



SHENFIELD HIGH SCHOOL

Team Leader for Computer Science

TLR2c £8,279

Information for candidates

Team Leader for Computer Science

TLR2c £8,279

Required September 2025

The role

Required for September 2025 a charismatic and dynamic individual to lead our Computer Science department. The successful candidate will be an outstanding practitioner with the ability to inspire others to excel and the knowledge and ideas to continue the development of the Computer Science curricula for the benefit of all students across all phases.

At KS3, students receive an hour per week of Computing, starting from year 7. At GCSE, we deliver the OCR specification, with healthy participation numbers. Our most recent GCSE results far exceeded national average. We have recently developed our offer as a department by introducing A Level Computer Science, of which participation numbers are also healthy.

TLR information

We are looking for a colleague with the ability to maintain and develop our high standards and to provide support, stretch and challenge for our learners. Having introduced KS5 in more recent years, we are looking for a subject specialist, who will be able to contribute to the department which prides itself on preparing all students for the technological world, as well as fostering a passion for computing, leading many into careers in the industry.

The department has a fully resourced scheme of work and designated facilities. We are a research-informed school always open to new, innovative ideas to best deliver high quality learning for all of our students. The department is also very proud to be a fun, supportive and welcoming team that provides a wonderful environment in which to work and progress.

Bonus feature, we would be proud to introduce clubs, relevant trips and/or anything else that will bring our computer science department from good to outstanding and really encourage student involvement. Therefore, outside of the box thinking would be ideal for this role.

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 computer 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

Job details

TEAM LEADER FOR COMPUTER SCIENCE

Start date: September 2025

Salary: MPS – UPS *plus* TLR2c

Contract type: Permanent

CLOSING DATE: Thursday 8th May 2025 (midday)

Interviews: W/c 12th 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.

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: Team Leader

Reporting to: Deputy Headteacher for Quality of Education

Responsible for: all members of the Computer Science team

Overall Purpose of Post

All teachers are accountable to the Headteacher through their Line Manager. The post holder will be expected to perform the following duties and meet the teaching responsibilities as set out in the School Teachers' Pay & Conditions Document (STPCD) and to the quality as laid out in The Teaching Standards/ ECT Framework.

Main purpose

The team leader will take lead responsibility for providing leadership and management for Languages to secure:

- High-quality teaching and subject knowledge of staff
- A coherently planned and sequenced curriculum in Languages
- Improved standards of learning and achievement for all
- Consistent assessment and accurate teacher judgements within the subject
- Effective use of resources

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of students
- Set high expectations that inspire, motivate and challenge students
- Promote good progress and outcomes by students
- Demonstrate good subject and curriculum knowledge

Strategic direction

- Develop and implement policies for Computer Science in line with our school's commitment to high-quality teaching and learning
- Promote the subject, its importance, and the value that it brings across the school
- Have a good understanding of how well the subject is being delivered and the impact it has on student achievement
- Use this understanding to feed into the school development plan and produce an action plan for the subject
- Communicate with the special educational needs co-ordinator (SENCO) to ensure the curriculum matches the needs of those students with special educational needs and/or disabilities (SEND)
- Promote careers education through the subject and ensure that teaching and learning illustrates how the subject might lead to career opportunities
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and student development to secure co-ordinated outcomes

Leading the curriculum

- Develop and review regularly the vision, aims and purpose for the subject area
- Oversee the planning of the curriculum content, ensuring it is well sequenced to promote student progress
- Ensure the planned curriculum is effectively and consistently implemented across the curriculum area
- Make sure there is an effective system of assessment that oversees the progress of students to ensure the curriculum has a positive impact on students' learning
- Have an overarching responsibility for students' achievement and standards in the subject area

Leading and managing staff

- Establish an effective team and hold regular meetings on the subject to keep staff informed on any developments or changes
- Provide support to staff regarding teaching and learning, resources, and planning in the subject area
- Monitor teaching and learning by visiting lessons, scrutinising books, and talking with students to assess how well the subject area is being implemented and how well it is delivered across the curriculum area
- Provide feedback to staff based on the above observations to identify training needs and provide continuing professional development (CPD) in the subject area
- Liaise effectively with exam boards to ensure that teachers understand and are familiar with the specifications that are being delivered
- Support teachers to make accurate assessments and manage moderation
- Take responsibility for performance management for your team, appraising staff in line with the school's appraisal policy
- Contribute to timetabling and manage the grouping of students within the curriculum area

