive the department by sharing good practice and continually developing as professionals, we would love the new science lead to take every opportunity to enrich the curriculum for our pupils, this would include STEM opportunities as well as trips to inspire. Our pupils are wonderful and actively engage in their science lessons.

This role represents an exciting opportunity to work as a member of a committed and highly innovative team delivering a curriculum where collaboration is essential. We are looking for a highly original and innovative individual, able to make an exceptional contribution to the school. You should be up to date on curriculum design and how best to support pupils’ learning but equally you must have motivation, commitment and a genuine desire to improve outcomes for our pupils, allied with a passion for science! This is a fantastic opportunity, we offer a different setting, all through phases and a wide range of SEND needs with support from our partners across the county – a great challenge for someone looking for change. Here is a little message from two of our pupils:

*We have been at The Rosewood School for quite a while now and we are really excited to be part of the new changes that are happening here. It is really important to us that anyone joining The Rosewood School will have a very good understanding of our physical or mental health needs, but equally we want you to know that just because we struggle we still want the best teachers!”*

This post is subject to the current Conditions of Service for School Teachers in England and Wales and is in accordance with range of duties set out in that document relevant to the post holder’s title and salary grade

**Why work for us?**

In return we will promise you a stimulating, supportive and rewarding working environment, where all staff are valued and encouraged to take a leading role in the development of The Rosewood School’s vision and strategy. You will also have the opportunity to access a range of excellent professional opportunities to support your progression.

**Safeguarding**

The Rosewood School is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

Main subject leader responsibilities:

1. Ensure that appropriate schemes of work and teaching/learning/assessment strategies are in place for all year groups and being followed by colleagues.

2. Ensure that there is seamless progression between years and key stages and that data is regularly reviewed to ensure outstanding student progress.

3. Ensure that appropriate homework is detailed in Schemes of Work and is regularly set and assessed.

4. Take a lead in establishing/maintaining high standards of behaviour in classes within the department using the school’s rewards and positive behaviour policy.

5. Set work for absent colleagues when necessary.

6. Monitor and evaluate the work of the department to make judgements on student progress and use these judgements to inform departmental teaching/learning strategies, target setting etc (monitoring to include lesson observation, work sampling, data analysis etc).

7. Attend all meetings relevant to the job purpose and convene departmental meetings in line with school calendar.

8. Take a measure of responsibility for departmental teaching rooms with a view to creating an environment which stimulates student learning.

9. Deploy departmental budgets in a way most likely to meet the job purpose.

10. Take responsibility for the day to day management of Health and Safety within the department.

11. Involve parents as appropriate in the progress made by their child in the subject(s) for which you are responsible.

12. Ensure the departmental website/marketing information is kept relevant and up to date.

13. Keep abreast of educational developments in your subject and consider their benefits for students. 14. Devise a curriculum development plan that supports the school development plan

15. Develop yourself and colleagues professionally.

18. Produce and regularly update departmental documentation and evidence of success.

19. Be aware of the issue of work/life balance with respect to staff for whom you have a measure of responsibility.

20. As a subject Leader contribute to leadership and management issues outside your department area, with particular regard to cross curricular success.

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|  | **Essential** | **Desirable** |
| **1. Qualification** | Qualified teacher. Relevant subject degree. | Evidence of further qualifications. Middle leadership qualification |
| **2. Experience** | Experience of teaching across the ability range.  Confident in the use of data to monitor and support department development.  Comfortable with students and children age 11-18  Creative and imaginative. | Experience of teaching KS3 & KS4.  Evidence of successful line management.  Evidence of further professional development.  Evidence of developing and enhancing Schemes of Work. |
| **3. Students** | The ability to inspire and motivate young people.  Willingness to contribute to the pastoral development of students. | A willingness to get involved in extracurricular activities. |
| **4. Teaching and Learning** | An understanding of what makes outstanding teaching and learning for all students.  The ability to support the teaching and learning of others. | The ability to plan and support cross curricular Science development. |
| **5. Relationships** | Evidence that the candidate has had successful experience of working with staff and parents and students.  Evidence of building successful working relationships as part of a team. | Evidence that the candidate has successful experience of wider stakeholders such as Ofsted, Governors, LA. |
| **6. Policy and Practice** | A willingness to be involved in whole school development.  A willingness to promote and implement whole school policy | Examples of involvement in turning policy into practice |
| **7. Communications** | Outstanding communication skills that can be implemented with the whole school community. | High level ICT skills |
| **8. Personal attributes** | Imagination Resilience Tolerance Humour  Enthusiasm |  |