



# Lead Practitioner (Science)

Permanent  
Full Time

**Closing Date** 9.00am, Thursday 8<sup>th</sup> February 2024



Dear Candidate

I am really excited to be writing this job description because it represents another positive step in the College's development towards providing a genuinely outstanding education for our students. We are looking for a candidate who loves teaching and who wants to share that passion with colleagues, to develop excellence across the Science Department and beyond. The post holder, therefore, has to be a fantastic teacher; this is a fundamental requirement of the role because the successful candidate needs to be a role model for other staff, and has to be skilled enough in their own practice to be able to develop others too. If you are a talented Science teacher, who is ready to progress in your career but perhaps a more traditional leadership role may not appeal, this could be the perfect post for you.



I have been the Headteacher at Unity College since September 2022. Unity College has a very positive, friendly atmosphere. The staff care passionately about the well-being of our children and students are vibrant, enthusiastic and affable. Although Unity College is a large school, we strive to maintain a 'family feel' and a powerful sense of community in which every member of our community feels that they belong, are valued, and contributes positively to College life.

Our primary focus is, and will always be, developing a superb curriculum across all areas of the College. At Unity College we share a belief that the curriculum - and the enactment of that curriculum - is the single most important factor in closing the disadvantage gap. The curriculum is the key lever in accumulating advantage year-on-year and is the most important mechanism that we have to privilege those who are presently or previously experiencing disadvantage. Curriculum and pedagogy underpin all we do and all staff at Unity College are committed to their own learning as well as their teaching.

The Science Department is a large team with a wide range of experience. This appointment is pivotal to add capacity, direction and support as we strive to build on the good work that has already begun and create a genuinely great department. The successful applicant to this post will be ambitious to further develop quality provision in Science, ensuring effective teaching and learning is leading to excellent outcomes for learners. We envisage that the successful applicant will develop the role so as to support teaching and learning beyond the Science Department and, ultimately, beyond the College.

Working at Unity College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. We are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit Unity College to help you decide if this is the school and the role for you; I'd be delighted to meet you. Please contact the College's HR Manager for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, appearing to read 'J. Richardson'.

**Jane Richardson**

Headteacher

## The College

Unity College is a co-educational, 11-16 college. By September 2025, we will be one of the largest 11-16 secondary school in Lancashire, with 1500 students on roll.

Unity College lies within the beautiful grounds of Towneley Park with breath taking views of the local countryside. The College was part of the Building Schools for the Future project. Our main building opened in September 2010. Due to the huge demand for places at Unity College there is large expansion programme which has included a new build of 19 classrooms and some internal structural changes. The new building opened in April 2022. The College's roll has grown significantly in the last three years and continues to do so. In 2021, there were 1244 students on roll, in 2022 there were 1299 students and in 2023 there were 1380. The College roll will continue to grow until there are 1500 students on roll (September 2025). This is a very exciting, but challenging, time for the College as we work hard to ensure that such rapid expansion does not detract from our core business of offering the very best possible education for every student at the same time as knowing our children and families really well.

The College's intake is diverse, with its catchment area comprising some of the most disadvantaged and most affluent areas of Burnley. In 2022/2023, 67.3% of Unity College students came from areas with E/E\* overall multiple deprivation indices; 68.8% of students came from IDACI Bands A-F. The school location deprivation indicator is in quintile 4 (more deprived) of all schools. The pupil base is in quintile 5 (most deprived) of all schools in terms of deprivation. In 2022/2023 21.5% of students were identified as having Special Educational Needs, compared with 12.9% in Lancashire and 16.8% nationally. The challenges of this context are manifest in the College and this is one of the reasons that we place such emphasis on excellent teaching to remove barriers to achievement for all students.

We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued. At Unity College, we are proud of the extensive and expert support systems that we have in place for our students. These comprise a wide range of people and processes (both within college and involving outside agencies). We currently have 11 DSLs trained and operational at Unity College.



## The Role

The Lead Practitioner role are new posts within the College's leadership structure. The successful candidate will work closely with members of the Senior and Extended Leadership Teams, and with the Science team, to ensure our students experience and engage in high quality teaching and learning across the Science Department and beyond. Over time, the post holder may also develop an outward-facing portfolio, for example, supporting Science teaching across other schools. Each Lead Practitioner's role beyond their department is likely to be different but all play a pivotal role in developing truly great teaching and learning across the College.

