



Head of Science/Director of Science

September 2024

MPS/UPS (Outer London) + TLR 1 (£9,273 to £15,687)
(to be negotiated dependent on experience)

OR

Leadership Scale (Outer London) Points 8 -12 (£59,826-£65,631)

Application Pack



Wanstead High School

Education with Character

- Redbridge Lane West, Wanstead, London E11 2JZ
- Tel: 020 8989 2791 • Email: whs@wansteadhigh.co.uk
 - Website: www.wansteadhigh.co.uk



Headteacher: Miss E Hillman

May 2024

Dear Prospective Candidate,

Thank you for showing an interest in our school.

I have been Headteacher since September 2022 and am loving the school, the pupils and the commitment to 'Education with Character'. This is a great place to be with great staff, a welcoming atmosphere, opportunities for growth and development and strong links with local schools; including being part of the Seven Kings Teaching Alliance. Behaviour for learning is excellent and pupils are polite, engaging and motivated. They really are truly amazing young people. The school currently has a good Ofsted rating and we will be visited again before September 2025.

The school is changing and has an ambitious School Development Plan (SDP) to ensure we provide an outstanding education (for our young people, not for Ofsted!). For example, although results are good, there are gaps in some areas meaning opportunities to progress are inequitable. In particular, SEND and disadvantaged pupils perform less well and there is a need for increased challenge. Quality assurance has not shown typicality in previous years and we are developing new models of monitoring, evaluation and review and appraisal to make sure staff really do grow and develop in a safe and supportive place. We believe that all staff want to be better teachers and educators and need to find the right systems to make it happen, rather than outdated 'speed camera' models of assessing teaching and learning. Teachers have given great feedback about the new processes and feel it is a 'non-threatening' process that enables a real focus on pedagogy. This is an exciting place to grow and develop as a teacher and leader and we welcome ECTs, as well as more experienced teachers across the school.

Whilst we want to ensure change as per our SDP, we are also committed to ensuring this is a truly great place for staff to work - we constantly consider well-being and offer great perks like the opportunity to leave school if staff have free periods for the rest of the day, as long as directed time is made up elsewhere. We also offer free tea and coffee in the staff room and are looking to develop a much more active staff social life in the future for those who like this sort of thing!!

We are seeking an inspirational **Director of Science or Head of Science** (dependent on experience) to join our well-established and successful Science Department. Science is an area that needs a new vision and new leadership and this is an exciting role for someone who is ready to lead a passionate team. We will ensure you are supported with excellent line management and the resources that you need to engender real change.

The successful candidate will lead a team of thirteen teachers, including four science postholders and three Heads of Year, with a wealth of teaching experience. Triple Science is a popular choice at GCSE with around 50% of our Year 10/11 cohort studying the subject, the remaining pupils studying Combined Science. A Level classes for biology, chemistry and physics are popular sixth form subject choices, with two biology classes in Year 12 and 13. We would encourage and promote the uptake of more of our girls into KS5 physics and have established links with a London University to support this.

At GCSE and A Level we study AQA, for Combined GCSE this is the AQA Trilogy syllabus. In Years 7 to 9 pupils have seven one hour lessons per fortnight. At GCSE, there are seven lessons a fortnight for Combined and thirteen hours a fortnight for Triple. At A Level there are currently 9 hours in Year 12 and 10 hours in Year 13. Alongside required practicals, many extra practical opportunities are built into the curriculum to further consolidate pupil understanding. We have a very well resourced prep room with all of the equipment needed for required practicals and experienced technicians to support. At key stage 3, visits take place to the

Natural History Museum. Pupils also participate in the Crest Award with the British Science Association. At key stage 5 biology visits are to London Zoo where they explore conservation, and for chemistry visits to Queen Mary Westfield University, London where they study Spectroscopy. A successful candidate would look to increase the department's enrichment opportunities, ensuring inclusivity for all students.

Wanstead High School seeks to enable all pupils to achieve the highest academic standards. The current Ofsted grade is "Good" and we need to endeavour to retain this in the next inspection and ultimately aim for the stars! We never do things for Ofsted's sake though; we do it because our pupils, all of them, deserve the very best.

We welcome visits to the school and I am happy to talk over the phone to anyone about the role and/or school. We currently have a large building project taking place, but I hope you will have the vision to look beyond the temporary facade.

Please do not hesitate to get in touch and learn more about this amazing school. The summary School Development Plan is available on the website (the website is again, a work in progress).

Yours sincerely,

A handwritten signature in cursive script that reads "Emma Hillman".

