



FRAMWELLGATE  
SCHOOL DURHAM

Turning potential into performance



**The Excel Academy Partnership  
Framwellgate School Durham**

**Teacher of Biology**

**Candidate Information Pack**

**Salary – MPS**

**Start Date – 1 September 2018**



**FRAMWELLGATE SCHOOL DURHAM  
TEACHER OF BIOLOGY  
MPS**

**Required from 1<sup>st</sup> September 2018**

We wish to appoint an inspirational and highly motivated teacher of Biology to make a real impact in this rapidly improving school. Over the period since our last Ofsted inspection in November 2015 we have made significant progress. A new Headteacher and thirteen new teachers (including seven NQTs) took up post on 1<sup>st</sup> September 2017, and four new senior leaders took up post on 1<sup>st</sup> January 2018. With solid foundations now in place, the opportunity to play a significant role in leading the school back to 'Good' and on to 'Outstanding' is both exciting and realistic.

The successful candidate will possess energy, vision and enthusiasm and believe that every young person deserves the very best education. A commitment to raising achievement, and a willingness to learn, train and develop as a teacher are all essential. We can offer you an environment where student behaviour is excellent, prior attainment levels are amongst the highest in the North-East and our students and staff are a pleasure to work with.

Framwellgate School Durham is a medium size 11-18 co-educational, non-selective secondary school within a Multi Academy Trust. There are 1,015 students on roll. The school was designated as a Science College in 2003 and converted to Academy status in 2011. In 2016 the school was awarded a grant of £2.4 million to create a purpose-built sports complex. This was opened in September 2017, making FSD a hub for sporting excellence in the region.

If you would like to arrange a visit prior to submitting an application please contact Fiona Thompson, Executive Assistant [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com) to make arrangements.

The available dates for a visit are **Tuesday 16<sup>th</sup> January at 2pm or Thursday 18<sup>th</sup> January at 9am**

**The closing date for applications is 12.30pm on Monday 22<sup>nd</sup> January.**

**Shortlisting will take place on Tuesday 23<sup>rd</sup> January and shortlisted candidates will be contacted soon after. Interviews are scheduled to take place on Friday 2<sup>nd</sup> February.**

Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS and Section 128 clearance will be required for this post, together with completion of a pre-employment health questionnaire.

**The Excel Academy Partnership  
at Framwellgate School Durham**

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## **Letter of Welcome from Andy Byers, Headteacher**

Dear Applicant

I am delighted that you are interested in this post. Framwellgate School Durham (FSD) is a fantastic school which has had a rough two or three years. I joined the school in September 2017 and have appointed a new Deputy Head, 2 new Assistant Headteachers, and a Director of Safeguarding, all of whom took up post in January 2018. Working alongside our other talented and experienced staff, the potential is there to make the school truly outstanding.

Our 2016 outcomes were below average but the intake of students at key stage 2 is on a par with most of the high performing schools in the region. Student behaviour is excellent and we put a great deal of emphasis on ensuring that teachers can work in an environment where students want to learn. The strength of the school has always been its caring ethos and strong community links, and these remain.

I am looking for teachers who are passionate about their subject and who enjoy working in a team, to help us to rapidly improve outcomes. I think this is an incredible opportunity and hope you will too; you must be able to work in effective teams and demonstrate resilience, humour and enthusiasm. You must never settle for second best. I will guarantee you our time and support and a fabulous place to come to work every day.

If you are able to, please come and visit. I'd love to talk to you in more detail about our plans and if you haven't visited the school before, I think you will be impressed with many aspects of it. You might also want to decide whether you can work with us! If you can't make a visit we won't hold it against you (honest!) and would still be delighted to receive an application.

In your application, please try to focus on what makes you an effective teacher (or why you want to become a teacher if you are still training). Tell me why you are passionate about your subject and make me feel like I am reading about you; try not write a generic letter which ticks the right boxes but doesn't tell me what you are like as a teacher or colleague.

I am also very interested to learn about what else you can offer the school. I am sure that the thing you remember most about your own time at school was the sports team you played in, the trips or visits you went on, or the school production you were part of. We need our staff, whatever subject they teach, to share their passions (human rights, music, sport, the environment, outdoor education, drama etc.) with our students so that our extra-curricular offer is truly special.