The post holder will model great teaching and work alongside others to ensure that all staff have an accurate understanding of their own development needs. They will also support staff to explore research evidence and collect evidence from their own practice to deepen their understanding of highly effective pedagogy and, in doing so, to continually improve their practice.

## The Science Department

The Science department is headed by two committed and dedicated leaders who have been in post for several years. The team consists of 12 excellent and enthusiastic teachers. Together we have designed a challenging and enriching curriculum for our students; it has clear moral purpose, with an overarching aim of ensuring all students are engaged, inspired and can access the knowledge and skills required to succeed both during their school career and later in life.

Most teachers have their own laboratories and many of these are brand new in our state of the art, purpose-built Excel building. Our department is well resourced with two full time, well-qualified laboratory technicians.

We have an ongoing focus on developing teaching and learning across the department and use our subject CPD time to share practice and plan strategies together. The successes of our students motivate us to continue making progress towards being a truly outstanding department.

## The Science Curriculum

The Science curriculum develops and embeds many skills, including scientific oracy, practical skills, questioning, analysing, evaluating and data handling. We believe that the study of Science should fire students' curiosity about phenomena in the world around them and offer opportunities for students to ask questions and find explanations. We ensure our teaching strategies are informed by research and engage learners by linking practical experience with scientific ideas. Experimentation and modelling are used consistently to deepen students' understanding and to develop, analyse and evaluate scientific explanations. Students will be able to discern 'real science' from 'fake news' and be able to make informed choices. They will leave Unity College with a lifelong love of science and always wonder how things work. Unity College is developing ethical scientists of the future!

## Why work at Unity College?

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*Every Headteacher will say good things about their own school and so we asked our staff to contribute to this brochure to give you an honest view 'from the chalkface'. Furthermore, interviews always provide opportunities for candidates to talk frankly with a range of staff.*

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"I feel so proud and privileged to have worked with so many amazing children over the years. There is nothing more satisfying than seeing children who deserve to achieve great results do so. The fact that we, at Unity College in Burnley, can help students achieve high grades of 8s and 9s shows the true value and quality of our teaching and curriculum. It gives me joy to know our students from Burnley can not only rival the grades achieved by children at grammar schools/private schools but beat them too. (It also makes me feel quietly smug!) We have, and continue to have, a positive impact on the life chances of young people across our community in Burnley."

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"I genuinely enjoy coming to work and love what I do. I enjoy teaching and being part of such an amazing team who are more than just work colleagues but are genuine friends. I have worked in a few schools but none of them have ever felt like home in the way that this school does. Here are just a few reasons why I love teaching at Unity College.

1. Many students here at Unity College come from challenging backgrounds, but I feel that I make a difference in their lives by working here. I love working with the dedicated team of staff in our department.
  2. This school has a sense of community where students, staff and our parents and carers work together to look after each other.
  3. We have access to incredible facilities that allow us to offer our students a broad curriculum that is not only engaging but also provides fun experiences that no other local school can genuinely match. As a result, we can offer students of all abilities access to opportunities to lead an active, healthy lifestyle.
  4. I feel proud to be a member of the Unity College family because we have an excellent reputation for the quality of our teaching and excellent behaviour of our students."
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"I believe that Unity College has a genuine desire to do the best for all the students. The staff within the department are a good team who work together and the staff have an excellent spirit. When I first came to the school, the staff and pupils were warm and welcoming and accepting of new staff and pupils. I feel as I can discuss any issues with any other member of staff (SLT or class teacher) and will not be judged or questioned but supported to find a solution that is best for everyone."

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"I have worked at Unity for six years now and commute here every day from Yorkshire. One of the many reasons I am still here is the excellent working relationships I have with other members of the mathematics department. There is a very friendly feel to the department, and everyone just "gets on" with each other. I have worked in several other schools where there was not the same cordial atmosphere in the staffroom. As for the students I have found that they take a little bit of getting used to but once you have gained their respect, they are a great bunch of young people to work with. The diverse range of student backgrounds makes it a very rewarding job where you can feel that you are really making a difference to the lives of the students in your care."