Emma Hillman
Headteacher

Application Requirements

Please write a statement in support of your application.

This must address the person specification

Statements in support of your application should be no longer than two sides of A4.

The closing date for this post is 09.00 on Thursday 16 May 2024. Completed applications should be returned by email to recruitment@wansteadhigh.co.uk.

Interviews are scheduled for Wednesday 22 May 2024, although outstanding candidates may be interviewed before the closing date.

If you would like to speak to the Headteacher or Head of Department regarding this post or if you have any questions, please contact the Headteacher's PA, Ms Rutland (f.rutland@wansteadhigh.co.uk).



Further Information

Full/Part time: Full-time

Start Date: September 2024

What We Are Looking For

We are looking for a creative, passionate and dynamic professional to join our exciting Science Department; to help enthuse and excite pupils about the world of Science and lead them to great outcomes.

The successful candidate will be expected to teach a science subject to A Level standard and will contribute substantially to the continual cycle of refinement across all year groups. You will have flexibility to teach other science specialisms up to GCSE Triple Science. This post would suit an experienced teacher or department leader who has the drive and enthusiasm to deliver an academically challenging programme of study for pupils of all ability levels. You will be a dynamic, committed professional who strives for all pupils to do their very best. You will have exemplary core skills of literacy and numeracy and you will create exciting lessons across the age ranges that lead pupils to want to know more. You will be ambitious and proactive in seeking solutions to problems.

What We Offer

This is a great opportunity for an enthusiastic and diligent candidate who is keen to develop their skills in a successful school that will provide great support and encouragement. We offer an outstanding opportunity for the right person to make a real impact on children's lives, and to develop their career in a very pleasant, successful and innovative school. We hope that you will decide to pursue your application and that you will consider a future with us at Wanstead. Whilst you will need to work hard, we value well-being and support all staff with flexible ways of working where possible.

Some of our key benefits are:

- Short walking distance of Wanstead (0.4 miles) and Redbridge (0.6 miles) Central Line stations;
- Close to vibrant high street with cafes, independent shops;
- Close to Wanstead Green and local parks;
- Subsidised access to the Leisure Centre and upcoming Swimming Pool;
- Free parking in the Leisure Centre for staff;

At Wanstead High School, we are committed to staff wellbeing and provide the following benefits:

- Contribution to eye care and Cycling Scheme;
- Free access to Counselling Services;
- Free breaktime tea and coffee;
- Termly, free staff breakfasts;
- Catered Inset Days;
- Subsidised school lunches;
- Support of flexible working, where possible;
- Recruitment and Retention;

As part of Seven Kings Teaching School Alliance, Wanstead is able to provide a wide variety of CPD opportunities for staff at all stages of their career, both within Wanstead and the Teaching School Alliance. The post offers an excellent opportunity for the right person to develop their career within an exciting and supportive department and school.

Headteacher's Welcome From [Website](#)

I am an experienced and successful Headteacher having been Head of Heathcote School for 5 years prior to joining Wanstead High in September 2022. I have worked for 27 years in, and with, London schools and love the diversity and ambition of young people in our capital city. I have a 14-year-old daughter, and she drives my passion and ambition for children, ensuring that all pupils have an opportunity to be the best they can be; finding their interests and talents and ensuring they are nurtured.

Wanstead High has so many strengths, not least the inclusive and warm ethos, that I have experienced from day one, as well as the strong academic foundations and exam results. In a pre-Ofsted review in September 2023, a Lead Inspector stated that staff at Wanstead High *'hold children's lives in their hands and hearts'*.

At GCSE in 2023, **34% of entries were assessed at grades 9-7, compared to a national figures of 22.7%, whilst 82% of entries were graded at 9-4 compared to 67.8% nationally. Maths and English results were outstanding with 70% of pupils achieving a grade 5 or above in Maths and English and 87% a 4 in both subjects.** At A' Level, 28% of grades were A/A*, more than any other non-selective school in Redbridge.

There was so much positive feedback from our pupil survey in July 2023, for example, one pupil said that what they love most about the school is *'being able to trust the environment that I'm in, to have trust in the staff and how I feel about always being wanted. Everybody is included as somebody. I love how I can partake in extracurricular activities whether it is representing the school or for my own personal leisure.'* *'Always being wanted'* is testament to the excellent and strong relationships between staff and pupils. Parents also rate highly the discipline, diversity, friendship, good education, care from staff and inclusive approach and nearly 90% agree or strongly agree that their child is happy in school. In addition, 90% of staff agree or strongly agree that they really enjoy working at the school.

