



Job Application Pack TEACHER OF SCIENCE

🌐 www.roundhayschool.org.uk

☎ 0113 3931200

✉ info@roundhayschool.com

📍 Gledhow Lane, LS8 1ND



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Job Application Pack

For the Position of

TEACHER OF SCIENCE

Secondary – Permanent – Full Time – Start: 31 August 2017

Your application should be supported by a covering letter of no longer than **two sides of A4 (Arial font 12)** detailing your experience of teaching and learning, the impact your appointment will make in terms of raising standards at our school and why you are an ideal candidate. Please refer to the welcome letter to outline any additional specific areas to be addressed.

You should return your application form together with covering letter, via email, by **9.00am on 22 March 2017** to:

headteacher@roundhayschool.com

For our Ofsted Report:

http://www.roundhayschool.org.uk/our_school/ofsted/

For our Investors in People Report:

http://www.roundhayschool.org.uk/our_school/investors_in_people_gold_award/

To view our prospectuses:

http://www.roundhayschool.org.uk/our_school/prospectus/

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ROUNDHAY SCHOOL

All-through education from 4 to 18

Gledhow Lane, Leeds, LS8 1ND

0113 3931200

secondary@roundhayschool.com

www.roundhayschool.org.uk

1 March 2017

Dear Prospective Applicant

WELCOME

Thank you for expressing an interest in the **Teacher of Science** position at our '**outstanding school**' (Ofsted).

We are looking for an enthusiastic and committed colleague who would thrive on this opportunity to develop their experience and make a significant contribution to school life in and out of the classroom. As one of the first all-through schools, educating children from 4 to 18 with an outstanding Sixth Form of 500+ we are passionate about improving all that we do as a learning community. All staff are very well supported by a friendly team of hard working professionals who are committed to making this the top performing department in the city!

That our truly comprehensive community reflects the cosmopolitan nature of Leeds itself is a real strength. ***'The core values of courtesy, cooperation and commitment permeate every aspect of the school.'*** ***'Roundhay is all about its students. Staff ensure that each one, regardless of background or ability, is given every opportunity to shine'*** Ofsted. However, we are far from complacent and know that, in spite of the fact that we are the most over-subscribed school in Leeds, with 100% of our staff recommending Roundhay as a place to work and 99% of parents also recommending us, our reputation is hard won and easily lost. Staff development is at the heart of what we do and the **IIP Gold Award** is another indication that this is more than just words!

We pride ourselves on having a strong ethos, which permeates the work of all staff and pupils in our community. You can be sure of a warm welcome and genuine support in all that you do. Please read this application pack carefully as the guidance it contains will help you make an informed decision over whether you may wish to apply.

I feel very fortunate, as Headteacher, to have ***'the unanimous support of staff in the mission to create an inclusive school where every student is enabled to 'be the best they can be'*** Ofsted. We do not claim to get it right all of the time, but our passion to serve the needs of all students is at the forefront of our beliefs as Ofsted captured. ***'There is no room for complacency anywhere in school and both leaders and staff are unrelenting in their pursuit of excellence'*** Ofsted.

We welcome your application if you feel this is the right school community for you!

Yours sincerely

Matthew Partington
Headteacher



"An outstanding school. Roundhay is all about its students... each one is given every opportunity to shine." (Ofsted)

HEADTEACHER
Matthew Partington

DEPUTY HEADTEACHER
Lorraine Bowman

ASSOCIATE DEPUTY HEADTEACHER
Jenny Hogarth

HEAD OF PRIMARY
Emma Higgins

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What is enclosed in this pack?

- How to Apply
- School Overview
- School Policies
- Important Information
- Job Description
- Person Specification
- Department Overview

The Teaching or Non-Teaching Application Form can be downloaded separately from our website (www.roundhayschool.org.uk). A map is also available to download. Please note the school entrance is on Old Park Road.

If you use SatNav it will take you to the Gledhow Lane entrance which is no longer accessible by car, please use the post code LS8 1JT.

Our School Magazine, Primary, Secondary and Post-16 Prospectus, Ofsted and IIP report are available to download from our website.

How to Apply

Please complete the relevant application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (eg gap year, career break, unemployed etc).

Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post.

We require details of **two referees**, one of which must be your current or most recent employer. Please provide their names, **email addresses** and daytime contact numbers. (See 'References' on the Important Information page of this Pack)

Please sign the declaration on the final page of the application form. If you are submitting your application electronically, you will be required to sign this page if invited for interview.

CVs are not accepted as part of the application process. Please ensure you fully complete the relevant application form. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

When will I hear if I have been shortlisted?

Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted. Details of the interview programme will be confirmed after the closing date.

If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future. **Due to the volume of applicants, we are unable to give feedback to non-shortlisted candidates.**

School Overview

Our Mission Statement

"Courtesy, co-operation and commitment" are key to making the school a happy, safe and caring place of learning, where every child matters. We are dedicated to enabling our pupils to raise their aspirations and achieve their full potential to "be the best they can be". We aim to help our pupils to take their place in society as healthy, responsible and independent citizens, who have respect for themselves, one another and the wider community.

'Student and staff relationships are extremely good. Students' personal development is exceptional and behaviour is exemplary.' ... 'The core values of courtesy, cooperation and commitment permeate every aspect of the school.' Ofsted

Our Pupils

The school population reflects the cosmopolitan nature of modern Leeds. The pupils come from a very wide variety of socio-economic and ethnic backgrounds; more than 27 languages are represented, with around 60% of our pupils drawn from the black and ethnic minorities. This gives the school great strength in its many endeavours and relationships.

'The atmosphere in lessons is very positive and supportive' ... 'Learning moves at a lively pace'. Ofsted

We currently have around 2000 pupils, which will grow to 2500, in this 4-18 co-educational community comprehensive school, making it one of the largest within Leeds. Our specialist Dyslexic Base, catering for 16 pupils, our SEN provision and our 450+ strong and very successful Sixth Form (one of the biggest in the region) are just some of our many strengths.

'Behaviour in lessons is exemplary' ... 'Movement around the school is extremely orderly and students show consideration and respect for each other'. Ofsted

In September 2012 we became one of the first 'all-through' schools in the region, growing with a new intake every year. Our first primary cohorts will join up with the secondary aged pupils in 2019. We have a separate £4.8 million purpose built Primary Campus located just a mile away from the Secondary Campus.

We are proud of examination success at all key stages. At A-Level over 30 subjects are taught and with excellent achievement we find that the majority of our students are able to progress to higher education including seven students going to Oxford and Cambridge Universities in 2013 and four in both 2014 and 2015. At KS4 we achieved over 70% five of more A*-C including Maths and English. We have the highest expectations of every pupil and strive to achieve high standards in all that we do, both academically and socially.

'The atmosphere in lessons is very positive and supportive. As one student said, "It is cool to want to learn at Roundhay". Students are comfortable admitting that they do not understand a particular point and others often try to help by offering alternative explanations. Students are keen to volunteer ideas and participate.' Ofsted

'Students, from a very wide range of backgrounds, work and socialise together extremely well.' Ofsted

Our Staff

We are fortunate to have highly-committed, professional and friendly staff, who have worked hard and successfully to establish a thriving learning community. Many staff have sent, or currently send, their own children to Roundhay, which is a real vote of confidence.

'Student and staff relationships are extremely good. Students' personal development is exceptional and behaviour is exemplary.' Ofsted

'Teachers have an infectious enthusiasm for their subject which is communicated to the students' ... 'Professional development is a strength of the school' ... 'The quality of teaching is outstanding'. Ofsted

We also have other pupils who come from families with parents professionally involved in education, which helps to keep us on our toes! We take seriously the professional development of all our staff and have gained Investor in People status for the last 14 years, including Gold in 2014. As a school, we are heavily involved in Initial Teacher Training and are a strategic partner within a Teaching School Alliance (Red Kite) which involves sharing outstanding practice across four local authorities. School improvement and self-review are central to our drive to raise standards. We have around 250 staff, both associate and teaching, who work very hard as a team to ensure they support both the pupils and each other.

Our Area

The school's two campuses are situated in north-east Leeds, adjacent to Roundhay Park, and are surrounded by highly sought-after owner-occupied houses. The settings can only be described as impressive. The school's grounds are magnificent; the campuses cover over 30 acres of parkland combined. We also serve some of the most economically and socially-deprived areas of the city, as well as more favoured wards, giving us the rich mix of pupils that makes us a 'true comprehensive'. Currently, around 25% of our pupils are classified as being Pupil Premium children with 14% currently entitled to free school meals.

'Students who attract Pupil Premium funding are monitored very closely' ... 'making exceptional progress and closing any attainment gap with their peers at a very fast rate'. Ofsted

'Primary provision is outstanding. Pupils make extremely rapid progress, teaching is outstanding, resources are first-rate and leadership is exceptional.' Ofsted

Our Facilities

We have very good facilities, and since our Secondary Campus was rebuilt in 2004 we have invested heavily both in ICT and in improving facilities, such as creating Apple Mac Media rooms, music practise rooms and improved recital areas to enhance the learning and teaching experience of pupils and staff alike. The newly opened primary building, which is located on a separate campus, is truly wonderful and has excellent resources.

