



Faculty Leader Science

together resilient ambitious caring



Welcome from the Headteacher

Dear Candidate

Thank you for responding to our advert for the position of Faculty Leader Science at Titus Salt School, I hope you find all the information you need in this booklet to support your application. I wanted to take this opportunity to introduce myself and the school and assure you that should you be successful in applying for the role you will enjoy the full support of an ambitious SLT, superb staff and an excellent team of Governors. More importantly you will have the opportunity to work with an inspirational pupil and student body full of character, talent and potential.

Titus Salt is a fantastic school where everybody is valued. After two years as Deputy Headteacher and due to the retirement of the previous incumbent I am incredibly proud to have been appointed to the role of Headteacher from September 2024.

I passionately believe that Education is the single most important factor in both enabling young people to achieve of their full potential and ensuring equality of opportunity for all. It is in this spirit that we seek to appoint an inspirational and ambitious Faculty Leader Science to help drive forward the next stage of our development.

At Titus Salt School we enjoy an excellent reputation for the quality of education we provide and pride ourselves on our ethos which is summarised in our TRAC values, Together, Resilient, Ambitious and Caring.

Inclusivity and Ambition for all define us and we strive hard every day to give the best opportunities to every child in our care. Titus Salt School is proud to serve the community now as it has done for over 150 years.

Please take your time to read through the application pack and if you have any questions please do not hesitate to get in touch.

Phil Temple
Headteacher





Overview



Titus Salt School is an exciting school in which to work with a friendly and supportive body of staff. We have a well-established model of distributed leadership that provides support and challenge for all members of staff. All faculties have a close link with a member of the Senior Leadership Team to ensure our model is effective in practice. The successful candidate will be working in an environment where teaching and learning is at the heart of all we do. They should have the ability to be flexible in approach, work well as part of a team and be willing to bring fresh and positive ideas to the school. In return we offer excellent

opportunities for in-service training, practical and considerate support, and genuine and exciting career development through an engagement in forward thinking, evidence-based, educational practice.

Senior Leadership Team (SLT)

Phil Temple	Headteacher	
Hannah McKenzie	Deputy Headteacher	Pastoral and Academic Progress
Richard Field	Assistant Headteacher	Quality of Education, Teaching & Learning
Simon Halliwell	Assistant Headteacher	Leadership & Management
Philippa Jervis	Assistant Headteacher	Inclusion
Max Robinson	Assistant Headteacher	Leadership & Management
Greg Trusselle	Assistant Headteacher	Behaviour & Attitudes
Alison Robinson	Assistant Headteacher	Quality of Education, Achievement

As a Senior Leadership Team, we have established a clear rationale for our work – to promote inclusion in a context of comprehensive school principles, where all have opportunities to achieve their best. Titus Salt is a school with tremendous potential.

Senior Leaders

To support the focus on continued school improvement the Governing Body approved several Business Case proposals to increase capacity, plan for succession and meet the demands of the school's Recovery Plan. The roles and responsibilities include:

Amanda Dutton-Taylor	Senior Leader Leadership Development
Gemma Longbottom	Senior Leader SENDCo
Martyn Redhead	Senior Leader Director of Sixth Form
Mark Atkinson	Senior Leader Behaviour Operations





Our ethos and values



Our focus as a school is on providing high quality learning opportunities to allow all pupils to achieve; in an ever-changing educational landscape our mission is very clear and is summarised as:

together - resilient - ambitious - caring

“together we can make a difference; resilient to change; ambitious to excel, caring for the lives of individuals.”

We regard achievement and success as a broad scale, from participating in Sports Day and breaking school records to having 100% attendance, from achieving a personal best to being finalists in the Big Bang, from winning

the national First Story competition to attaining target grades and, on Examination Results Days, we are delighted to have so many happy pupils, proud parents, carers and members of staff celebrating the success of examination outcomes.

It is so rewarding to see and experience the sense of achievement in gaining results for having done the best you can.

Visitors to the School comment upon the friendly ethos and the level of good relationships between members of staff and pupils. Parents and carers are very supportive and respond to new initiatives with enthusiasm. We have a range of support systems in place for both pupils and members of staff: “staff work hard to ensure the best outcomes for young people. They help pupils to become resilient to the many challenges of life. They show pupils what it means to be ambitious for their futures and care for others in the school community” (Ofsted March 2022).

