



THE **Leys**
CAMBRIDGE



**HEAD OF SCIENCE
FACULTY**

candidate information

Head's *introduction*

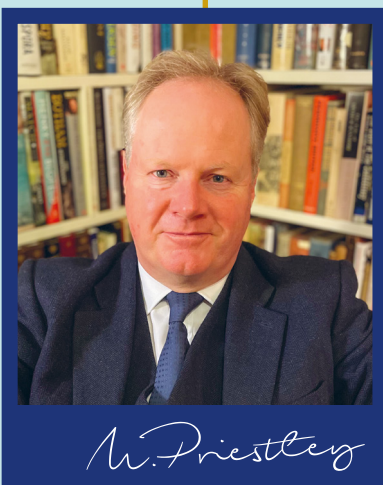
I have always believed that school is not merely a preparation for life, but life itself. For this reason, at The Leys we believe that our pupils' school lives should be full of challenges, choices and opportunities for growth and flourishing, for emotional and intellectual enrichment. School is not simply a rehearsal for what is yet to come.

The Leys, founded in 1875 by The Methodist Conference, is the only co-educational boarding and day school in Cambridge. It blends traditional values – kindness, courtesy, tolerance, respect and decency – with a forward-looking approach to education. We take full advantage of our location in the centre of one of the world's most intellectually and culturally stimulating cities to ensure that the curriculum is qualitatively different from what other schools are able to offer. Cambridge, in other words, is not just a descriptor of where we are, but of what we seek to do.

With around 570 pupils, we sometimes describe ourselves as a 'big, small school'. The Leys is big enough to offer a huge range of opportunities, but small enough that we are able to get to know individuals really well. One of my chief joys is that this allows me to play a prominent role in the pastoral care of all the boys and girls here. The result of our focus on individuals and pastoral care is confidence. The confidence which our pupils gain from this encouraging and supportive ethos is perhaps the greatest gift we can offer them – without it, they cannot hope to fulfil their potential in work and play.

I hope you enjoy what you read and see in this prospectus. If you do, then I would urge you to come and visit us, so that you can see the School in operation. You will, I am confident, discover for yourself that this really is a special place.

I look forward to meeting you and I can assure you of a warm welcome.



Martin Priestley
Headmaster

Head of Science Faculty

Emploment Status	Permanent
Salary	Competitive
Closing Date for Applications	09.00 29 January 2025
Interview Date(s)	10/11 February 2025



This is an excellent opportunity for an experienced and dynamic individual to take on the leadership of the Sciences Faculty within the Leys. This is an exciting new role, designed to be a step between Head of Department and Senior Leadership, and part of the School's vision to ensure we maintain outstanding education for our pupils, alongside providing excellent management and support for our colleagues.

The Head of Science Faculty will be responsible for ensuring that the Science Faculty shines as a beacon of excellence in learning and engagement at The Leys, leveraging our outstanding facilities, committed staff and engaged pupil body.

The Head of Science Faculty will have overall responsibility for the attainment of pupils within all Science subjects at The Leys, working closely with the Heads of Sciences to ensure that pupils are making the best progress possible. They will also coordinate and drive our wider curriculum STEM provision, ensuring that pupils have outstanding opportunities to develop their love of Science subjects outside of the classroom.

The role would suit an experienced Head of Department who is ready to extend their leadership to influence a wider number of departments. The Head of Science Faculty will be an excellent classroom practitioner with a proven record of high academic outcomes for pupils across Years 7 to 13. We expect that appointee will have had experience of ensuring high academic outcomes within their department. The Head of Science Faculty will possess the people management skills to bring the best out of other Heads of Department and the leadership and communications skills that will enable them to motivate and inspire colleagues across the Faculty.



Welcome to *The Leys*



Life at The Leys

The Leys is a co-educational boarding and day school for pupils aged between 11 and 18. Set in the heart of the beautiful and stimulating city of Cambridge, one of the world's leading cultural and academic centres, The Leys' unique location allows pupils unrivalled access to the vast array of cultural and educational opportunities that Cambridge has to offer.

Established in 1875, The Leys values its history, yet it blends traditional values – courtesy, tolerance, respect, decency – with a forward and outward-looking approach to education. Dedicated staff and superb facilities combine powerfully to prepare young people for the challenges which lie ahead at university and beyond.

The Leys is a close-knit, engaged, friendly community of around 550 pupils in which pastoral care is seen as the top priority. Academic value-added is impressive and the breadth of the wider curriculum is renowned. The School caters for Boarding, Home Boarding and Day pupils but, with 70% of pupils accommodated in boarding houses, boarding is absolutely central to the ethos of the School and all pupils benefit from the vibrancy and structure which this provides.