We have changed so much already this year (13 new teachers including 7 NQTs, a new sports centre, a new school day, dedicated and extended CPD time each week, a new website) and have much more planned for 2018 including a new curriculum. Developing teachers in a supportive environment is at the heart of what we do.

Finally, one of you reading this will become a Biology teacher in a fantastic school next September. You will love it. Good luck with your application.

Yours faithfully,

Andy Byers  
Headteacher



## About the school

Framwellgate School Durham (FSD) is an 11-18 school which was granted academy status in 2011. There are currently 1015 students on roll with 157 in the Sixth Form. It serves the population to the north of Durham city, primarily from the Newton Hall estate, but we attract students from a wide surrounding area and around 30 feeder primary schools. We are a high achieving 11-18 academy with a strong track record in both provision and outcomes. We are fully committed to the students in our care, and work to ensure that both the pastoral provision and quality of teaching is the very best.

## Aims and ethos

Framwellgate School Durham is a community that values learning and celebrates achievement. It is tolerant, ambitious, successful and innovative. We seek to shape our young people into being confident, creative and rounded individuals who have an intellectual curiosity, a rigorous approach to learning, and a strong moral compass. We are an inclusive comprehensive school with high expectations for staff and students alike and we place a high priority on the development of our students as inquisitive thinkers with enquiring minds.

For all students we aim to:

- Provide academic rigour and challenge to raise aspiration and foster ambition;
- Instil the academic and social skills necessary to take the next steps in education or employment;
- Inspire them to be creative and entrepreneurial;
- Encourage the skills of research, enquiry and independent learning;
- Provide individual support to overcome barriers to learning;
- Instil community responsibility and respect for others;
- Be inclusive and value diversity;
- Help them to become morally responsible and proactive citizens.

## The curriculum

We are committed to providing a curriculum which responds to the needs of the individual student whilst ensuring access for all to a broad and balanced range of educational experiences. For many students, this means learning with us from 11 to 18. We view this as a continuous, coherent journey and see one of the most important functions of learning, during any key stage, as being to prepare students for the next one.

We are in the process of reviewing our curriculum for September 2018; hence the need for this appointment. Our intake is well above national average ability. Consequently, we must ensure that our provision stretches and challenges our more able students. In addition, we are very aware that whilst all our students have needs, some have more significant barriers to learning. We are an inclusive school, and through the work of the Achievement Centre, we seek to remove or minimise any barriers to learning that our students may have, be they emotional, physical or academic.

At Key Stage 4 students are guided to progression routes, linked to future aspirations, designed to offer choice within a supportive structure tailored to meet their needs. At KS5 we offer A-level and BTEC courses. In Year 12 we are proud of our Internship Programme which offers students opportunities and experiences in the areas of STEM, Medical Science, Law and Politics and Sports and Business Leadership. These programmes are supported by a wide range of regional and national partners to offer students rich learning experience linked to a particular career area. Nearly all our Year 13 students progress to university, most choosing to study at Russell Group universities.





### **Pastoral Care and Support**

Pastoral care is a strength of the school. This was recognised by Ofsted in 2015. All students are placed in tutor groups and houses. The tutor is the first port of call for all students throughout their school career. Within each house, tutor groups are organised in year groups. We have an active Student Leadership Group and through the house system, students of all ages take part in a variety of activities which promote community and school cohesion. In 2015 inspectors praised student behaviour. They said that students "show respect for each other, whatever their background. They behave well during lessons and social time and they feel well cared for, safe and secure."

### **Teaching and Learning**

Since the 2015 inspection a lot of energy has gone into improving classroom practice. All teachers now plan their lessons according to a Learning Cycle. This has brought more coherence to lesson planning and greater consistency between directorates (our name for faculties). We place a very high priority on developing our staff professionally. Middle management training has been a strong focus this year. There is an extensive programme of CPD opportunities which seeks to support staff to identify their development needs and move forward in their practice. Through the annual conference, CPD pathways and individual bespoke programmes, teachers are actively supported in their role. Developing the craft of teaching is at the centre of everything we do as a school and there is a 'buzz' about teaching within the staff. The development of teaching is supported through appraisal, CPD, and supportive lesson observations. The support for NQTs is exceptional.