We are very proud of our staff and pupils, especially the progress we have made. The role we are offering is a demanding one, but you will be joining a team that supports one another and enjoys each other's company. The development of all our members of staff is a key priority for us and valuing each other and the contributions made are highly valued.





Introduction to the School



Titus Salt School is a large, dynamic, mixed comprehensive situated at the foot of Shipley Glen, on the Baildon side of the River Aire. Immediately across the river is the model village of Saltaire, a fine example of the industrial architecture of the 19th century. The village and the school are named after their founder, Sir Titus Salt, one of the great Victorian entrepreneurs and philanthropists. We were delighted to welcome back the Salt family to the new school when Denys Salt, great grandson of Sir Titus Salt, took part in a ceremony to place the original seals in the Reception of the new building, and to approve the naming of our Sixth Form after him.

Over the moor above the school is Baildon. Once a small village, it now has a thriving population of 15,920, largely commuting into the nearby cities of Bradford and Leeds. The local landscape is one of natural beauty with the Yorkshire Dales only a few miles away. The school's catchment area encompasses Baildon, Shipley, Saltaire, Wrose and surrounding areas with a population of around 47,000.

Brief History of the School

Titus Salt School was developed from the Salt Factory School, founded in 1868 by Sir Titus Salt for the benefit of the workers in his textile business in Saltaire. The original building in Victoria Road, Saltaire, still stands and is now an annexe to Shipley College.

In September 2000, as part of the Bradford Schools' re-organisation, we changed from a 13 - 18 years upper school of 1,000 pupils into an 11 - 18 years secondary of 1,480 pupils serving the areas of Baildon, Saltaire and East Shipley. Within our mainstream setting we have a School-led Resourced Provision – Amelia Resourced Provision, of thirty places for pupils with moderate and multiple learning needs.

The main 'feeder' primary schools are Sandal, Hoyle Court, Baildon CE, Baildon Glen, Christchurch Academy, Saltaire Primary, Shipley CE, Low Ash, Wycliffe and High Craggs. The school has been over-subscribed for many years; the Governors agreed unanimously to increase the Pupil Admission Number to 250; each year there are Appeals for places and in September 2024 we have a Year 7 of 257 pupils.





An Inclusive Ethos

Titus Salt School (TSS) is much larger than the average-sized secondary school with a mainstream, 30 EHCP place Resourced Provision with currently 32 EHCP pupils with multiple Learning Needs and Difficulties. In addition, there are 75 pupils in mainstream school with an EHCP with the highest level of need being ASD – 31 pupils have an EHCP and ASD as their primary need, 53 pupils have an ASD diagnosis and no EHCP and a further 40 pupils are on the Autism Pathway. The school has a strong ethos of inclusion and champions the principles of comprehensive education. On average, 75% of our Sixth Form pupils apply to university with students studying a broad range of specialism from Veterinary Science at Liverpool University to Economics and Management at the University of Oxford. We also encourage students to apply for Apprenticeships as an alternative route after Sixth Form and recently we have had students gain apprenticeships with various companies including Rolls Royce and GCHQ.

The strategic development of the school seeks to support pupils and students of all abilities through collaboration, partnership, and a multi-agency approach. The school's curriculum meets all statutory requirements and ensures there is a broad and balanced curriculum between academic and vocational courses of study. The school's NEET figures, at the November collection point, have been 0% prior to the impact of COVID-19 and for 2023 was 1.0% - the two pupils were non-PP. Success at Titus Salt School is for all children and young people to achieve.

Amelia Salt Centre

Our Amelia Salt Centre houses our Special Educational Needs Centre, Caroline Salt Centre, Support for Children in Care (CIC) and our Resourced Provision (RP) for pupils with a range of learning difficulties; this was originally a fifteen-place provision but due to its success and the growing demand across the District for mainstream specialist places our RP has increased capacity to a thirty-place setting with demand for it to increase still further.

Mary Salt Centre

The Mary Salt Centre was established in September 2023 as a Nurture provision for pupils in Years 7 and 8 with additional needs and emerging SEND. The focus is on supporting pupils to make an effective transition to the demands of learning in a mainstream secondary school setting. A significant part of the curriculum mirrors mainstream curriculum with elements that are bespoke. The aim is to meet learning need and accelerate this, so pupils on the Nurture programme have opportunities to develop and access mainstream as they progress through the school.

