



# SHENFIELD HIGH SCHOOL

LEAD PRACTITIONER for  
MATHS & SCIENCE

Teacher of Maths or Science

Information for candidates

# LEAD PRACTITIONER for MATHS & SCIENCE

*LP 5 to 8, £56,313 to £60,532*

**Required September 2025**

## **The role**

This is a fantastic opportunity for an aspiring leader to make an impact on key areas of the curriculum working with both the Heads of Faculty and the Senior Team. The role is ideally suited to an outstanding practitioner who can inspire teachers in their delivery of, and students in their learning of, maths and science. We are looking for someone who can support and develop the quality and consistency of instruction and curriculum innovation in these two core areas and from there, potentially across the school.

Lead practitioners are outstanding practitioners who secure the excellent progress of students within their own classrooms and in those of colleagues through the development of impactful teaching strategies. As a lead practitioner, the successful candidate will spread expertise of teaching using engaging pedagogies, developing resources, strategies and techniques and using coaching, mentoring, modelling and team teaching as appropriate.

We welcome applications from teachers of either science or maths who have the ability and charisma to engage others in the development of expert practice.

## **Our School**

Shenfield High School is a standalone 11-18 Academy with a comprehensive ethos and commitment to high academic standards supported by a significant investment in pastoral care and wellbeing.

The school is conveniently located close to Shenfield mainline station on the line into London Liverpool Street and home to the eastern terminus of the new cross rail Elizabeth Line. The school's location attracts outer fringe London allowance.

### **We can offer you:**

- Outer Fringe allowance
- A 'Golden Hello' if you are a direct applicant to the school
- Competitive teaching allocation (all teaching allocations were reduced across the board in 2023-24)
- Employee Assistance programme
- Continuous CPD programme including NPQs and National College qualifications
- Sponsorship for overseas teachers

### **We can also offer you:**

- A chance to work alongside an enthusiastic and dedicated maths and science department
- Supportive onboarding
- An all-inclusive and diverse organisation
- A chance of further or future development towards higher TLRs or SLT
- A chance to be part of the school's drive to increase and support student engagement
- The benefit of a multi-disciplinary team including a strong and experienced SEN team, teaching assistants, a student support officer, student support wellbeing lead and more...

If you would like an informal discussion about this position and/or a pre-application visit please contact the Headteacher's PA, Mrs Watson: [c.watson@shenfield.essex.sch.uk](mailto:c.watson@shenfield.essex.sch.uk)

## Job details

### LEAD PRACTITIONER for MATHS & SCIENCE

**Start date:** September 2025

**Salary:** LPS

**Contract type:** Permanent

**CLOSING DATE:** Thursday 8<sup>th</sup> May 2025 (midday)

**Interviews:** W/c 12<sup>th</sup> May 2025

Please apply using the application form and a cover letter that outlines how your experience and skills fulfils the job description and person specification; CVs are also welcome in the first instance.

Application forms found on the school website - [www.shenfield.essex.sch.uk](http://www.shenfield.essex.sch.uk).

**Please Note** - Applications will be assessed upon receipt and we reserve the right to interview and appoint prior to the closing date. Early applications are therefore strongly advised. References will be requested prior to interview. **CVs are also welcome in the first instance.**

Shenfield High School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment. This appointment is subject to an enhanced disclosure check and positive references.

# **JOB DESCRIPTION: Lead Practitioner**

**Reporting to:** Deputy Headteacher for Quality of Education

## **Overall Purpose of Post**

We are looking for an outstanding science or maths teacher to provide both excellent teaching and to lead on aspects of the developing practice and provision in maths and science. A Lead Practitioner would be a consistently good or an outstanding teacher with the results to prove it and be ambitious and highly motivated to support and lead others. The Lead Practitioner will do everything possible to raise the quality of teaching and learning in designated areas and throughout the school.