Some other feedback from pupils that helps to get a better understanding of what the school is about:

- ★ *'The ability to feel accepted.'*
- ★ *'The school achieves good results and there are kind, caring and patient students in the community - you give the school a good reputation.'*
- ★ *'I am proud of being a part of the Wanstead High Community because I am able to learn with the best teachers and I have many learning opportunities to help build a great future.'*
- ★ *'Dance and music opportunities.'*
- ★ *'Definitely the togetherness we have at this school, and it's a really inviting atmosphere.'*
- ★ *'The way how the school runs and makes me feel as if I belong here.'*
- ★ *'Everyone is very nice and supportive especially teachers.'*
- ★ *'Safety and kindness.'*
- ★ *'How close we all are and how much we all support each other.'*
- ★ *'Being part of a lovely including space where you feel that you can openly talk about your thoughts and feelings, and you feel supported by all members of staff.'*

We know we are not yet perfect, but we will never rest on our laurels. Leaders at all levels in the school are reflective and honest and able to forensically analyse what needs to happen to continually grow and improve. We also encourage feedback to ensure we listen to the voices of our stakeholders. The staff are passionate and dedicated subject specialists, committed to providing 'education with character' for all and capable of ensuring the best quality learning and teaching and results for pupils. It is vital that all pupils have the same opportunities and chances to reach their potential, and we address areas where this is not the case. We

strive to ensure the curriculum is rigorous, but also romantic, and engages pupils at all levels, as well as being diverse and forward-thinking. I am passionate about developing the full person, ensuring enrichment opportunities for pupils of all ages, and enabling excellent mental health and well-being, supporting pupils and staff still, in some cases, affected by after-effects of Covid and for the community to continue to grow and flourish.

School Information

Wanstead High School seeks to enable all pupils to achieve the highest academic standards. Overall Attainment 8 (56.0) was significantly **above** national and in the **highest** 20% in 2023. Our Progress 8 score has been positive and above average for the past 3 years, and in 2023 was +0.25.

A large number of our pupils stay on to the Sixth Form and the majority of these gain entrance to universities and other centres of Higher Education, and we also recruit a substantial number of post-16 pupils from the surrounding area.

Our latest OFSTED report confirmed that we are “Good” in all areas, and our latest results are the best in the school’s history.

The school is maintained by the London Borough of Redbridge and is situated in a residential area near Epping Forest, served by the London Transport Underground Central Line and the M11 motorway. It is, therefore, both within easy reach of central London and out-lying areas such as Essex and Hertfordshire.

There are currently approximately 1565 plus pupils on roll including almost 300 pupils in the Sixth Form. Currently there are 170 teaching and support staff. Eight forms of entry (240 pupils) are admitted at Year 7. The school encompasses a rich social and cultural diversity and 35% of pupils speak English as an additional language. There are over 35 languages spoken by the pupils. The school is heavily oversubscribed.

All pupils wear uniform except in the Sixth Form where pupils are required to wear tailored clothing. After much liaison with 40 linked primary schools (7 main feeders), pupils join one of eight/nine mixed ability tutor groups and the school seeks to maintain the composition of this and the association with the same tutor throughout the pupil’s career. The year based pastoral system is central to the discipline and wellbeing of the pupils. Tutors are led and supported by an experienced team of pastoral heads.

The school has some very good facilities, including a good Sixth Form Centre with state of the art study facilities; ten well equipped Science laboratories and a purpose built theatre, a dance studio and music suite. Considerable refurbishment has taken place over recent years, with work still on-going. The school is well resourced with IT equipment. There is currently a new build project which you will see if you visit - this will be a new Humanities Block and swimming pool and is therefore a joint enterprise between Leisure and Education.

The school’s sports facilities are used as a local Leisure Centre, which serves the community in the evening, but which is part of the school during the day. It comprises 4 squash courts, a sports hall, a gymnasium, a multi-purpose sports hall, a fitness training room and a floodlit play area.

School Vision and Aims - soon to be updated

We will provide high quality education with character: inspiring our young people, keeping them safe, and preparing them fully for life in the modern world.

School Ethos

We expect our staff to:

- Play a full part in the life of the school community, supporting its distinctive vision and ethos and leading staff and pupils in doing the same
- Actively support the school's corporate policies and aspirations
- Adhere to the staff professional code of conduct as developed collectively by staff
- Comply with the school's Health and Safety Policy and undertaking risk assessments as appropriate
- Check emails on a daily basis to keep up to date with issues communicated within the school.

All staff are expected to behave in accordance with the school values and a culture of high challenge and low threat.