Helen Salt Centre

The Helen Salt Centre is a provision established in September 2023 as part of a partnership programme with Bradford Local Authority aimed at pupils who present with Emotionally Based School Avoidance/Refusal (EBSA/R). The school has a strong partnership with Bradford's Medical Needs and Hospital Education Service (MNHES) which has a provision based in Shipley. The aim is to provide pastoral and academic support for children and young people who have anxiety and other mental health conditions. For many of these children and young people school is a trigger for anxiety, so our work is bespoke and incremental.





School Organisation



At present our structure provides 94 members of staff in support and 104 teaching staff including the Headteacher, one Deputy Headteacher and six Assistant Headteachers who constitute the Senior Leadership Team (SLT); in addition, we have 4 Senior Leaders. The school structure is based upon a Faculty system with Leaders setting the priorities and expectations. Currently there are ten faculties: English, Mathematics, Science, Modern Foreign Languages, DEFT (Design, Engineering, Food, Technology), PE and Outdoor Education, The Arts, Humanities, CBEM (Computing, Business, Economics, Media) and Social Sciences.

Linked into this structure is the pastoral system. Each year group has a Year Leader and an Assistant Year Leader who manage a tutor team for each year group, and there is a Year Teams Manager to support the whole team. Our pastoral teams work closely with our curriculum staff to incorporate oversight of the personalised learning agenda with a clear focus on maximising achievement for all and ensuring a curriculum fit for purpose.

School Operations and Administrative Support

This provision has been increased over the past five years and will continue as we respond to the needs of our children and young people. We already have in place:

Admin Operations Manager Admin Assistant (6) Health Care and Pupil Welfare Leader Attendance Safeguarding Manager Attendance Safeguarding Officer (2) Business Operations Manager Computing and Media Faculty Technician Display Technician Finance Manager Procurement Officer Data Operations Manager Data Officer with Exams Support	Data Officer with Timetabling Exams Officer HR Operations Manager HR & Careers Admin Assistant Cover Supervisor (3) IT Operations Manager IT Operations Technician (2) Lettings Supervisor PA to Headteacher/SLT and Governor Link SEND Officer Science Technician (3) Technology Technician (2)
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The School Today



In September 2008 we moved into our Building Schools for the Future (BSF) Pathfinder Building, with accommodation and resources befitting the 21st Century. Every faculty has its own suite of rooms, with break-out spaces, and interactive whiteboards and laptops available in every classroom. Sporting and Performing Arts facilities are extensive and are enhanced by a large, all-weather pitch with access and lighting for community use as well.

We have an enviable record of achievement and a reputation for the quality of education we offer; for the care we show for individuals and for our growing links with colleges and businesses. We are proud

of our academic record and our achievements across a wide range of sporting and extra-curricular activities. Our ethos is positive, friendly and courteous with a premium placed upon mutual respect between all members of staff and pupils. We expect high standards from our pupils in all aspects of school life - in academic work, in sport and recreation, in behaviour and uniform.

Our pupils and students have received commendations from Examination Boards at GCSE and A level; pupils have been placed amongst the first five in the country for a range of subject and the majority of our Sixth Form students go on to higher education.

Titus Salt School is an inclusive school and significant investment has been made to develop provisions and resources to target needs. This ensures learning needs are met and that we are ambitious for them and their future. Being inclusive brings challenges in comparison to national benchmarks. We firmly believe meeting individual needs is more important than constructing systems to chase headline figures.

The Curriculum and Setting Arrangements

There are nine teaching groups in Years 7-11, which are set according to subject criteria. This setting is regularly reviewed and revised as necessary. Benchmarking is undertaken through KS2 projections. Transfer information is also used, as well as primary commentaries on ability and progress which have developed significantly with our emphasis on close liaison with all feeder schools.





Key Stage 3

The Key Stage 3 curriculum is developing as a three-year focus on knowledge acquisition and skills development with Year 9 as a bridging year in preparation for being able to apply key skills and knowledge to learning at KS4. Schemes of Learning have been either adapted or re-written to focus on a model of "Competency" to ensure pupils are able and have the knowledge and understanding as well as skills to apply to different learning contexts. Through the work of Faculty Leaders there is a developing focus on research and evidence-based programmes that are impacting on school improvement and pupil progression as they move through a spiralsised curriculum.