## **Main Duties and Responsibilities:**

- Provide inspirational, innovative and motivational leadership of the improvement of teaching and intervention strategies to enable all students and staff to achieve their highest potential.
- Be accountable for continuous improvement in the quality of teaching in designated curriculum areas and across the School.
- Provide coaching, mentoring and induction of teachers, including trainees and NQTs
- Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice
- Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice
- Work in close partnership with and be accountable to the Deputy Headteacher for Quality of Education.
- Take a leading role in the development of a culture of research and innovation to support outstanding classroom practice.
- Disseminate materials and advising on practice, research and CPD provision
- Plan and deliver where appropriate whole school INSET
- Co-ordinate the learning and teaching network with TLR holders from each curriculum team
- Fulfil the responsibilities outlined in the school's generic job description for teachers.

## **Teaching**

Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and **Strategy**

- Contribute to the development of a clear strategic vision and direction for the continued development of quality of teaching in the School through contributing to the development of relevant sections of the whole school development plan in consultation with the Deputy Headteacher for Quality of Education.
- Develop and sustain high quality teaching and learning.
- Harness and nurture the talents and support of members of the school community and external partners to create an exciting, fun and vibrant learning environment.
- Advise and work with the Senior Leadership Team on the formulation of relevant policies and their implementation.

## **Student Achievement**

- Enable every child to become a successful, independent learner.
- Promote strategies which support differentiation, inclusion and positive behaviour
- Assist in leading the raising of student achievement in public examination performance and all aspects of school life through the improvement in the quality of teaching in designated areas and potentially across the school.
- Assist in ensuring that policies and processes are in place for effective individual assessment, recording and reporting on student progress.
- Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement
- Set challenging and ambitious targets for pupils on interventions and update parents on progress
- Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching

## **Curriculum**

- Assist in ensuring that the curriculum offer is appropriate for all students and is supported by high quality teaching and learning.
- Assist in developing an innovative curriculum for students which values the talents and aspirations of all,
- Assist in monitoring the curriculum and learning and teaching groups to ensure all lessons are delivered to the highest standards.
- Assist in the delivery of science across the curriculum, supporting teachers in other disciplines with the delivery of mathematical content in their respective courses

## **Leadership**

- Create and maintain good working relationships among all members of the school community.
- Assist in the recruitment and selection of science staff, ensuring compliance with 'best practice' and all legal requirements, with reference to safeguarding.
- Actively promote and deliver high quality appropriate personal and professional development of staff, taking a lead with their own development.
- Promote and implement strategies which secure good order, pastoral care, discipline and high morale throughout the school community.
- Lead the Performance Management of relevant staff, ensuring that underperformance is dealt with effectively and that achievement is celebrated and rewarded.
- Assist in ensuring strong, distributed leadership throughout the school so that teams and individuals can be effective in their work with young people.

## **Professional development**

- Lead on researching best practice and keeping up to date with the latest developments
- Share knowledge with staff and offer support to implement the research into their own practice
- Inform staff about the latest innovations in intervention strategies
- Lead on identifying high quality CPD programmes to improve quality of teaching and learning
- Take part in the school's appraisal procedures
- Take part in further training and development to improve own practice
- Where appropriate, take part in the appraisal and professional development of others

## Partnerships

- Develop and encourage strong relationships between the school and the local families we serve.
- Promote strong links with the local community, education, business and non-profit sectors.
- Forge effective links with key primary partners in support of effective transition practices
- Extend the profile and network of the school to ensure opportunities for all staff to engage in cutting edge practice and innovation.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Team Leader will carry out. The postholder may be required to do other duties appropriate to the level of the role.

