



Proud to be part of  
**GREENSHAW**  
LEARNING TRUST



**HOLMLEIGH PARK**

HIGH SCHOOL



# Teacher of Science

**Start Date:** 01 September 2020 (earlier starts considered)

**Salary:** Main / Upper Pay Scale (TLRs considered for strong candidates)

**Status:** Full time and permanent

## INTRODUCTION

Thank you for taking an interest in joining us as a Teacher of Science

Holmleigh Park is an ambitious academy located in Tuffley, Gloucester. We believe that all children have limitless potential, and are proud to offer a comprehensive education to all students in our local community. We expect all staff, students and parents to embrace our three principles - **Work Hard, Be Kind, Take Responsibility** - so that our students leave school as ambitious, confident and successful young adults with the highest standards of integrity.

### Why join us?

- **Impeccable behaviour:** Our centralised behaviour system is incredibly simple, meaning every minute of every lesson is disruption-free.
- **A common-sense approach to workload:** We only expect live-marking in class, and we work collaboratively across the trust to ensure all lessons are resourced centrally.
- **Our commitment to genuine development:** Our CPD is based on Rosenshine's principles of teaching, and all teaching staff (including the Headteacher) receive coaching feedback at least every fortnight.
- **The opportunity to make a difference:** Our school is improving incredibly quickly, and we're proud to offer all local students a standard of education which we fully expect to outpace the local grammar schools within two years.
- **The quality of living:** Our easily accessible location is just 15 minutes from the Cotswold Hills, and is within commuting distance from Cheltenham, Bristol and Cardiff.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, which collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive characters. Join us and see why we are one of the fastest improving MATs in the country.

Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours. We welcome visits or conversations with prospective applicants. To arrange a tour or a confidential phone call, please contact Ms Harrison ([l.harrison@hphigh.co.uk](mailto:l.harrison@hphigh.co.uk)).

We are committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

I look forward to hearing from you soon.



Patrick Farmbrough  
Headteacher

## JOB DESCRIPTION

This is an extremely exciting time to join the school. We are looking to appoint an exceptional classroom practitioner, who will be part of a dynamic and ambitious department. Opportunities for additional responsibility will be considered for strong candidates.

At Holmleigh Park we see our teachers as subject experts and professionals, and with disruption-free classrooms, our staff are free to focus on high-quality teaching. Our pedagogy is based on Rosenshine's principles of instruction, with a focus on retrieval, direct instruction, and deliberate practice. Lessons are planned collaboratively, both within the department and with other schools in the Greenshaw Learning Trust. Beyond assessments, we only live mark in class.

**The successful applicant will:**

- Believe passionately that all students can make outstanding progress, regardless of their starting point
- Have excellent subject knowledge and infectious enthusiasm for conveying knowledge
- Set exceptionally high expectations for students' behaviour and work ethic
- Reflect constantly on their own practice and welcome feedback
- Be flexible and relish the excitement of working in a rapidly improving school

**The main duties and responsibilities of this post include:**

- Teaching excellent and rigorous lessons at all Key Stages, delivering stellar outcomes at GCSE and A Level
- Working collaboratively with colleagues in the Science Department and across the Greenshaw Learning Trust to plan lessons which ensure outstanding progress for all students
- Adhering to the school's principles of teaching, learning and assessment
- Setting the highest standards and behavioural expectations in lessons and around the school
- Committing to and supporting the school's policy and practice in relation to safeguarding and child protection
- Undertaking such other duties and responsibilities as may be reasonably requested by the Director of Science or the Senior Leadership Team, in accordance with the relevant Pay and Conditions document
- Provide school improvement support to other schools within the Greenshaw Learning Trust as and when appropriate

*Whilst every effort has been made to explain the main duties and responsibilities for the post, the list is not exhaustive and may not identify each individual task to be undertaken. The job description, in conjunction with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.*

## PERSON SPECIFICATION

<b>Education</b>	
<b>Essential</b>	<b>Desirable</b>
Hold an appropriate teaching certificate and Qualified Teacher Status Hold a recognised degree with a good classification in a relevant subject Willingness to undertake further CPD	Master's Degree
<b>Experience</b>	
<b>Essential</b>	<b>Desirable</b>
Experience teaching Combined Science and/or Triple Science at GCSE Experience teaching at least one of Biology/Chemistry/Physics at A Level A track record of delivering exceptional results in both subjects Detailed knowledge of current curriculum and pedagogical developments in the teaching of Science and the wider curriculum	Experience of teaching Chemistry at A Level
<b>Knowledge and skills</b>	
<b>Essential</b>	<b>Desirable</b>
Excellent subject knowledge and a genuine passion for teaching your subject Ability to teach Science confidently up to Key Stage 5 Excellent communicator – sensitive and effective An ability to establish good working relationships with a wide range of people including students and colleagues Knowledge of strategies to inspire and improve outcomes for students The knowledge and vision to put strategies into practice to meet current and future challenges Outstanding organisational skills Confidence and experience in the use of ICT for learning, teaching and admin Good discipline/classroom management	
<b>Personal Qualities</b>	
<b>Essential</b>	<b>Desirable</b>
High expectations for accountability and consistency Ambition and determination A commitment to sustaining and raising achievement, attainment and aspirations of all students Strong interpersonal, written and oral communication Collaborative style of working Ability to work under pressure and remain positive, enthusiastic and resilient Reflective and analytical Unbridled optimism and energy High levels of professional integrity The ability to work independently and face the challenges of managing change Potential and capacity to grow professionally Ability and desire to make a significant contribution to the School as a whole Commitment to working within the School's Safeguarding Policy and Procedures	

## The Application Process

All details, including the application form, can be found on our website: [www.hphigh.co.uk](http://www.hphigh.co.uk). Pre-application visits and/or phone conversations are welcomed. Please contact Ms Harrison ([l.harrison@hphigh.co.uk](mailto:l.harrison@hphigh.co.uk)) to arrange a confidential visit or telephone call to discuss the role.

The school reserves the right to commence the interview process at any time prior to the closing date so early application is recommended. Completed application form should be sent to [l.harrison@hphigh.co.uk](mailto:l.harrison@hphigh.co.uk), no later than **Wednesday 25<sup>th</sup> March**. Please note we do not accept CV's.

## Shortlisting

Shortlisting will take place on **Thursday 26<sup>th</sup> March**. Shortlisted candidates will then be invited by telephone to then attend an interview. Please make sure that you have clearly indicated day and evening telephone numbers on which you can be reached. References will be requested after shortlisting.

## Interviews

Interviews will be held **as soon as possible after the closing date**. The process will consist of teaching a lesson and a formal interview. Candidates will be notified of the outcome as soon as possible after the interview process.