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"Unity College is a modern, successful, and well-respected school with great facilities based in beautiful surroundings – but none of that to me is truly important. The reason I work at Unity College is because I love the great team dynamic in the supportive, professional department that I'm part of; it was also immediately obvious when I interviewed here that the whole of the college really cares about the future of our children. The fact that the school is within easy reach of a variety of vibrant places to live doesn't hurt matters either!"

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"There are so many reasons why I love working at Unity College. Here are just a few:

1. There is a whole school approach to behaviour management: staff are supported by Heads of Department and SLT to maintain a positive learning environment.
2. Teachers are respected as professionals.
3. Although some students face real challenges outside of school, when they see that you as a teacher are staying here and not giving up on them, they behave well and work hard. I find this one of the most rewarding things about working here.
4. We have such a range of students from different backgrounds.

There is never, ever a dull day!"

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"You really should choose to work at Unity College because it is a school where staff are valued and made to feel welcome, truly act as part of a team, and are encouraged to develop themselves as practitioners. As the College expands and grows, it is an exciting time to join to help shape the future of more young people in Burnley and make a difference to their lives every day."

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"I have travelled 6121 miles from my home town and have taught for half my life at Unity College. I absolutely love being part of the 'Unity' family. It is one of the most rewarding experiences playing a part in educating young people in Burnley, watching them grow in confidence, develop a love for Mathematics and achieve success."

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## Why work in Burnley?

**A big warm Northern welcome to Burnley. After all, we weren't voted the friendliest town in Britain without good reason! From world-renowned, cutting-edge brands to affordable living and housing and spectacular countryside to explore, we truly believe we have it all in Burnley.**

Burnley is conveniently located on the uncongested M65, providing easy access to the M62, M66, M6 and beyond. There are three international airports within an hour's drive, as well as Manchester, Leeds, Preston, Blackpool, The Lake District and Liverpool being a short drive away.



Burnley offers affordable housing: the mean house price in Burnley is £106,199, which is 36% of the national average. Not only does your money go further when you live in Burnley, but there is a wide-range of properties at your fingertips. From quality modern newbuilds and contemporary apartments to quaint cottages and impressive Victorian terraces, there's something for everyone's budget and taste. 80% of Burnley rural, making it the ideal place to wind down and explore.



## Job Description

<b>Dates</b>	Apply by Thursday 8 <sup>th</sup> February 2024- To start on 1 September 2024
<b>Accountable to:</b>	Head of Department/Assistant or Deputy Headteacher
<b>Salary</b>	LPPR 6-10 (£53,642 - £59,250)
<b>Contract Type</b>	Permanent

### Introduction

This job description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and also support and enhance individual professional development. It is the practice of the College to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Headteacher/Line Manager in consultation with the post holder.

### Overall Purpose and Accountability

- To meet the requirements of the School Teachers' Pay and Conditions document and to support students in making outstanding progress
- To support and uphold the ethos, principles, policies and rules of the College in all respects and at all times
- To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners
- To model and develop excellence in teaching and learning within the Science Department, ensuring the highest quality pedagogy and subject knowledge and the best possible outcomes for all learners.
- To teach across all key stages

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

### Post-Specific Responsibilities

*Responsibilities common to the Extended Leadership Team (ELT)*

In particular you will:

- Be a member of the Extended Leadership Team in which everyone is committed to securing outstanding outcomes for our students and our community
- Assist the Headteacher in leading Unity College in such a way that the highest standards are secured amongst staff and students in all areas of the College's performance and practice
- Act as a role model for staff, providing support and advice to them whilst holding them accountable
- Lead on improvement strategies, coach and support staff, ensure quality, monitor and evaluate performance



- Ensure that all students across the full prior attainment range enjoy maximum support and opportunities to reach their full potential, achieving a position where they can become effective and valued stakeholders in the College and in the wider community
- Contribute to all self-evaluation measures and quality assurance processes