School Site and Accessibility

Wanstead High School is committed to providing an inclusive and accessible environment for all members of our community. We recognise the importance of diversity and strive to create an atmosphere that accommodates individuals of varying abilities.

While we are actively working towards improving accessibility, it is important to note that currently, certain areas of the school are not wheelchair accessible. We estimate that approximately 70% of the school premises may pose challenges for individuals using wheelchairs.

We encourage candidates to inform us of any specific accommodation needs during the application process. We are committed to working collaboratively to provide reasonable accommodation that facilitate equal participation in the recruitment and employment process.

Wanstead High School is an equal opportunity employer and encourages applications from individuals of all backgrounds, including those with disabilities.

Safeguarding

Wanstead High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment. This post will be subject to an enhanced DBS check and Overseas Police checks, if applicable. Online searches will also be carried out for shortlisted candidates. Successful candidates will undergo full Safer Recruitment checks including, if applicable, Children's Barred List check, Right to Work check, Qualifications check, Section 128 check, Prohibition from Teaching check and Professional References.

JOB DESCRIPTION

Job title	Head of Science/ Director of Science	Salary Range	MPS/UPS + TLR 1 (£9,273 to £15,687) (to be negotiated dependent on experience) or L8-12 (£59,826 - £65,631)
School	Wanstead High School		
Reports to	Member of Senior Leadership Team / Headteacher		
Responsible for	Provision of Science across the school. Management and delivery of subject area to Key Stage 3, 4 and 5.		
Characteristics of Leaders at Wanstead			
<p>Our work is led by our values and beliefs that tie in with the school vision. We are solution-focused, own our own workload and do not wait to act. We are inspired by our purpose to improve the life-chances of our most vulnerable pupils, create genuine education with character and to develop new expertise in our teachers and ensure all teachers improve.</p> <p>We build relationships into our work, give to others readily and use other strengths alongside our own, to have greater impact in our work. We are inspirers and facilitators of our teams; able to influence and advocate. We see the big picture and strive for collaboration across the school.</p> <p>We are independent thinkers, willing to speak out to challenge others and any views or actions that are inconsistent with our shared aims and values. We are able to take decisions despite ambiguity and are resilient and persistent in the face of challenge.</p> <p>We expect the best from people and do not prejudge; we value quality work, tangible results and feedback to inform continuous improvement.</p> <p>We are able to recognise the limitations of ourselves and our work and strive for improvements. We are flexible in our thinking, willing to be proved wrong and able to plan for strategic changes, prioritised over short term shallow goals</p> <p>We are able to be challenged and to learn from experiences and interactions. We are aware of and respectful of others' experiences, insight and knowledge and constantly look to recognise unconscious bias.</p>			
Job Purpose			
<p>All teachers at Wanstead High School are expected to uphold the school vision and ethos on a daily basis through their professional conduct. All staff are expected to have a clear understanding of the vision, aims, and ethos of the school, and an awareness of its role in the community, ensuring success is built on inclusion, care and support and all pupils are stretched and challenged.</p> <p>All teachers' job descriptions define the responsibilities of the postholder as being:</p> <ul style="list-style-type: none"> ● Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the School Teachers' Pay & Conditions Document (STPCD) ● To comply with Health and Safety at Work Legislation 			

Heads of Department, the Director of Science in conjunction with Heads of Year, the Senior Leadership Team, SENDCO and the Headteacher are responsible for the general good order and discipline of the school, and in the implementation of the School Development Plan (SDP) and all policies. Heads of Department/Directors lead their department in ensuring an ambitious culture of high challenge and low threat, ensuring the best possible learning and leadership of learning within the department and across the school, ensuring safety is a key focus, behaviour and attendance are exemplary and ensuring all pupils have equal opportunities to make maximum progress. In this role, you will fulfil all the responsibilities of a Head of Department but also play a wider leadership role.