Purpose

The Purpose of The Leys is to play our part in changing the world for the better.

We do this by making a positive difference to the lives, values and prospects of Leysians, by being professional, caring and rewarding in developing and managing our staff, by being a responsive and trusted partner to our parents, and by making a beneficial and sustainable contribution to the wider community

By foundation and structure, The Leys is a boarding community. We also place great value on being a “big, small school” embedded in the heart of Cambridge, and on giving Leysians a rich and rewarding academic and wider school experience – one they find valuable both intrinsically and in preparing for their futures. We seek, in the spirit of our Methodist founders and our Christian values, to send Leysians out into the world ready – academically, culturally, morally, physically, spiritually and socially – to live fulfilling lives which will make a positive contribution to society.

In order to achieve our Purpose, we aim to deliver an education which is built on three foundation stones: pastoral, academic and wider curricular. Whilst interconnected, ‘pastoral’ is accepted as pre-eminent, because pupils who feel supported and confident are able to flourish in all areas of the life of the school. Our teaching staff body all contribute to all three pillars of Leys School life, thus we all work together to ensure our pupils develop into happy, confident and well-rounded individuals ready to leave school and find their place in the world.

Pastoral Care

Pastoral Care is at the heart of what we do. We know that wellbeing is crucial to success in wider school life, and we all work together as a community to ensure that each pupil flourishes in school, feeling nurtured, supported and happy. Our House structure is central to this: all pupils are a member of a House throughout their time in school. Year 7 and 8 pupils are members of our junior house, Moulton, and then pupils in Year 9 and above join one of the eight boarding or three day houses. The vertical arrangement in the senior houses creates opportunity for pupils to support each other, and the houses are staffed with a Housemaster or Housemistress (HSM), an Assistant HSM, a Matron and a team of teaching staff. Pupils also have a tutor, who supports them with their wellbeing, academic progress and wider curricular involvement as they progress through the school. All staff are expected to contribute to our pastoral support of pupils, through tutoring, supporting the teaching of PHSE and undertaking weekly house duties.



Wider Curriculum

The Wider Curriculum is an integral part of the school week for all pupils and staff, with a significant amount of time in the afternoons and early evenings devoted to it. In their time at The Leys, pupils are actively encouraged to experience a broad range of activities that will bring them a wide range of benefits; activities in which they find enjoyment and fun whilst developing skills, personal qualities and attitudes that are transferable to other areas of their life at school and beyond.

The Leys' Personal Development and Leadership programme (PDL) for pupils in Year 10 and above ensures that all pupils develop leadership, broaden their horizons and collaborate with their peers on projects, often trying to solve contemporary problems. Through our outstanding sporting, music and drama provision, pupils develop as confident and well-rounded young men and women, ready for life beyond school. Our broad and varied after school activities programme enables pupils to develop their interests, skills and strengths. Through this we aim to complement the pastoral and academic pillars of an all-round Leysian education alongside boosting the physical and mental well-being of all involved in the wider curriculum. All staff contribute to our extensive wider curriculum programme through involvement in games, PDL, outdoor education, and a wide range of clubs and activities.

Teaching and Learning

Education is about so much more than passing exams, and at The Leys pupils are encouraged to develop an understanding of their own learning, find their passions, curiosity, and develop a lifelong appetite for knowledge.

Pupils are supported in their learning by excellent teaching both inside and outside of the classroom, with academic enrichment and extension embedded into the culture of the school. We understand that teachers are individuals and that they will have their own ways of expressing their passion and interest in their subjects. The 2022 ISI comment that "Inspirational and creative teaching is a significant contributory factor to pupils' positive attitudes to learning" sums up the impact of that individuality. That said, we know that aspects change within education, and we are midway through an exciting transition from Google Classroom to Microsoft Teams and OneNote. Pupils and staff all have a digital device, and pupils are used to working digitally as well as on paper.

Academic Attainment at The Leys is outstanding. This summer, the school achieved its best academic results on record at A Level and close to best at GCSE. At A Level 62.2% of results were graded A or A*, and 87% A*-B, and at GCSE almost 50% of results were grade 9 or 8. The school uses value added as an important measure of success and we are delighted that all our 2024 public examination results demonstrate that we added significant value to our pupils' academic attainment compared to similar schools: a testament to the hard work and dedication of both staff and pupils.





General Teacher Expectations

The Leys is a traditional boarding school, and we have lessons running across 6 days each week. Lessons happen on a Saturday morning until 11:50am, and the afternoon is filled with sporting activity including fixtures.