All pupils' study:

Science, English, Mathematics, Numeracy (Year 7), History, Geography, French or German or Spanish, Technology, Computer Science, PE, RE, Art, Music, Performing Arts and Personal Development.

Our approach to changes at KS3 has been to build on the incremental changes already in place. The groups in KS3 mirror the personalised learning pathways at KS4. Many of our pupils arrive with low levels of literacy especially in reading and our Literacy Leader within the English Faculty is developing accelerated learning opportunities. In addition, many of our pupils struggle with the ability to understand and work with numbers which is why in September 2018 we introduced numeracy as an additional lesson for pupils in Year 7 within Maths.





Key Stage 4

We have introduced personalised learning pathways for all our pupils to embrace the more flexible nature of the 14-19 curriculum. Vocational opportunities are being extended using our own provision and in collaboration with a range of other partners. We are continually reviewing new courses to cater more effectively for our pupils. Central to our success is effective targeting and assessment of our pupils' needs and matching that to their own Individual Learning Plan.

Pupils are placed in to sets in core subjects as well as in some other subjects. The majority of pupils follow GCSE and BTEC courses, with three separate sciences offered to the more able. Pupils are encouraged to take at least one foreign language, but the opportunity exists to take three – French, Spanish and German.

We currently offer vocational courses in Health and Social Care, Business and Computing, Dance, Music, Sports Science and a range of other vocational subjects through our links with neighbouring colleges.

Other subjects are offered to GCSE level – Mathematics, English Language, English Literature, Biology, Chemistry, Physics, History, Geography, Art, Media Studies, RE, Music, Drama, Engineering, Food Technology, Design, French, Spanish and German. Other vocational and work-related curriculum activities are offered through a number of projects and schemes, some instigated locally and also through national organisations.

To celebrate attainment and achievement we are introducing unitised certification and Entry Level Qualifications throughout the curriculum.



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STEM is a strength of the school, and we are proud that this has been acknowledged through the Excellence in STEM Award – we were the first school in West Yorkshire to have been presented with this award. The appointment of a Leader of STEM ensures we have a focus across the STEM subjects to work collaboratively across the curriculum and in the development of extra-curricular provision and opportunities.

Sixth Form – Denys Salt Sixth Form Centre

The KS5 leadership team rigorously monitors the progress of each individual student and has established high expectations supported by mentor programmes and quick response systems to support underachievement. This is clearly understood by students, parents, carers and members of staff and has proven very effective. Examination performances this year have seen our grades at A*– A above the national average at 27.88% and our A*– B grades at over 50%. Progress outcomes for GCSE English and Maths retakes continue to show improvement; in Maths, students improve by over half a GCSE grade and in English the average improvement in attainment is over one third of a grade. The Leadership in Sixth Form has become more rigorous with a Director of Sixth Form and a Sixth Form Manager who closely monitor student progress and are responsible for partnership work with Faculty Leaders to deliver effective intervention to ensure students are on track to be the best they can be; they also have responsibility for student wellbeing and we are very proud of our pastoral support given to students.

The following A Level courses are offered:

English Language, English Literature, Mathematics, Further Mathematics, Art, Photography, Biology, Chemistry, Computer Science, Criminology, Product Design, Economics, French, Geography, German, History, Media Studies, Music, Physics, Psychology, Religious Studies, Sociology, Spanish and Textiles.

The following Vocational courses are offered:

Business, Performing Arts Dance, Health & Social Care, Performing Arts Music, Applied Science, IT and Sports Science.





Activities



Drama/dance productions and musical performances are a feature of school life and many national companies use our school as the focus for theatre workshops. School productions are many and varied. Since moving into our new school, we have had annual productions including Joseph and his amazing technicolour dream coat, Little Shop of Horrors, Jane Eyre, Alice in Wonderland, Beauty and The Beast, The Wizard of Oz, High School Musical, Strictly Musicals and Annie. We have a choir, orchestra, jazz band and smaller ensembles which perform on a regular basis in the locality and further afield.

Our Award Ceremonies celebrate the diversity of our pupils' successes, seeing us move away from one large Presentation Evening to a series more pertinent to each Key Stage.

