



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Head of Computer Science Recruitment Pack



A welcome from our Principal, Bryan Young



Dear Applicant,

I am delighted to introduce myself as the Principal of The Grange Academy.

At the heart of everything we do is a belief that every child, regardless of their starting point or circumstances, can achieve exceptional things, and that it is our responsibility to create the conditions that make this possible. We believe in the power of education to transform lives and are ambitious for every one of our students.

We are proud to be part of the Future Academies family of schools, and our mission drives everything we do. Our purpose is simple: to ensure our children achieve *libertas per cultum* — “freedom through education.”

At The Grange Academy, we believe this means leaving school equipped to lead a happy and successful life, full of choice and opportunity. We tell our students that they can go on to achieve anything they aspire to in life, and we want them to believe it too. Every day, we remind our students that they are in school shaping their future.

We are a school with the highest expectations of our students. Our curriculum is distinctive, offering a knowledge-rich education that is both ambitious and accessible. We have been on a rapid improvement journey as a school and are now working on becoming the best school in the local area. For us, this looks like a school offering the following:

- An ambitious and accessible curriculum
- High expectations and disruption-free learning for all students
- A broad range of enrichment opportunities
- A place where all professionals feel part of something whole, can thrive, and develop.

We are proud of the education we provide and of all that our students achieve during their time with us. Last year saw the school achieve the best GCSE and A-Level results in its history, reflecting the hard work of our students and the dedication of our staff. Our outstanding facilities provide an inspiring environment for learning, creativity, and personal growth, a place where futures are shaped and ambitions are realised.

Thank you for your interest in the role of Head of Computer Science. This is an exciting opportunity for an enthusiastic, knowledgeable, and ambitious teacher to lead an important area of our curriculum and contribute to the continued success of our school. Computer Science is a core part of our curriculum offer and has benefited from the support and expertise of the Future Academies Curriculum Centre. Outcomes in the subject have continued to improve, in line with the wider trajectory of the school, and we are now looking for an expert teacher and ambitious leader who can build on these foundations and take the department further.

As Head of Department, you will provide the leadership and subject expertise required to secure consistently high standards of teaching, learning and student achievement. You will lead curriculum development, support the professional development of colleagues, monitor student progress and ensure that assessment is used effectively to drive improvement. Above all, you will establish an ambitious culture within the department in which students are challenged, supported and inspired to succeed.

There is a breadth of opportunities for professional development and leadership growth, making this an excellent role for someone looking to take the next step in their leadership journey. For an experienced leader, there may also be opportunities to contribute more widely to the development of teaching, curriculum and leadership across the school. Future Academies is passionate about diversity and inclusivity and welcome applications from applicants with skills and experiences to fulfil the requirements of the job description and whose values and qualities reflect those in the person specification. We encourage applications from applicants regardless of any protected characteristic.

If you think you have the skills, experience, and attributes we are looking for, we encourage you to apply and very much look forward to meeting you. If you would like to discuss the role in more detail, please do not hesitate to contact Emma Stevens, HR Officer via email e.stevens@thegrangefutureacademies.org.

We look forward to receiving your application.

Bryan Young

Principa



JOB DESCRIPTION

JOB TITLE:	Head of Computer Science
LINE MANAGER:	SLT
HOURS:	Full time
SALARY:	Fringe MPS PayScale points 1-6 (£35,602-£48,478) / Fringe UPS PayScale points 1-3 (£50,624-£54,328), with TLR 2b <i>Starting salary to be confirmed upon appointment, subject to experience.</i>
PLACE OF WORK:	The Grange Academy, London Road, Bushey, WD23 3AA Please note that you will be required to attend other Trust locations on occasion.
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
STAFF BENEFITS:	Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits: • A supportive ethos and concern for the well-being of all colleagues. • Excellent CPD opportunities and career progression. • Employer Contributions to Local Government or Teachers Pension Scheme. • Mintago – employee benefits platform. • Internal Leadership programmes • Employee Assistance Programme. • Access to a Virtual GP • Eye Care Voucher scheme. • Partnership with YellowNest -Salary sacrifice childcare. For further information regarding our staff benefits, please visit our website.
PROBATION PERIOD:	The post holder will be required to complete a 4-month probation period.

MAIN RESPONSIBILITIES AND TASKS

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
- Participate in arrangements for preparing students for external tests
- Show knowledge of whole subject / Key Stage curriculum, including latest requirements and developments
- Lead by example, with highest professional and personal standards, and classroom management
- Offer statistic and practical support to classroom teachers and staff within the subject

Teaching and Learning Responsibility

- Use professional skills and judgements to provide strategic and practical leadership in their TLR area
- Lead, manage and develop their TLR area, and provide guidance for other teachers, including training, support and advice to improve school practices
- Improve standards within their TLR area across the school, with demonstrable changes for students outside of their own classroom or group of students
- Review curriculum as required, highlighting areas where teaching can be broadened and attainment improved, and providing data to the headteacher or others as required
- Provide line management for teachers within your department/subject, providing feedback and additional support as needed
- Be the voice for your department/subject, ensuring classroom teachers' experiences and opinions are represented within the school, including dealing with any issues on a day-to-day basis

Whole-school organisation, strategy and development

- 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 pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach



- Provide leadership within your department and ensure whole school values are represented and understood

Health, safety and discipline

- Promote the safety and wellbeing of students
- Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- 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
- Lead other teachers in maintaining subject knowledge and latest pedagogical developments
- Take part in the appraisal and professional development of department heads and teachers within your department

Communication

- Communicate effectively with students, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues [with the focus on subject / department]

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

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to undertake similar duties, commensurate with the level of the post and at the discretion of the Line Manager, as the Line Manager shall from time-to-time reasonably require.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	• Qualified Teacher Status • Recognised role relevant degree • Demonstrable successful experience as a classroom practitioner • Commitment to continuous professional development. • Experience of using MIS systems such as Bromcom • Proven experience in leading managing and developing a team. • Experience in conducting performance management, including setting objectives and providing feedback. • Excellent subject knowledge and a genuine passion for teaching your subject • Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum. • Understanding of exam board specifications	• Further CPD or educational qualification
Knowledge, Skills, and Attitude: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	• Ability to teach your subject area • Excellent organisational and time-management skills, with the ability to prioritise competing demands and meet deadlines. • Excellent written and verbal communication skills. • Excellent attention to detail and a commitment to maintaining accurate records. • Ability to use initiative, solve problems and take a proactive approach to work. • Ability to remain calm, professional, and effective. • Strong interpersonal skills and the ability to communicate professionally with children, parents/carers, and colleagues.	
Personal competencies and qualities. In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	• Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning	• Awareness of wider educational contemporary issues

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| <ul style="list-style-type: none"> • A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement • Demonstrate a commitment to following the school's principles of teaching, learning and assessment • Ability to inspire, motivate and support colleagues to achieve high standards • Good discipline/classroom management • High levels of professional and personal integrity, professionalism, and accountability. • Commitment to ongoing professional development. • Commitment to equality, diversity, and inclusion. • Commitment to the safeguarding and promoting the welfare of children and young people. | |
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WHAT WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback, which is timely, developmental, and low stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

APPLICATION PROCESS

1. Applying for the role

- To apply for the post, please visit our website.
[Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications must be received no later than **5th October 5pm**. Applications after this date will not be considered.

2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

- The successful candidate will take up the post as soon as possible.

5. Additional information

- For further information please email e.stevens@thegrange.futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.



