Education Partnership Trust

EPT

High Expectations • Commitment • Ambition

Candidate Information Pack

Lead Teacher of Computer Science
Salary MPS/UPS + TLR2B (£5,835)
Pleckgate High School

A message from the Headteacher

"Pupils at this school are strongly supported to develop aspirational goals for their future lives. They thrive in a well-established culture of high academic expectations".

Ofsted 2024

Thank you for expressing an interest in the position of teacher of Computer Science at Pleckgate High School.

This is a special opportunity for a well-qualified teacher of Computer Science who is committed to the highest standards of teaching and learning to join Pleckgate High School as part of our successful Computer Science and Business Department.

Applicants should have a good degree with relevant computer science content and be able to teach GCSE Computer Science confidently to pupils aspiring to achieve grade 9s. It would also be beneficial if the candidate is able or willing to teach GCSE Business.

We welcome applications from a well-qualified Computer Science teacher who is able to lead teaching and learning within the Computer Science department. This would suit a candidate who has a love of Computer Science and is able to play a central role in leading teaching and learning through professional development, coaching and leading feedback to colleagues on Computer Science pedagogy and best practice.

The Computer Science Department is a small but highly effective team of staff and currently consists of a team of 3 well-qualified teachers who regularly share teaching ideas and resources. The department's priorities are focussed on high quality teaching and learning, an excellent understanding of computer science pedagogy and securing excellent outcomes for all pupils. We encourage our staff to constantly review and improve our practice through well-structured professional development

At Key Stage Three, pupils follow a well sequenced curriculum that is designed to allow pupils the opportunity to develop problem solving skills and secure mastery levels of understanding of computer science.

Our pupils are motivated to study computer science at A Level and we offer support to pupils through visits and presentation from local colleges, enrichment programmes and meeting with employers who explain the value of excellent computer science qualifications

Pleckgate High School is a large secondary school, part of Education Partnership Trust (EPT), situated on the northern outskirts of Blackburn with Darwen. Our school community is made up of 1350 pupils and 180 staff with excellent facilities to benefit both the school and local community.

Pleckgate High School is a thriving multicultural community that places the best interests of young people at the heart of everything we do. We were delighted to be judged as 'Outstanding' in all areas by Ofsted in June 2024.

A copy of our full report is available from the school website.

We are an ambitious school with high expectations for ourselves and our pupils. We are committed to providing excellent teaching and learning and we want all our pupils to be safe, happy and successful. In our Ofsted report in June 2024, our school was described as offering a "harmonious and supportive environment. Pupils learn the importance of being kind and respectful towards others". Every pupil at Pleckgate is encouraged to have ambitious goals and to work hard.

We are proud of our achievements – our ambitious curriculum, our examination success, opportunities for pupils' personal development, our charity work and our community involvement. We are significantly oversubscribed and pupils achieve positive outcomes at Pleckgate.

We are a dedicated team of staff who work together to help pupils be successful and confident. We also offer opportunities for staff with an excellent professional development programme tailored to meet each member of staff's aspirations and ambition.

To apply for this post, please follow the instructions on the 'Vacancies' page on our website. For visits to the school or any other information, please contact mwade@pleckgate.com.

Aishling McGinty
Headteacher

I am delighted that you are considering a role within the EPT. The EPT was established in 2012 as a high performing multi academy trust and approved academy sponsor, that delivers the very best educational experience for our pupils within an ethos of collaboration and excellence.

The reduction of workload and the wellbeing of our colleagues are key priorities with Wellbeing Champions in each school and a designated trust lead.

Wishing you all the best with your application.

Sharon Roscoe
Chief Executive

Our Vision

Creating outstanding schools which transform learning, lives and communities

Our Values

High Expectations
of ourselves, our pupils and our school community

Commitment
we are dedicated to raising standards and improving opportunities

Ambition
we constantly strive to improve by setting ourselves challenging goals

Job Advertisement

Lead Teacher of Computer Science

Start Date: 1st September 2025 (Full time)
Salary: MPS/UPS + TLR2B (£5,835)

Pleckgate High School wishes to appoint an experienced and well qualified candidate as a Lead Teacher of Computer Science to further enhance the teaching and learning within the department. This is a special opportunity for a candidate who has an interest and understanding of pedagogy in Computer Science, an ability to coach colleagues, provide feedback and can work closely with network and other organisations, so that we are at the forefront of teaching and learning best practice.