We have an £11 million building project underway with an extended dining centre, additional car parking, artificial pitch with floodlights and a new building (one and a half times the size of the current Primary Campus).

Our School Organisation

Our separate Primary Campus introduces two forms each year and when full in 2019 will house 480 children. The Primary school day starts at 8.50am and ends at 3.10pm. In Years 7, 8 and 9, pupils are grouped for registration and for Personal, Social, Health and Citizenship Education (PSHCE), in mixed-ability form groups that remain together until the end of Year 11. For teaching purposes, pupils are placed in a variety of groupings as appropriate, including setting and some mixed-ability grouping. Each lesson at the Secondary Campus is one hour in length, five per day. The secondary school day commences at 8.25am and finishes at 3.00pm, followed by extra-curricular activities.

In Years 10 and 11, currently pupils may choose two options to study, normally alongside the compulsory core subjects of Mathematics, English, Science, Foreign Language, RE, PSHCE and Games/PE, a number of which at GCSE level may be started in Year 9. We are, like most schools, undertaking a curriculum review. In Year 12, students choose an individual programme of study leading to BTEC and/or GCE 'A/S' levels.

Our Pastoral Organisation and Leadership

The Primary Campus is led by the Primary Leader who is a member of the Leadership Group and as the provision grows so will its staffing structure. At the Secondary Campus Years 7, 8, 9, 10 and 11 are led by Progress Leaders, assisted by teams of tutors and overseen by the Deputy Headteacher: Pupils. We have an Assistant Headteacher: KS5 who works with our Head of Post-16 and her team, supported by Academic Mentors. There is a strong tradition of support for both pupils and colleagues. Our learning mentors, behaviour support workers and social inclusion achievement teams have had a powerful effect on the positive implementation of our social inclusion strategies.

'The senior leadership team is very strong and effective'. Ofsted

'The headteacher has the unanimous support of staff in the mission to create an inclusive school where every student is enabled to 'be the best they can be'. He is very accessible to both students and staff.' Ofsted

Our Extra-Curricular Activities

We have a thriving and exceptional programme of music, drama, sports teams, outdoor pursuits, residential, art events, project days and charity events! Everyone contributes, as we feel that it is a vital part of our role in developing the potential of all our pupils and building a cohesive community.

Our Community Links

The school has excellent links with the communities it serves and actively seeks to widen these. We believe that this vital 'citizenship work' demonstrates our ethos as a school, where courtesy, co-operation and commitment are more than just words! We deliver a comprehensive programme of family and community learning as part of our Extended Services commitment.

'High ability students out-perform similar students nationally. Students of all abilities make very good progress in lessons.' Ofsted

School Policies

Child Protection

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have a designated senior member of the Leadership Team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our child protection policy.

Whistle Blowing

Our policy is to ensure that all staff are made aware of their duty to raise concerns about any inappropriate attitude or actions of colleagues.

Code of Conduct and Personal Behaviour

The school believes that it is essential for standards of conduct at work to be maintained to ensure delivery of quality services and also to protect the wellbeing of all its employees and pupils.

The Headteacher and Governing Body regard everyone working at our school as a role model to our pupils. As such, employees should conduct themselves with integrity, impartiality and honesty. Furthermore, everyone in the school has an absolute duty to promote and safeguard the welfare of children. Registered teachers are in addition bound by the codes and professional values of the GTCE (General Teaching Council, England), and the school considers the principles to apply to all staff employed at the school.

Equal Opportunities

We are committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where all are treated fairly and with respect.

We take action to ensure that nobody is treated less favourably than anyone else because of their colour, race, ethnic or national origin, religion, gender, sexual orientation, disability or age.

Smoking Policy

Roundhay School is a no smoking building and site and all staff must adhere to this policy.

ICT Policy (Fair Use Guidance)

We encourage the use of ICT across the curriculum. On appointment, staff agree to abide by the ICT policy.

Full details of all these policies are available from the school upon written request.

Important Information

References

If you are shortlisted, we will take up references before the interview date. One of your referees **must** be your current or most recent employer. Two satisfactory references must be received before we can confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or references that are addressed 'to whom it may concern' will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.

Selection Process

As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children. Roundhay is committed to safeguarding and promoting the wellbeing of all children and expects all staff and volunteers to share this commitment. Therefore, interviews will include questions about safeguarding children.