Various exchanges and visits are undertaken each year with other European countries. We have previously, successfully worked in partnership with Amandus-Abendroth Gymnasium in Cuxhaven Germany as part of a two-year Comenius project which included pupils from different year groups creating an animated film with a professional animator: "The Young Musicians of Cuxaire"; we have recently completed a three-year Erasmus Plus project to produce a Language Learning App – "Appy to Learn"

Sporting achievements and activities have a high profile and we offer a diverse range of opportunities for sport, health and wellbeing; our PE Faculty was revised in 2015 to include Outdoor Education as well as a successful Duke of Edinburgh (DofE) programme – we became a DofE Direct Licensed Centre in 2015 with pupils completing the Gold Award and being presented with certificates at St James' Palace as well as a significant number on the Bronze Award starting at the latter stages of Year 9. We also organise a range of international and UK based trips including skiing and watersports; visits to London to enhance learning in Media Studies, Art, History, English Science and Economics as well as visits to Edinburgh, Paris, power stations and research centres.





Information for candidates



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Application Process

Post: Faculty Leader Science

Scale: MPS/UPS + TLR 1b

Please complete the application form and additional information/personal statement in support of your application. The personal statement should be no more than two sides of A4 size paper in font size 10.

Partially completed forms will be questioned.

Closing Date for applications: 9:00am on Tuesday 22 April 2025

Please return all applications to:

Jane Collett
HR Manager
col@titussaltschool.co.uk

Selection Process: on Tuesday 22 April 2025

Interviews will take place on Thursday 1 May 2025

We are afraid that we cannot write to unsuccessful applicants, so if you do not hear from us again, may we thank you for your interest in our school and wish you every success in the future.

We look forward to receiving your application



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Job Description

Post: Faculty Leader Science
Scale: MPS/UPS + TLR 1b

The following information is provided to assist teaching staff to understand and appreciate the work content of their post and the role they are to play in the school. However, the following points should be noted:

- The post holder is required to carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document; and such particular duties as the Headteacher may reasonably direct from time to time
- The details set out below describe the main duties and responsibilities relating to the post; however, a document such as this does not permit every item to be specified in detail, nor does it direct the particular amount of time to be spent on carrying out duties, and no part of it can be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school's policies and procedures documentation (1265 hours, HR Policy, Appraising Performance Policy) and Teachers' Conditions of Employment
- All teachers must adhere at all times to the School's Safeguarding (Child Protection) policy ensuring all concerns are immediately passed on to the schools Designated Safeguarding Lead or their Deputy

General Remarks

- This is a key leadership position, of vital importance to the school and, as such, involves significant decision-making and responsibilities
- Faculty Leaders form part of the leadership of the school, with clear responsibilities for driving up standards in teaching and learning, pupil progress and levels of attainment
- Faculty Leaders play a vital part in establishing a positive ethos by providing and developing relevant and effective teaching and learning experiences within their faculty area that secure improved outcomes for pupils
- Faculty Leaders have a significant role in ensuring middle leadership is effective in contributing to school improvement through support and challenge for Subject Leaders, Key Stage Leaders, Lead Teachers and other curriculum specific TLR holders (as distinct from Pastoral TLR holders)
- Faculty Leaders contribute to whole school policy decisions; the provision of a coherent educational experience for all pupils and to cross-curricular issues as required by the National Curriculum
- In addition to the broad objectives and more specific tasks outlined below, Faculty Leaders bear significant responsibility for the behaviour of pupils, both within the faculty area and, more generally, within the school
- All Faculty Leaders are part of the strategic planning cycle for the school and will influence whole school initiatives, with a specific responsibility towards curriculum development and teaching and learning
- All Faculty Leaders take on duties and supervisory responsibilities both in the Faculty and across the school



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Responsibilities and Purpose

- To be accountable for driving improvements in levels of attainment, achievement and progress across the Faculty
- To take a leading role in the drive for effective teaching and learning within the faculty and throughout the school, both in terms of overall strategy and responsibility for support and development of specific curriculum teams
- To lead the strategic development of the Faculty to ensure sustainable improvement
- To contribute to the school's strategic planning
- To lead effectively and line manage subject and key stage leaders and other staff within the Faculty, providing individual support and appropriate professional development
- To work in partnership with subject, key stage and other leaders in the Faculty to ensure a consistent approach to Teaching & Learning and Assessment
- To teach throughout the school as required by the Headteacher
- To teach in other curriculum areas at the discretion of the Headteacher, taking notice of training undertaken or by providing it and taking consideration of appropriate safety factors