The Computer Science Department delivers strong outcomes to pupils at GCSE. If you are an experienced, dynamic teacher who has a passion for Computer Science and developing staff, we would welcome an application from you.

What does this job do?

- Consistently modelling high quality teaching, providing models of excellence for other teachers in the department. To be able/willing to demonstrate excellent practice to others.
- To contribute to raising standards of pupil attainment and achievement in computer science. To enable all staff to use well-judged and imaginative teaching strategies to provide support and intervention to meet the needs of individual learners in order that they make at least good progress relative to their starting point.
- To lead the development and implementation of departmental teaching and learning policies aligned with current computer science pedagogical research.
- Maintain awareness of current computer science research and ensure departmental approaches reflect best practice.
- Develop research-based marking policies that prioritise actionable feedback and is implemented across the department to support pupils progress including opportunities to identify and address specific misconceptions and gaps in computer science knowledge
- To secure the promotion of high levels of enthusiasm for, participation in and commitment to, learning amongst all pupils by working with other teachers to develop their practice.
- Being a member of the Teaching and Learning team who will plan and deliver the whole school and computer science-specific CPD, being part of the strategic direction of the quality of education across the school.

What are the job requirements?

The successful candidate will:

- Hold QTS (or equivalent) and a relevant undergraduate degree, and be able to show evidence of ongoing professional development.
- Demonstrate outstanding teaching practice and excellent behaviour management.
- Knowledge of effective teaching and learning strategies and how children learn computer science.
- Have a keen interest in subject specific pedagogy, reading and research which is evidenced in teaching practice.
- Evidence of commitment to extracurricular and enrichment provision.
- Have experience of observing lessons, coaching and mentoring colleagues, having a positive impact on their development.
- Have experience of improvement planning and of implementing a range of strategies to raise pupil achievement, with evidence of success.
- Evidence of contributions to curriculum development.
- Have a proven track record of excellent results at KS3 and 4.
- Have experience of high-quality pupil tracking, reporting and feedback practices.
- Ideally, have experience of working in more than one school.
- Knowledge of guidance and requirements around safeguarding children.

Amongst the many benefits of working within the Trust you will receive:

- Healthcare cash back plan provided free by the Trust including optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- Employee Assistance Programme including counselling, CBT, wellbeing and bereavement support.
- Cycle to work scheme.
- Electric Car Scheme (Salary Sacrifice)
- Automatic annual pay progression for all teachers
- Membership of the Teachers' pension scheme (TPS) with employer contributions of 23.68%.
- Free parking
- On-going CPD
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources

Closing date: **Tuesday 20th May 2025 9:00am**
Interview date: **Friday 23rd May 2025**

Safeguarding

The Education Partnership Trust is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment.

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

Education Partnership Trust is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team HR@ept-uk.com.

Applications for this exciting post are to be made through **https://ept.face-ed.co.uk/vacancies**

Lead Teacher of Computer Science

Reports to: Assistant Headteacher for Teaching and Learning
Grade: Salary: MPS/UPS plus TLR2B (£5,835)

Key responsibilities will include:

Teaching and Learning

- Consistently modelling high quality teaching, providing models of excellence for other teachers in the department. To be able/willing to demonstrate excellent practice to others.
- To contribute to raising standards of pupil attainment and achievement in computer science. To enable all staff to use well-judged and imaginative teaching strategies to provide support and intervention to meet the needs of individual learners in order that they make at least good progress relative to their starting point.
- To lead the development and implementation of departmental teaching and learning policies aligned with current computer science pedagogical research.
- Maintain awareness of current computer science research and ensure departmental approaches reflect best practice.
- Develop research-based marking policies that prioritise actionable feedback and is implemented across the department to support pupils progress including opportunities to identify and address specific misconceptions and gaps in computer science knowledge
- To secure the promotion of high levels of enthusiasm for, participation in and commitment to, learning amongst all pupils by working with other teachers to develop their practice.
- Being a member of the Teaching and Learning team who will plan and deliver the whole school and computer science-specific CPD, being part of the strategic direction of the quality of education across the school.