Main Responsibilities for Head of Science/ Director of Science

- To develop a strong vision for the department across the school, in line with the whole school vision, that inspires staff and pupils and engenders real change
- To provide leadership and development for all areas of Science ensuring good practice is celebrated and rapid progress made in key areas for development
- To work towards and prepare a Science Development Plan in line with the School Development Plan
- To continue to develop and improve the whole school offer for Science
- To lead the development and coordination of the department across the key stages, ensuring challenging and inspirational schemes of work and lesson delivery which are responsive to arising needs and meet statutory requirements and ensure high achievement for all pupils. There should be a clear drive and focus on narrowing the gap for key groups that has clear and rapid impact
- To lead the department in the drive to improve and ensuring all pupils have a well-prepared, relevant and appropriate curriculum that ensures equality of opportunity and outcomes that aim to meet or exceed national outcomes, constantly demonstrating that disadvantage need not be a barrier to improvement
- To ensure the curriculum has a clear vision and ensure that all department members understand this and that the curriculum is regularly reviewed to ensure it meets the vision and enables pupils to develop transferable skills and knowledge
- To ensure quality first teaching for SEND pupils, ensuring all pupils have their needs met, including working with other staff, such as TAs
- To lead staff in the teaching of Science and provide a role model for high quality teaching and learning, currently following LEARN principles; including feedback and marking and behaviour management, in line with departmental and whole school priorities
- To work with the Quality of Education team to improve the quality of learning and teaching (including remote teaching) within the department and across the school, using this to inform future development
- To ensure resources are impactful and high quality in all classrooms and on Google Classroom and are in place for all lessons in a timely fashion
- To lead on the production of all relevant materials to support the department such as Department Handbook etc
- To lead the development, implementation and monitoring of policies and practices which reflect the school's commitment to high achievement through learning and teaching
- To monitor, evaluate and review all elements of department practice through the school quality assurance and Department LEARN system
- To lead the cyclical self-evaluation of the department including providing regular feedback through scheduled meetings, such as Annual Reviews, and informing and working with, all stakeholders including the Governing Body as appropriate
- To maximise the extra-curricula offer to inspire and support the wider STEM offer
- To line manage and appraise staff as appropriate
- To work with other schools locally and as appropriate to ensure best practice as well as support other schools as necessary within local agreements

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties or teach additional subjects as required by the service.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. There may be some small amendments in Head of Department job descriptions to reflect the specific year's school improvement priorities but in most cases, these will not lead to a redistribution of job descriptions.

The job description is current at the date below but will be reviewed on an annual basis and, in consultation with you, may be changed to reflect changes in the job requirements which are commensurate with the job title and grade.

Name of post holder:

Date:

Signature:

PERSON SPECIFICATION - HEAD OF SCIENCE/DIRECTOR OF SCIENCE

Essential	Desirable
Qualifications and CPD	
<ul style="list-style-type: none"> ● QTS or QTLS ● Degree in the relevant subject or subjects, preferably at 2.1 or above ● Evidence of recent professional development ● Evidence of recent safeguarding training, including rigorous knowledge of the KCSIE documentation and other policies 	<ul style="list-style-type: none"> ● Further professional qualifications
Experience	
<ul style="list-style-type: none"> ● At least 5 years relevant, recent experience teaching in a 11-18 school, including post 16 teaching ● Proven record as a good/outstanding teacher ● Relevant, recent experience as a leader in a good or outstanding school ● Experience of leading successful improvements and managing change at a department or group level ● Experience and understanding of the current OFSTED framework ● Proven record of leading effective professional development ● Experience of taking part in or leading department quality assurance and subsequent growth 	<ul style="list-style-type: none"> ● Experience of working in more than one secondary school ● Experience of leading a department/team
Skills, Knowledge and Understanding	
<ul style="list-style-type: none"> ● A sound understanding of quality first teaching, responsive teaching, planning and assessment for learning and a relentless focus on improving this ● An unwavering belief that disadvantage need not be a barrier to achievement ● A sound understanding of the processes of school improvement and a track record in this area ● Successful track record in being robust and rigorous in using data to raise achievement ● Proven record as a leader and/or teacher whose pupils reach high standards ● An understanding of the principles involved in being a successful leader as well as team member 	
Personal Qualities	
<ul style="list-style-type: none"> ● A 'visible' leader, with a whole school presence, who has the ability to relate well to people at all levels ● Ability to inspire, advocate, influence and facilitate our teams ● A solution focused approach ● A commitment to education with character ● A passion for the values of community education ● An independent thinker ● A decision maker who takes permission to lead ● An expectation of the best from people and a 	

<p>lack of pre-judgement</p> <ul style="list-style-type: none"> ● A recognition of limitations of our work but a constant strive for improvement ● An ability to be challenged and to learn from experiences and interactions ● An ability to plan for strategic change ● The capacity to be aware and respectful of others and look to recognise unconscious bias ● Reliability, honesty and trustworthiness, demonstrating the highest professional standards ● Ability and confidence to communicate effectively both verbally and in writing 	
Safeguarding	
<ul style="list-style-type: none"> ● Motivation to work with children and young people. ● The ability to form and maintain appropriate relationships and personal boundaries with children and young people. ● Emotional resilience in working with challenging behaviours 	