Leadership

Provide dynamic and inspirational leadership to the Faculty, leading the development and implementation of key curriculum and whole school initiatives across the Faculty by:

- Enthusiastically leading colleagues within a positive and supportive working atmosphere, with a common vision for success
- Disseminating and communicating key information to all Faculty members
- Holding a thorough overview of the Faculty; being aware of strengths and weaknesses and being supportive of developments, whilst being unafraid to challenge underperformance.
- Providing high quality line management to team members
- Holding high expectations of the Faculty, leading challenging and rigorous meetings, and setting appropriate but demanding targets, whilst identifying and sharing good practice.
- Overseeing strategic planning to ensure development needs are addressed and actively participate in strategic planning meetings
- Overseeing appropriate curriculum provision across the Faculty
- Ensuring all areas of the Faculty are supported by up to date schemes of work and staff are made aware of national developments and how these initiatives may affect subjects and the Faculty
- Working in partnership with the SLT to ensure national initiatives and developments form part of the Faculty and whole school development plans
- Participating in the development of the school by contributing to relevant committees and working parties
- Being responsible for the production of the Faculty SEF and Development Plan, coordinating the production of the separate subject contributions





Line Management

Line manage subject and key stage leaders and teachers within the Faculty by:

- Having high expectations of all staff and pupils in the Faculty
- Meeting regularly with individuals, teams and the Senior Leadership Team link to ensure effective communication with identification of strengths and areas for development with clear strategies for improvement
- Leading and managing the teams of staff across the Faculty to ensure leadership objectives are successfully achieved
- Being supportive of individuals and groups within the teams and challenging underperformance
- Setting challenging targets for individuals, together with leading developmental practice.
- Being involved in staff recruitment
- Being directly responsible to the Headteacher via the SLT link

Quality of Teaching

Systematically monitor and evaluate the quality of teaching across the Faculty and lead quality of teaching improvements by:

- Observing and assessing teaching, providing developmental feedback and ensuring quality support for team members
- Analysing data to monitor individual teacher, subject and team effectiveness, organising groups of pupils accordingly to maximise practice and outcomes
- Leading the development of the teaching practice of others
- Identifying development areas within the Faculty and acting appropriately to improve quality, including investigating new resources and/or technologies
- Making appropriate judgements regarding the overall quality of teaching within the Faculty, providing the relevant evidence to support the assessments made
- Continuing to update and improve schemes of work
- Monitoring the quality of planning and leading the use of planning time across the Faculty

Quality of Learning

Systematically monitor and evaluate the quality of learning within the Faculty area and lead quality of learning improvement initiatives by:

- Investigating ways to meet the needs of all learners including for example, ways to stretch more able pupils, both within curriculum time and through enrichment opportunities
- Investigating learning and curriculum 'pathways' for pupils
- Overseeing and monitoring the quality of teaching, marking and feedback
- Overseeing internal and external assessments
- Ensuring the development and implementation of appropriate schemes of work and assessment which reflect national developments





Job Description

- Sampling pupils' books and work to ensure quality control
- Monitoring the quality and production of relevant data and reports as may be required by the school
- Gathering pupil views of learning across the Faculty and respond to the outcomes in ways that demonstrate their views are valued

Pupil Achievement

To be accountable for and to co-ordinate, analyse and evaluate pupil achievement across the Faculty by:

- Using baseline data and assessment records to evaluate the quality of achievement of individuals, teaching groups and subject areas within the Faculty
- Comparing outcomes across the Faculty with other in-school groupings and subject areas, as well as against national statistics and trends
- Meeting with subject and Key Stage Leaders, and individual staff, to agree challenging targets for individual pupils, groups and subject areas
- Providing evaluative, formative and summative information regarding pupil achievement to the leadership team as required
- Being responsible for the direction of all examinations and entries across the Faculty in collaboration with Subject and key stage leaders and the Examinations Officer
- Supporting all colleagues experiencing difficulties with pupil behaviour
- Ensuring the collection of assessment data and inputting onto Faculty and school pupil progress tracking systems
- Organising suitable intervention for target groups to secure achievement and progress, liaising with parents as necessary
- Organising catch up sessions for pupils who have not met coursework deadlines