Staff Development and Coaching

- Lead on researching best practice and keeping up-to-date with the latest developments in computer science education; sharing this knowledge with staff and offering support to implement the research into their own practice.
- Working collaboratively with colleagues in the computer science department to promote proven strategies and support colleagues, both on a 1-2-1 basis and in groups, to develop pedagogy and practice in order to improve the quality of teaching and learning with the specific aim of securing outstanding teaching and pupil outcomes.
- Providing effective and impactful mentoring and coaching to teachers at all stages of their career, giving constructive feedback, monitoring to ensure improvements and effective use of the Steplab instructional coaching programme.

Quality Assurance

- Contributing to quality assurance procedures within the department including work scrutiny, drop ins and pupil voice.
- Supporting with self-evaluation and improvement planning across the department.
- Supporting the effective development of the computer science curriculum.
- Working closely with other teaching and learning leads to ensure teaching and learning is consistently of an excellent standard.

Achievement

- Using data to identify individuals or groups that need further teaching support and develop and lead the implementation of strategies to raise the quality of teaching.
- Promoting strategies which support adaptive teaching, inclusion and positive behaviour with a particular focus on adaptations to teaching considering the learning needs of talented computer scientists and those with SEND
- Exploring and advising on appropriate and stimulating resources and ensuring that these are used impactfully

Extra-Curricular and Enrichment

- Supporting wider engagement in computer science through the organisation and delivery of extracurricular enrichment opportunities.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

Other Specific Duties

- Working in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Working with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.
- Promote the safeguarding of all pupils in the school.
- To continue personal development as agreed at appraisal.
- To engage actively in the performance review process.
- To address the appraisal targets set by the line manager each Autumn Term.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and pupils to follow this example.
- To support the Academy in meeting its legal requirements for worship.
- To actively promote the Academy's policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.

Note

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. As a general term of employment, the Trust may affect any necessary change in job content or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration and status.

As a term of your contract of employment, the Trust reserves the right to vary your hours of work and require you to work outside the range of your "typical working arrangements" specified in your Statement of Particulars. The Trust reserves the right at its discretion to affect this condition of your employment. Should this be necessary you will be given reasonable notice of any proposed changes.
If successful, we will support training for leading teaching through the NPQ programme which will support teacher career development and progression.

Person Specification

Lead Teacher of Computer Science

Reports to: Assistant Headteacher for Teaching and Learning
Grade: Salary: MPS/UPS plus TLR2B (£5,835)

No	Categories	Essential / Desirable	App Form	Interview
QUALIFICATIONS AND TRAINING				
1	Qualified to at least degree level in a relevant subject	E	AF	
2	Qualified teacher status.	E	AF	
3	Evidence of relevant and substantial CPD	E	AF	I
KNOWLEDGE & EXPERIENCE				
4	Ability to deliver consistently high-quality lessons in this subject to pupils of all ages and abilities.	E	AF	I
5	Proven record of raising achievement with all groups of pupils across the age and ability range, and of helping them achieve impressive examination outcomes.	E	AF	I
6	Proven commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.	E	AF	I
7	Experience of delivering staff training and undertaking the professional development of other teachers, in particular with regard to high quality teaching, assessment, marking and feedback, questioning, lesson planning and scheme of work writing, and other elements of exceptional subject leadership	E	AF	I
8	Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work	D	AF	I
9	Experience of leading a team in the development and implementation of a curriculum initiative that had a sustained and demonstrable impact on pupil progress	D	AF	I
10	Thorough knowledge of the requirements of the National Curriculum in the subject.	E	AF	I
11	Good knowledge of current educational developments and initiatives relating to the subject and their implications	D	AF	I
12	An understanding of the way children learn and how individual needs may be assessed and met	E	AF	I
13	An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural	E	AF	I