## Person specification

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Degree Level Qualification + Secondary PGCE or QTS Qualification for the Secondary Phase</li><li>• Ability to teach either maths or a science to A Level</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience of:</li><li>• raising attainment in a challenging classroom environment</li><li>• contributing to a high achieving department within a large secondary school environment</li><li>• delivering consistently outstanding lessons to students of all ages and abilities</li><li>• implementing behaviour management strategies consistently and effectively</li><li>• supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes.</li><li>• leading successful enrichment and extracurricular activities which inspire and motivate learners.</li><li>• providing professional development to teachers, including coaching, mentoring and training</li><li>• designing and developing resources to support learning across different subject areas.</li><li>• preparing and leading training sessions</li><li>• continually improving the teaching and learning in their subject area through schemes of work, assessment, and extra-curricular activities etc.</li></ul>

<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.</li> <li>• Effective and systematic behaviour management, with clear boundaries, sanctions, praise, and rewards</li> <li>• Thinks strategically about classroom practice and tailoring lessons to pupils needs.</li> <li>• Understands and interprets complex pupil data to drive lesson planning and pupil attainment.</li> <li>• Good communication, planning and organisational skills.</li> <li>• Demonstrates resilience, motivation, and commitment to driving up standards of achievement.</li> <li>• Acts as a role model to staff and pupils.</li> <li>• Commitment to regular and on-going professional development and training to establish outstanding classroom practice.</li> <li>• Highly effective communication skills with both children and adults, including parents/carers</li> <li>• An ability to identify, focus on and work towards achieving key objectives</li> <li>• Highly effective time management skills and an ability to meet deadlines and work under sustained pressure</li> <li>• Unswerving commitment to implementing whole school/staff policies relating to the safeguarding of children.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Understands what it is to work within a profession such as teaching</li> <li>• Positive values and attitudes and adopt high standards of behaviour in a professional role.</li> <li>• A commitment to equal opportunities and inclusion</li> </ul>

## ABOUT US

*"Our vision is to prepare our students to embrace all opportunities and fulfil all ambitions. We strive to ensure our students are known and known well and prepared for a future of lifelong learning"*

Shenfield High School is a standalone 11-18 Academy with a comprehensive ethos and a commitment to high academic standards supported by a significant investment in pastoral care and wellbeing.

We have over 1500 students on roll including more than 300 students in our sixth form; this year we have received over one thousand applications for 240 places in year 7 in September 2023.

We offer a broad and rich curriculum from years 7 to 13 with a full commitment to the traditional academic, creative and the physical. Our reputation for sport, both elite and recreational and for our creative arts is second to none for a state comprehensive school. Through the efforts of our highly engaged staff the curriculum runs strongly through into the extracurricular with clubs and activities offered in all areas.



The whole school community has devoted significant time in the past two years revisiting the school values and the House System.