Teachers at the Leys are expected to contribute to all three of the School's Pillars: Pastoral, Academic and Wider Curriculum. Pastoral contributions take the form of tutoring, house duties and teaching PHSE whilst the wider curriculum includes games, PDL, outdoor education and clubs and activities. House duties vary depending on the type of house: day house duties involve breaktime, lunchtime and afternoon/after school supervision whilst boarding house duties involve working with pupils in the evenings. Staff also support the day to day running of the School through involvement in school duties, on a rota basis.

We know that working in a boarding school is busy! Our staff feel this is undoubtedly worth it for the reward gained from the wider interactions they have with pupils, coming to know each child as an individual, not just as a pupil in the classroom. We work with our teachers to harness their strengths and passions both inside and outside of the classroom, so that there is joy for all of us in what we do. In addition, class sizes at The Leys are typically no larger than 24, and are often much smaller, particularly in Years 7 and 8 and the Sixth Form. Teaching allocations are lower than in state and day schools, to account for the involvement in the wider life of the school. Saturday lesson time is 'paid back' through shorter term lengths, and thus longer school holidays. Finally, four Leave Weekends spaced throughout the year provide the entire school community with some additional rest and relaxation.



The Post

Responsibilities

Academic Attainment

- Responsible for academic progress of all pupils in Science subjects and ensuring all pupils achieve the best public examination results possible.
- Responsible for ensuring the highest quality of Teaching and Learning takes place in the Science subjects and that teachers of these subjects are up to date with pedagogy.
- Work closely with the Heads of Science subjects to identify areas of underperformance and reasons for them, and support them in implementing, monitoring and evaluating strategies for improvement.

Line Management

- Line manage the Heads of Biology, Chemistry, Computing, Design & Technology, Sport Science, Psychology, and Physics, meeting with each regularly, and as a group
- Meet with the Heads of Science subjects to discuss their public examination reports, development plans, internal examination results, data tracking, budgets, and other items as directed by the Deputy Head (Academic).
- Oversee the management of all Science subject technicians, ensuring their induction, effective deployment, training and continued professional development. (Line management of technicians is delegated to the relevant Head of Department)
- Set the agenda and chair meetings with the Heads of Science subjects.
- Support the Senior Deputy Head with the recruitment of teachers as appropriate, and lead recruitment of technicians.

STEM Provision

- Work with the Deputy Head (Academic) and Deputy Head (Wider Curriculum) to ensure a strategic approach to the development of outstanding STEM provision at The Leys, identifying areas of strength and gaps in the provision.
- Oversee the delivery of the School's STEM programme, collaborating with and supporting colleagues to plan, budget, deliver, and evaluate STEM activities.
- Organise regular events within a STEM Society. This may include both visiting speakers to the School, and taking advantage of the opportunities presented by being in Cambridge.
- Liaise with the Director of Marketing and other colleagues to ensure the promotion and marketing of The Leys STEM activities.

Outreach and Partnerships

- Work with the Head of Outreach and Partnerships to identify, develop and implement opportunities for outreach and/or partnerships.
- Liaise with the Heads of Science and Engineering at St Faith's, and our other feeder schools, to ensure a smooth transition for these pupils in Year 9 and to promote the School's STEM provision.

Administration

- Responsible for Double Award Science public examinations results, selection of the correct pupils to take this GCSE route and setting within the Science Department.
- Responsible for the STEM Scholarship assessment day, including producing a scholarship paper, organising the assessment day, coordinating the marking of papers, and providing effective feedback on candidates.
- Carry out annual audits of Science Faculty Risk Assessments and work with the Health, Safety and Security Manager to ensure the highest standards of Health and Safety practise within all departments of the Science Faculty.

Other

- Attend and contribute to Academic Strategy Group meetings, contributing to whole-school academic policy and vision. Attend and/or chair other meetings or working party groups as required.
- Involvement in 11+ and 13+ entrance examinations and scholarships.
- Represent the Science Faculty at Health and Safety meetings.
- Coordinate the Faculty's provision for open events, the 24-hour Visit, or other School events as required.

General Responsibilities

- To contribute to the pastoral care of the pupils, including weekly duties in houses.
- To contribute to extra-curricular activities.
- To refer to and adhere to all Health and Safety procedures and policies as appropriate and other legislative requirements as required, carrying out duties by working in a safe and organised manner.
- To ensure that a safe / secure environment exists for pupils / staff and customers and meet requirements under the Health & Safety at work Act 1974 and C.O.S.H.H.
- To uphold the provisions of data protection legislation, the School's Data Protection Policy, and other related policies.
- Understand and be mindful of the School Acceptable Use Policy and Staff ICT & Social Media Guidelines.
- To adhere to and maintain School Policies and Procedures and work with regard to the ethics of the School.
- To observe / implement all relevant legislative requirements, maintain and update own knowledge as appropriate for the role.
- To work flexibly as necessary to meet the needs of the role and the School.