Efficient and effective deployment of resources

- Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality, and inspire curiosity in students
- Audit, check and manage resources to ensure they are up to date and match student and curriculum needs
- Manage the curriculum budget effectively to ensure it is spent on resources that add value and enhance the learning experience
- Prepare appropriate resources for remote learning to ensure the curriculum can be delivered to students learning from home if necessary

Professional development

- Provide training, practice and coaching so all staff become experts in teaching all aspects of the curriculum
- Attend relevant training courses and share new knowledge with colleagues
- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Other areas of responsibility

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the DSL to promote the best interests of students, including sharing concerns where necessary
- Promote the safeguarding of all students in the school

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
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree Level Qualification + Secondary PGCE or QTS Qualification for the Secondary Phase • Willingness and desire to undertake further professional development and training
Experience	<ul style="list-style-type: none"> • Experience of subject or key stage leadership in Computer Science • Demonstrable impact as a classroom practitioner including A level
Skills and knowledge	<ul style="list-style-type: none"> • Ability to teach computer science to A level • Expert knowledge of the Computer Science curriculum, its sequencing and assessment across all Key Stages • Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve • Ability to build effective working relationships with staff and other stakeholders • Understanding of how to adapt teaching to meet students' needs • Knowledge of guidance and requirements around safeguarding children • Good IT skills with the ability to use it for analysing data and information • Effective communication and interpersonal skills, with the ability to communicate a vision and inspire others • Ability to lead and support others in building positive relationships with students • Ability to role model and convey high expectations of behaviour in accordance with the school's behaviour policy
Personal qualities	<ul style="list-style-type: none"> • Ability to uphold and promote the ethos and values of the school • Commitment to safeguarding and equality • A commitment to getting the best outcomes for all students and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Maintain confidentiality at all times

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.



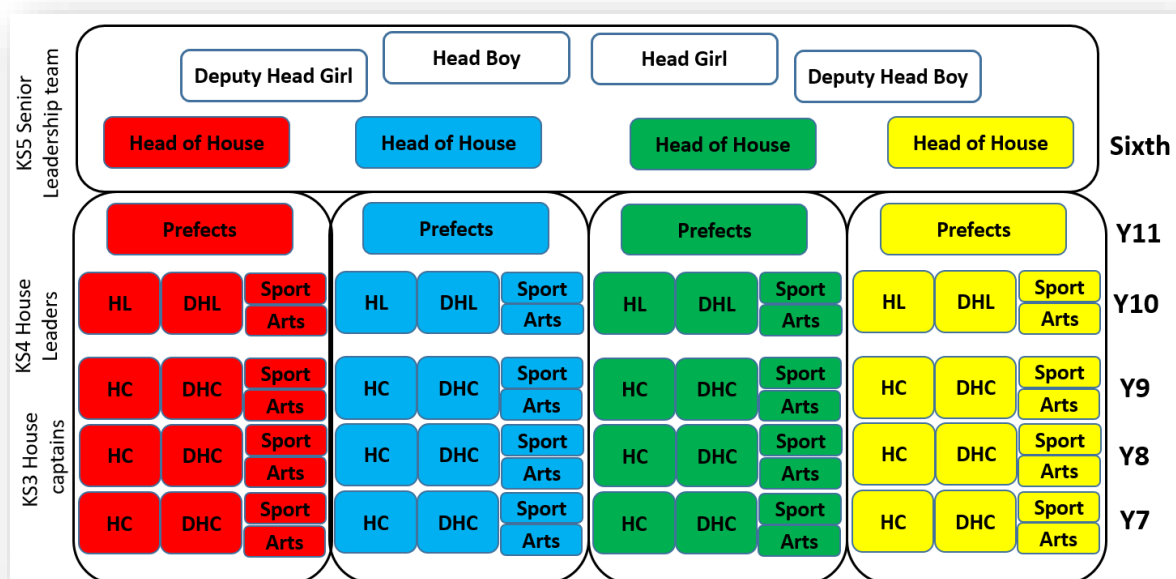
The whole school community has devoted significant time in the past two years revisiting the school values and the House System.



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

- **The deadline for applications will be 8th 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.
- 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