Resource Management

Efficiently oversee the management of Faculty resources by:

- Monitoring Faculty resource planning, ensuring adequate provision of learning materials to enhance teaching in accordance with the Faculty Development Plan
- Overseeing the allocation of teaching groups, rooms and equipment, taking into account strategic planning and development issues
- Being responsible for the maintenance and replacement of capital and consumable resources, and the ordering of new resources within the agreed Faculty Development Plan
- Ensuring Subject and Key Stage Leaders set appropriate cover work in emergencies for absent staff



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Appraisal and CPD

To support Appraisal and CPD monitoring of individuals/groups within the Faculty by:

- Participation in the school's Appraisal system, this is linked to the national Teachers Standards
- Specifying areas for development identified through Faculty SEF/Review and subsequent Development Plans with regard to individual needs and aspirations
- Involvement in the Professional Development Review systems and processes
- Overseeing the effective induction and development of NQTs and new staff
- Participating in schemes for Staff Development set up either by the Faculty or the school
- Exploring opportunities to extend own personal development

Fluency Duty

In line with the immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard – for this role the post holder is required to meet the Advanced Threshold Level - The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly
- Explain difficult concepts simply without hindering the natural smooth flow of language
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School

Please note

- a) The provisions regarding working days and working hours respectively will be the subject of separate statements issued by the LA and/or Headteacher as appropriate
- b) This job description is subject to amendment. Reviews will normally take place at the end of the academic year or earlier where necessary; and following consultation with yourself
- c) Should there be a disagreement under either paragraph a or b above then you have a right to appeal following the Grievance Procedures of the Personnel Manual 'General Scheme of Conditions of Service for Schoolteachers'





Personnel Specification

Post: Faculty Leader Science

Scale: MPS/UPS + TLR 1b

Key: A = assessed at application I = assessed at interview T = assessed through selection processes

Requirement	Attributes and how demonstrated	
<p>Developing Self and Working with Others - Qualifications and Training</p> <p>To be collaborative in approach when working in a range of contexts and groups. The breadth of involvement will include our pupils, staff, governors, parents/carers and other members of the community to build a professional learning environment that enables others to achieve. In addition there has to be a clear willingness to learn from others.</p>	<p>Essential</p> <ul style="list-style-type: none"> • Degree and Qualified Teacher Status. (A) • Qualified to teach from KS3 to Post 16 (A) • Evidence of continuing professional development and a willingness to continue further development as appropriate. (A, I) • Record of high calibre pedagogical practice. (A,I) • Treats people fairly, equitably and with dignity to create and maintain a positive Subject/Faculty culture. (I) • Demonstrate excellent working relationships with others. (I) • Acknowledge the responsibilities and celebrate the achievements of individuals and teams. (A,I) • Experience of developing individuals and teams in order to achieve personal and shared goals in the drive for Subject/Faculty improvement. (A,I) • Ability to balance work and personal life and is considerate of the well-being of others. (A,I) • Physically able to cope with the requirements of the post. (I, T) 	<p>Desirable</p> <ul style="list-style-type: none"> • Other relevant professional qualifications. (A)
<p>Shaping the Future - Experience</p> <p>Critical to the role of Faculty Leader at our school is the skill and ability to work with a range of teams to develop a shared, strategic vision and Faculty Development plan, which inspires and motivates pupils, staff and other members of the school community, leading to increased levels of attainment, achievement and progress.</p>	<p>Essential</p> <ul style="list-style-type: none"> • Experience of teaching across the ability range of a secondary school. (A) • Experience of Post 16 teaching leading to successful outcomes for pupils. (A) • Successful Leadership of one of the key stages or subject areas. (A, I) • Success in leading subject/faculty or whole school initiatives that demonstrates leadership, management and/or guidance of staff. (A, I) • Experience of developing the use of new technologies to enhance Teaching and Learning. (A, I) • Ability to present a coherent vision for a Faculty that requires effective working partnerships. (I) • Ability to communicate effectively with pupils, staff and parents. (A, I) • Ability to perform tasks that require attention to detail. (A, I) • Knowledge and experience of the use of pupil performance data to inform planning, target setting and monitoring of progress that leads to improved 	<p>Desirable</p> <ul style="list-style-type: none"> • Experience of working with, and offering guidance to staff including student teachers and those new to the profession. (A) • Experience of creative solutions to underachievement or engaging the 'hard to reach' (A, I)