	standards and a commitment to relentlessly implementing these strategies.			
PROFESSIONAL SKILLS				
14	Excellent interpersonal and listening skills and a high degree of emotional intelligence	E	AF	I
15	A proven ability to use data confidently to inform and diagnose weaknesses that need addressing, and an ability to plan effectively in order to raise individuals' and cohorts' attainment	E	AF	I
16	The ability to develop positive relationships with all young people	E	AF	I
17	An effective leadership and management style that encourages participation, innovation and develops colleagues' confidence	D	AF	I
18	The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any underperformance, whilst developing the leadership skills of others	D	AF	I
19	Well-developed planning and organising skills including time management, prioritisation, delegation and administration. To lead by example.	E	AF	I
PERSONAL QUALITIES AND ATTRIBUTES				
20	A clear passion for your subject	E	AF	I
21	The ability to enthuse and inspire others.	E	AF	I
22	Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.	E	AF	I
23	Confidence and self-motivation to work well and be decisive under pressure	E	AF	I
24	A high level of honesty and integrity	E	AF	I
25	A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision	E	AF	I
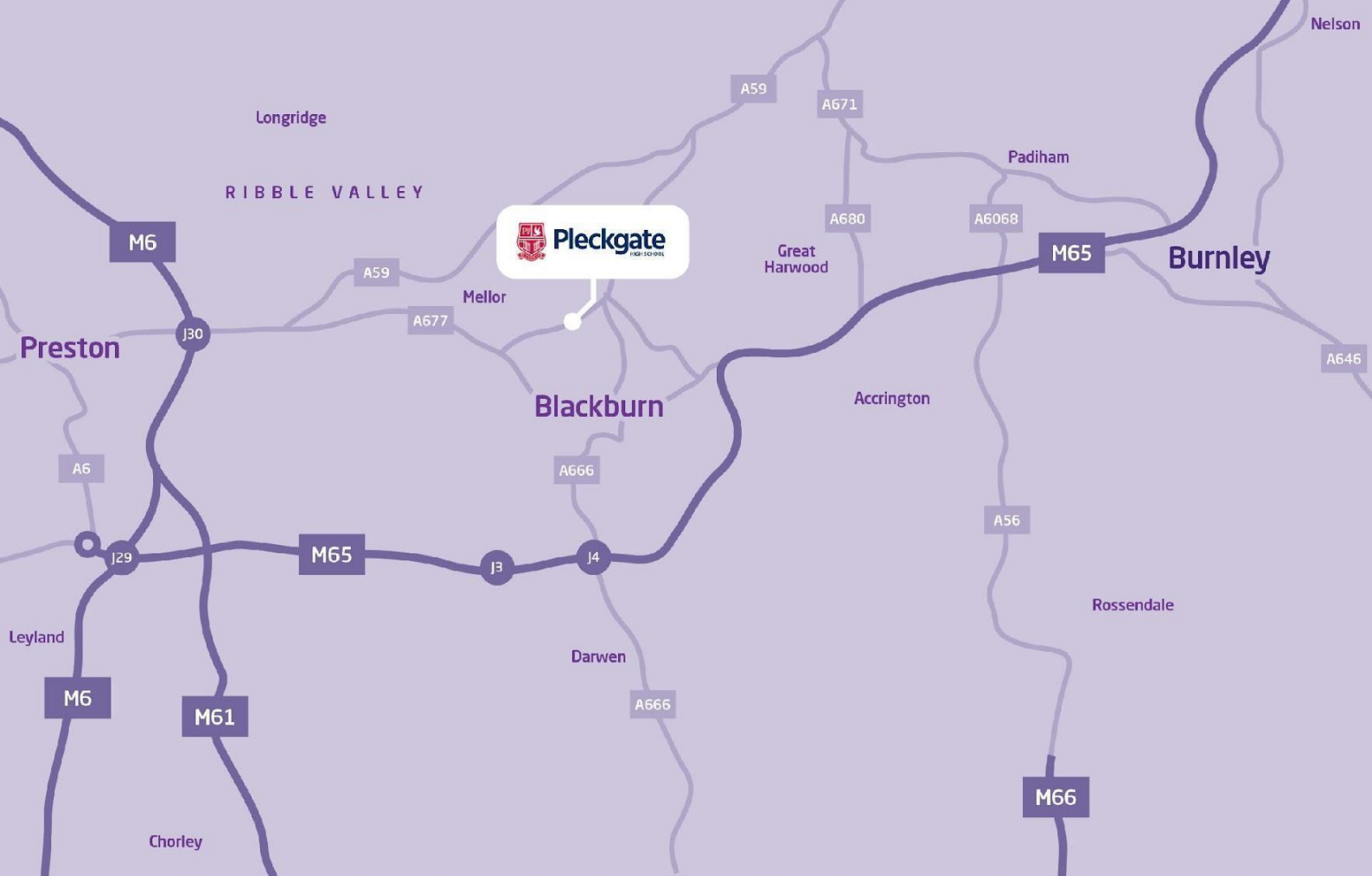
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