*As a Lead Practitioner you will:*

- Be an outstanding teacher with a deep understanding of pedagogy
- Act as a role model for staff, providing active support and advice to them
- Alongside the Head of Science and Senior Leaders, lead on improvement strategies, coaching and supporting staff, ensuring quality, monitoring and evaluation of performance
- Lead on further improving the quality of teaching, learning and assessment across the Science Department, ensuring that all students are both engaged and challenged across the curriculum
- Support the Head of Department to plan, deliver and evaluate the effectiveness of Continuing Professional Development in Science
- Work with the Head of Department to design high quality subject curricula that offer challenge and engagement for all
- Support teachers to develop their practice so that students' experiences in the classroom are consistently engaging and challenging
- Actively identify and remove barriers to learning, for both staff and students
- Lead on subject-specific staff CPD to ensure all staff are accessing high quality professional development
- Ensure students are engaged in learning beyond the classroom
- Contribute to all self-evaluation and quality assurance processes
- Conduct reviews which identify strengths and areas for development

*As a Teacher of Science you will:*

- Meticulously plan and teach engaging and challenging lessons
- Meet the needs of all learners through high quality planning and teaching
- Set and feedback upon appropriate homework
- Use regular, measurable and useful assessments of teaching
- Complete all reporting on time
- Closely monitor progress and attainment of students and use this to inform planning and teaching
- Provide content for, and where necessary deliver, high quality student interventions
- Support all students to achieve college targets
- Work alongside colleagues on self-evaluation measures, quality assurance processes and department improvement strategies
- Support department leaders in the implementation of high-quality Schemes of Learning
- Maintain regular and productive communication with parents about students' learning

- Organise and participate in trips and events as appropriate
- Take responsibility for your own professional learning through participating in the College's appraisal processes and CPD opportunities

#### *College Culture*

- Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships
- Help develop a college culture and ethos that is utterly committed to achievement
- Become an effective PD Tutor (teachers will usually be required to perform the role of form tutor)
- Create and sustain a positive learning culture

#### *Health and Safety*

You will:

- Adhere to college health and safety policies/procedures and current statutory health and safety requirements
- Attend training as and when required for the purposes of safeguarding children and corporate safety
- Ensure school is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS)

**This post is subject to satisfactory enhanced level verification by the  
Disclosure and Barring Service**

## Person Specification

### We are looking to appoint someone who:

- Believes in the potential of all young people to achieve highly
- Is passionate and knowledgeable about their subject
- Loves teaching and wants to share that passion with colleagues in order to develop excellence across the department and the College
- Understand the fundamentals of curriculum design and how children learn
- Enjoys working as part of a team

### You must have:

- A good honours degree in a relevant subject
- Excellent subject knowledge
- A teaching qualification
- Qualified Teacher Status
- Experience of teaching across Key Stages 3 to 4; experience of teaching A Level will be an advantage
- Leadership experience and an understanding of the principles of leading change
- Ideally, experience of leading CPD and developing others, and of supporting colleagues at various professional stages
- The confidence and skill set to lead change and motivate colleagues
- Strong interpersonal skills
- An understanding of and ability to use a range of performance data effectively
- Effective behaviour management skills and experience
- The ability to motivate and lead students
- The ability to work well under pressure and prioritise according to need

### You will be:

- A fantastic teacher; this is a fundamental requirement of the role as the successful candidate needs to be a role model for other staff, and has to be skilled enough in their own practice to be able to develop others too
- Adept at building positive working relationships
- Enthusiastic and keen to work in a forward-thinking, inclusive school
- An effective communicator
- Ambitious to build the very best Science Department possible, as well as to contribute to whole-college improvements

## How to apply



Please complete an application form **and** write a letter of application of no more than three sides of A4 (please use font size 11 or 12 and double spacing for this). Your letter of application should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Joanne Lever, the College's HR Manager, **by 9.00am on Thursday, 8<sup>th</sup> February 2024**, preferably by email to [j.lever@unity.lancs.sch.uk](mailto:j.lever@unity.lancs.sch.uk)

If you do not receive an acknowledgement of your application by the deadline, please contact the College.

**Interviews will be held during the week commencing 19<sup>th</sup> February 2024.**

If you would like to arrange a visit or have an informal, confidential discussion, please contact the College's HR Manager via the email above or telephone number below.

**Unity College**  
**Towneley Holmes**  
**Burnley**  
**Lancashire,**  
**BB11 3DF**

01282 683010

[www.unity-college.com](http://www.unity-college.com)