Requirement	Attributes and how demonstrated	
	<p>outcomes. (A, I)</p> <ul style="list-style-type: none"> • Experience of recent effective curriculum developments. (A) • Experience of working with a range of staff at different levels that impact on subject, faculty or school improvement. (A) 	
<p>Special Knowledge - Learning and Teaching To make significant contribution to the provision of effective learning and teaching. The contribution made will be to set high expectations, so that pupils achieve their maximum potential. The work of Faculty Leader is to help inspire our pupils to become effective, enthusiastic, independent learners.</p>	<p>Essential</p> <ul style="list-style-type: none"> • An effective ability in observing and feeding back on learning and teaching to staff in order to further improve the quality of learning and teaching.(A, I) • Understanding of the critical role of target setting, monitoring and relevant assessment procedures. (A, I) • An understanding of successful strategies for raising achievement. (A, I) • The ability to inspire colleagues to improve the quality of teaching and learning that leads to improved outcomes for pupils. (A, I) • The ability to use different teaching approaches in response to pupils learning needs, including innovative approaches to enrich the experiences of pupils. (A, I) • Willingness to take risks to develop teaching strategies and be collaborative to impact on pupil learning. (A, I) • Knowledge of curriculum at all key stages and understanding of the implications of the Education Act 2011. (A, I) • Knowledge of the requirements of EPQ. (A,I) • Ability to relate to pupils and to evaluate and enhance pupils' achievement in its widest sense. (A, I) • Knowledge of best practice in teaching and learning relating to both KS3 and 14-19 provision. (A, I) 	<p>Desirable</p> <ul style="list-style-type: none"> • Experience of leading Teaching and Learning initiatives. (A, I, T) • Experience of supporting the delivery of EPQ's for individuals and cohorts. (A,I)
<p>Managing and Leading the Organisation - Practical and Intellectual Skills To make significant contribution to the effective organisation and management of the Faculty. To lead and seek ways of improving organisational structures and functions. To</p>	<p>Essential</p> <ul style="list-style-type: none"> • The ability to challenge and support colleagues to effectively drive up standards that leads to improved outcomes for pupils. (A, I) • Excellent organisation and record-keeping skills. (A) • Good time management. (A, I) • Good interpersonal skills. (A, I) • Ability to delegate appropriately. (A) • Sense of humour, with a calm and confident manner. (A, I) • Able to plan strategically and operationally, allocate resources effectively and evaluate the work of teams and individuals. (A,I,T) 	<p>Desirable</p> <ul style="list-style-type: none"> • Experience of leading or participating in the implementation of school or DfE education initiatives. (A,I)



Personnel Specification

Requirement	Attributes and how demonstrated	
fully support the Headteacher in ensuring that the Faculty, the people and resources within it, is organised and managed to provide an efficient, effective and safe learning environment, managing available resources and ensuring value for money through effective performance management.	<ul style="list-style-type: none">• Manage financial and human resources effectively and efficiently to achieve educational goals and initiatives. (I,T)• Identify successes and failures and positively embrace change to secure continuous Faculty improvement. (I)• Prepared to challenge staff and established ways of working in order to move the Faculty forward. (I)• Work with senior colleagues and Governors to ensure that staff of the highest calibre are recruited. (I, T)• Make a significant contribution to promote good behaviour and a positive school ethos. (I)• Ability to communicate effectively and achieve shared understanding. (A, I, T)	



Equal Rights

Titus Salt School is an equal rights employer. We require our Governors and staff to follow our equality policies and all statutory requirements concerning age, race, religion, sex, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to the school's services.

Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements. As an equal rights employer, Titus Salt School is committed to making any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

Safeguarding

We are an equal opportunities employer and are committed to the protection and safeguarding of children and young people in our recruitment procedures. We adhere to statutory guidelines in respect of safer recruitment through a variety of checks which will include online searches on all shortlisted candidates. All posts are subject to an enhanced DBS check and eligibility to teach/work in our school will be checked with the DfE.

Fluency Duty

This role is customer facing and therefore in line with the Immigration Act 2016; all applicants must be able to demonstrate fluency of the English Language to the level defined in the job description.

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together resilient ambitious caring