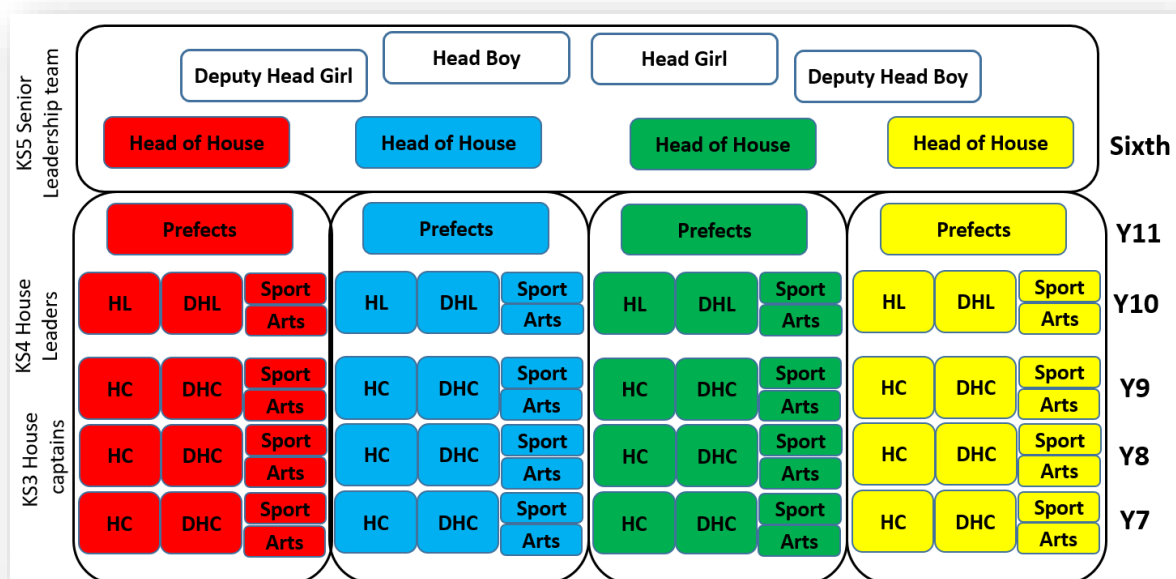


SHENFIELD  
HIGH SCHOOL

RESPECTFUL  
RESPONSIBLE  
READY



Our school values form the basis of our behaviour and rewards policies and underpin our school culture whilst our House System forms the scaffold for our student leadership structure.



Student Leadership is no more evident than in our Combined Cadet Force (CCF). Our contingent is affiliated with the Royal Anglian Regiment and is the largest school contingent in the country outside of fee-paying schools.



## SUPPORT

Our greatest asset is our staff, 'Team Shenners'. Our teaching staff are very experienced and committed to Shenfield High School and they are complimented by a group of newer entrants to the profession who bring fresh ideas and energy to the school. The teaching team works hand in hand with the highly qualified and experienced support staff who are integral to the daily functioning of the school.

At Shenfield High School we recognise that starting at a new school whether a new entrant to the profession or more experienced can feel daunting and comes with added pressure. The evaluation extract below highlights some of the key actions taken this year in support of staff wellbeing:

- Three Year School Strategic Plan put in place to limit lurches based on annual outcomes
- 'People' a key part of strategic framework for all decision making
- Weekly briefing to limit whole staff emails and to ensure the week ahead is planned for
- Meeting time for 2023-24 stripped back
- Team Leader briefings reduced in frequency and duration
- Teacher contact time reduced across the board in 2023-24
- Wall planner showing key dates for the year ahead
- No requirement for data drops in school monitoring cycles
- Only one parental report each year with no requirement of written input from teachers
- All staff have access to external support service <https://www.educationsupport.org.uk/>
- HR Manager and Head teacher are MHFA trained
- Senior designated mental health lead in post ( [Georgia Edwards](#))
- New mental health strategy in place
- GOVOX introduced to support individuals with tips to support mental wellbeing and to also provide school leaders with information on wider staff concerns

Shenfield High School is a strong community of staff, students, and their parents. Parents are very supportive of the school and recognise the uniqueness of some of the opportunities their children are afforded by attending the school.

As a standalone academy it is our governing body that works in partnership with the Headteacher and senior team in setting the strategic direction of the school. Our governors come from a variety of backgrounds and professions and are very supportive of the school. On the following page you can find an overview of our strategic framework that highlights our key focus areas for the years ahead.

# THE APPLICATION PROCESS

The best way to find out about our school is to visit our website and come for a guided tour of the site.

If you are interested in a tour, contact the Headteacher's PA, Mrs Watson [c.watson@shenfield.essex.sch.uk](mailto:c.watson@shenfield.essex.sch.uk)

- **The deadline for applications will be 8<sup>th</sup> May 2025 (midday)**
- Please visit our website for an application form [Job Vacancies - Shenfield High](#) or email our HR Manager Mrs Kirk [e.kirk@shenfield.essex.sch.uk](mailto:e.kirk@shenfield.essex.sch.uk).
- In the personal statement please give your reasons for applying for this post and say why you believe you are suitable for the position. Please take note of the person specification and keep your statement to no more than two sides of A4.
- CVs are welcome in the first instance

Interviews are a two-way process, please ask as many questions as you have and make sure you feel this is the school for you.

If your interest in our school has been piqued by anything you have read here then we would love to hear from you.

We wish you well in your search.

**Clare Costello**

Headteacher