Under the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify on the application form. Please contact the school if you need to discuss this in any detail. We will consider any reasonable adjustment under the terms of the Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Validation of Qualifications and Identity

All shortlisted candidates will be asked to bring original certificates of relevant qualifications and identity documents to interview. These will be photocopied and kept on file and, if appropriate, may be confirmed as genuine with the relevant awarding bodies. The copies for the successful candidate will be retained on their personnel file. The copies for unsuccessful candidates will be treated as confidential waste and disposed of appropriately.

Right to Work in the UK

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

Disclosure & Barring Service

Employment at this school is subject to an enhanced check with the Disclosure & Barring Service. Checks will also be made against the Independent Safeguarding Authority (ISA) 'Barred' lists (previously DCSF 'List 99' and Protection of Children List (PoCA)). All such checks must be satisfactory before any offer of an appointment can be confirmed and before commencement of work can take place. All supply and/or peripatetic staff will be required to produce their worker's ID and other relevant documents when they arrive at school.

Safeguarding

Roundhay is committed to safeguarding and promoting the welfare of its pupils and expect all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS disclosure (see above).

Medical Assessment

Before taking a teaching appointment, the preferred candidate is required to complete an Occupational Health Medical Questionnaire. This will be sent directly from Leeds City Council Employee Changes with the letter of appointment which states that the appointment is subject to a satisfactory medical assessment.

Induction and Continuous Professional Development

Roundhay is committed to developing its staff and is proud of its Investor in People (IIP) status which underlines the approach it takes to supporting appropriate staff development. Staff are inducted into our school community to enable new colleagues to become familiar with the culture of our school and its policies, expectations and procedures.

Dress Code

We expect all staff to dress professionally and appropriately for the roles undertaken at Roundhay School. We pride ourselves on the high standards of dress of both our students and staff; these standards are led by our staff whom we expect to set an example.

Job Description

TEACHER OF SCIENCE

Permanent – Full Time – Start: 31 August 2017

Responsible to:	Team Leader of Science and Headteacher/Nominated Leadership Group member linked to the subject.
Introductory Statement:	The responsibilities of the post are to be performed in accordance with the provisions of the school teacher's pay and conditions document and within the range of teachers' duties set out in that document.
Purpose of the Job:	To make a strong and enthusiastic commitment to Science teaching at Roundhay School by seeking to raise the expectations, performance and progress of <u>all</u> pupils in and out of the classroom.

Particular Responsibility:

1. To contribute, as directed, to the teaching of Science and related areas.
2. To participate in the development of appropriate specifications, materials and schemes of work.
3. To support vigorously the general ethos of our school.
4. To contribute to, at the direction of the Team Leader Science, the revision and development of appropriate courses, materials and schemes of work.
5. To contribute to the production and maintenance of high quality displays in and around the Science teaching areas.
6. To contribute to the extra-curricular enhancement programme at Roundhay.
7. To maintain internal pupil records according to school, departmental, and national policies and to set and monitor individual pupil targets.
8. To contribute as required to the preparation and marking of internal examinations in Science.
9. To maintain the teaching area in a stimulating manner through display of work and keep a close eye on the fabric.
10. To implement the school reward system and contribute to the celebration of achievement.
11. To contribute to the development and regular delivery of ICT to enhance teaching and learning within Science.

12. To monitor and target set with pupils and staff in order to raise achievement.
13. To monitor progress of students through regular formative and summative assessment.
14. To participate in the Annual Personal Review cycle in line with departmental policy.
15. To participate in regular internal CPD and the sharing of good practice.

Other Duties:

16. To be a Form Tutor and mentor as appropriate and be fully involved in all aspects of school life.
17. To teach other subjects if and when required by the Headteacher.
18. To attend all meetings as appropriate within school time budget, with colleagues and parents, etc.
19. To carry out supervisory duties as required and any other duties commensurate with the post.
20. To work flexibly and positively across departments and job roles to ensure the very best provision for our students.

Conclusion:

The job description and allocation of particular responsibilities may be amended through appropriate consultation from time to time.

Person Specification

Teacher of Science

Permanent – Full Time – Start: 31 August 2017

In order to effectively undertake the above role (see job description) the following attributes have been identified as important for the post holder to have.