Teaching Responsibilities

- To teach pupils within the school.
- To create a well-ordered teaching environment in which pupils can thrive and explore their academic potential.
- To have a clear knowledge of the individuals in their class and differentiate accordingly. This should mean both their individual learning needs as well as their individual personality
- To plan lessons clearly and within the departmental scheme of work.
- To mark work regularly and promptly, in line with departmental and school marking policies and review, monitor, and keep clear and full records of pupils' progress.
- To insist upon high levels of behaviour and respect for others in the classroom.

The list of tasks or duties and responsibilities described above is not exhaustive, and the School is entitled to instruct you, at any time, to carry out additional duties or responsibilities, which fall reasonably within the ambit of the job description, or in accordance with operational requirements.

Person Specification

Criteria	Essential	Desirable
Qualifications	An excellent general level of education including an Honours degree A very strong academic record and standing.	PGCE, QTS or equivalent teaching qualification. Further relevant academic qualifications eg NPQHL. Experience of Curriculum, SoW and assessment design
Experience	Experience leading an academic department, including leading and managing staff Involvement in leading change Ability to teach at secondary to A level/Oxbridge	Experience of improving academic results. Experience of running extra-curricular clubs/societies. Involvement in aspects of pedagogical development
Skills	Excellent teaching skills Excellent written and oral communication Strong IT skills, broadly, and within digital learning Ability to analyse and interpret data, including sound Excel skills. Ability to motivate and manage staff & pupils Flexible, adaptable, able to prioritise effectively Strong team player with resilience and initiative Positive outlook, a high capacity for work	Ability to adapt one's management style and approach according to the situation Knowledge of Teams and OneNote
Knowledge	Excellent subject knowledge, in a STEM subject. Knowledge and understanding of a variety of pedagogical approaches.	Understanding of the boarding sector and the independent sector Strong Health and Safety knowledge including COSHH and RIDDOR

How to *Apply*

If you are interested in applying, please submit a completed application form including covering letter addressed to The Head, The Recruitment Team, The Leys School, Cambridge, CB2 7AD (recruitment@theleys.net) by 09.00am on 29 January 2025. Interviews will be held 10/11 February 2025.

This role has the opportunity for regular contact with pupils and therefore is exempt from the Rehabilitation of Offenders Act 1974.

By applying for this role, you are consenting to The Leys School storing your personal data. Please read our 'Privacy Notice for Job Applicants' for further details.



Benefits

Join us and experience a fulfilling career in an inspiring environment where your growth, wellbeing, and sense of community are our top priorities.

Fee Remission

Generous fee remission (The Leys School and St Faith's), subject to the normal admissions criteria (pro-rata for part-time staff).

Remuneration

Competitive salaries and a choice in excellent pension schemes (including the Teachers' Pension Scheme for our Teaching colleagues) with generous employer contribution. We are proud to be a Living Wage employer.

Meals

Three-course lunch from Monday to Saturday and an evening meal on duty evenings. Our meals are mainly homemade on site using locally sourced ingredients and served in the beautiful and newly renovated Dinning Hall.

Location

Stunning city centre location with free parking, access to electric charging, secure bike parking and a Cycle to Work scheme.

Cambridge University Botanic Gardens

Complimentary use of a visitors pass to the beautiful Botanic Gardens (a two-minute walk from the School).

Wellbeing

Enjoy a complimentary hot lunch when working, prepared by our professional culinary team. Plus, benefit from membership of the Sports Complex including free staff swimming, and access to a comprehensive Employee Assistance Programme that provides a wide array of resources and support services for staff and their immediate family (terms and conditions apply).

Community

A supportive and friendly community, with regular social events and the chance to join in extra-curricular activities. Staff can also attend internal productions in our theatre (Great Hall) or external productions hosted by visiting companies (note that external companies may charge for these events).

Professional Development

Opportunities for staff development, including regular INSET and CPD, membership of our on-site library, and funded attendance at relevant external training events.

Extended Holidays

There are 33 weeks of term time, plus time for INSET. This means that teaching staff benefit from extended holidays compared to state education.



Please note that colleague benefits which are non-contractual may be subject to review and change at any time.





THE **Leys**
C A M B R I D G E