Mode of Assessment	A = Application I = Interview C= Certificate	Essential	Desirable
Qualifications			
A C	Recognised teaching qualification in Science	X	
A C	Good honours degree in related subject	X	
A C	Other relevant diplomas or qualifications		X
Experience			
A I	A-Level teaching experience	X	
A I	A good knowledge of secondary curriculum issues	X	
A I	Evidence of successful use of ICT within teaching and learning	X	
A I	Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders/pupils	X	
A I	Proven record of raising standards of achievement, sustaining improvement and eliminating underachievement		X
A I	Recent experience of working in a mixed-sex multi-cultural comprehensive setting of a comparable size		X
	Working with external partners/ institutions		
Skills			
A I C	Ability to teach 'A' Level Science	X	
A I	Ability to teach Science to all levels up to GCSE	X	
A I	An excellent communicator	X	
A I	Ability to work in a team	X	
A I	Ability and willingness to share own good practice and encourage others to do the same	X	
A	A rigorous approach to self-review performance and professional development	X	
A	Creative and innovative skills	X	
A I	Effective team worker	X	
A	Ability to prioritise and meet deadlines	X	

Leadership & Management			
I	Share and develop commitment to the school ethos and vision	X	X
A I		X	
A I	Be a member of an effective team	X	
A I	Motivate pupils	X	
A I	Be flexible in all aspects of work		
	Contribute to strategic planning process		
Teaching & Learning			
A I	Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent student outcomes	X	
A I	A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes	X	
A I	A commitment to seeking student views and encouraging them to be active partners in the learning process and within school life	X	
A I	Ability to closely monitor progress of students throughout a lesson and over time		
Attributes			
A	Excellent attendance and punctuality record	X	X
A	High level of integrity, honesty and fairness	X	
A I	Lead by example and model excellent practice	X	
A I	Ability to communicate orally and in writing	X	
A I	Energetic and positive outlook		
A I	Commitment to extracurricular activities		
Safeguarding Children			
A I	Ability to maintain appropriate relationships and personal boundaries with children and young people	X	
A I	Emotional resilience when working with challenging behaviours and appropriate attitude to the use of authority to maintain discipline	X	

These attributes will be identified by means of the application, interview and references as appropriate.

Roundhay is committed to safeguarding and promoting the welfare of its pupils, expect all staff, and volunteers to share the commitment. Appointments will be subject to an enhanced DBS disclosure.

Department Overview

SCIENCE

Departmental Vision

Roundhay Science department is dedicated, hardworking and motivated to provide outstanding teaching and learning to all students so that they make excellent progress in their studies, achieve their targets and develop the skills necessary to become confident and literate in science.

Teaching and learning

We strive to deliver outstanding lessons and are resolute in maintaining this high standard. To do this we regularly run internal CPD that led by an inspirational and outstanding teacher. CPD is also delivered by teachers, who are themselves excellent practitioners, by using both tried and tested teaching methods and newer strategies and technologies. Our lessons aim to be inspirational and incorporate active learning strategies. Student progress is closely monitored before, during and after lessons to ensure that every child makes above average progress.

The Team

The Science Team comprises thirteen specialist science teachers, a science interventionist/ senior technician and two full-time technicians. There is a wealth of experience, enthusiasm and a strong commitment to teamwork. All members of the department teach across the ability range. All members of the science team are quick to assimilate new ideas and effective strategies and are keen to share ideas and support each other. There is always a friendly and supportive atmosphere.

Facilities

There are twelve purpose-built laboratories with interactive smartboards. All teachers have an allocated laboratory. There is also a science office/ workroom with a library of resources and a networked photocopier exclusively for the use of Science. Within the centre of the Science Department, there is an ICT room that can be booked for class use. There is also a trolley of wirelessly networked laptops for use in the department with data logging equipment and associated software and each pair of laboratories has access to 10 iPads.

Curriculum

KS3

Students currently follow a 2-year program based on the ASE's Upd8 Wikid scheme. Classes are taught in mixed ability groups and receive three one-hour lessons per week, normally from a single teacher. Results in recent years have been excellent, exceeding both local and national targets.

KS4

Students follow a 3-year program. Classes are set and results have been steadily improving over the last 3 years.

- **Year 9**

All students begin studying for their GCSE in Science following the AQA trilogy specification.

- **Year 10 and 11**

Set 1 students choose to study Chemistry, Physics and Biology. (Split over 14 periods per fortnight, taught by specialist teachers)

Sets 2-5 students study AQA trilogy. 8 hours per fortnight.

KS5

We have a very successful Sixth Form and provide A-levels in AQA Physics, Biology and Chemistry; we currently also offer award BTEC Applied Science.

Achievements in 2016

GCSE Results		A-Level Results	
A*-C Further Additional	87%	A*-C (Biology)	66%
A*-C Additional		A*-C (Chemistry)	67%
	61%	A*-C (Physics)	87%
A*-C Core	66%	A*-C (applied science)	50%

Extra-Curricular/ Community Involvement

The entire science team contribute in several ways to extracurricular activities including the running of a successful science club, revision sessions, catch-up sessions and tutorials. There are also many trips and visitors organised to enrich the curriculum and promote interest in science beyond KS4.