### **The Website and Social Media**

Our new website ([www.framdurham.com](http://www.framdurham.com)) is still a work on progress but I think it gives an insight into the school and I would encourage all prospective applicants to look at it; in particular, the Curriculum section provides detail about the courses we offer and the subject content we teach. Most directorates (our name for departments) have an active twitter account and you may be interested in the Headteacher account (@framheadteacher) and teaching and learning account (@framteaching).

### **The Science Directorate**

The Science Directorate, led by Andy Gargett, is very popular and successful. Staff are very supportive of one another and are passionate about their subject. The successful candidate would be joining a team of 10 other colleagues with a range of experience, including two recently qualified teachers.

### **Finally.....**

We can offer the successful candidate:

- A great school to work in with huge potential for change;
- A talented and committed staff dedicated to securing the best outcomes for our students;
- A vibrant local community, loyal to the school, with very strong relationships between staff, students and parents;
- The opportunity to help FSD on a journey to become 'Outstanding' and one of the best schools in County Durham

Good luck with your application.

**Andy Byers, Headteacher**



## **Job Description: Teacher (MPS and UPS)**

### **Responsibilities**

To carry out the responsibilities of a subject teacher as outlined in the Teachers' Standards and career stage expectations, and all responsibilities of the school in relation to the health and safety/safeguarding of students and staff. These activities include:

#### **1. Teaching**

- Set high expectations
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons in the classes you are assigned to
- Teach within the context of the directorate's plans, curriculum and schemes of work
- Prepare students for internal and external examinations
- Adapt teaching to respond to the needs and strengths and needs of all pupils
- Direct and supervise support staff assigned to you or the students in your classes

#### **2. Impact on educational progress of own students.**

- Set high expectations which inspire, motivate and challenge students
- Promote good progress and outcomes
- Meet targets for the students in your assigned classes & monitor progress against these targets
- Makes accurate and productive use of assessment
- Report appropriately to parents on student progress in line with the school's assessment calendar
- Monitor standards of behaviour and apply whole school and directorate policies;
- Support the work of the directorate in planning and implementing strategies for improvement (including intervention and revision sessions)
- Mark work and provide written feedback to students on a regular basis and in line with the whole school/directorate policy

#### **3. Whole School**

- Participate in professional development activities, maintain and develop expertise, and share this with others;
- Contribute to the development, implementation and evaluation of the school's policies, practices, and procedures in such a way as to support the School's values and vision
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Participate in arrangements for your own appraisal
- Communicate appropriately with pupils, parents and carers, and other colleagues in school
- Contribute to the wider life of the school either through the school's extra-curricular activity programme and/or by supporting colleagues and students with their work and development
- Promote the safety and well-being of students at all times (in line with school safeguarding policies)
- Ensure that health and safety procedures & guidance applicable to your subject/classes are followed

#### **4. UPS Teachers**

- Ensure you are highly competent in all elements of the relevant standards (taking account of career stage expectations) and that your achievements and contribution are substantial and sustained;

This generic job description may be accompanied by an annual, negotiated plan for UPS teachers indicating the areas they will contribute to educational progress beyond their own students.



### Person Specification: Teacher of Biology

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree in Biology or a related subject</li> <li>DfE recognised teaching qualification such as a PGCE or equivalent.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>Recent and relevant experience of teaching Biology at secondary level up to 16. A recent or current PGCE course is sufficient to meet this requirement</li> </ul>	<ul style="list-style-type: none"> <li>Recent and relevant experience of teaching Biology to post-16 students. A recent or current PGCE course is sufficient to meet this requirement</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to inspire, motivate and challenge students</li> <li>Ability to plan and teach well-structured lessons which achieve outcomes which are at least good and are often outstanding</li> <li>Ability to meet targets for the students in your assigned classes</li> <li>Ability to work closely with a team of teaching colleagues in your directorate to prepare, resource and teach your subject</li> <li>Ability to communicate effectively with students, parents and colleagues showing respect for others and professionalism at all times</li> <li>Ability to adapt teaching to respond to the strengths and needs of all students</li> </ul>	<ul style="list-style-type: none"> <li>The vast majority of the teaching will be Biology (the directorate is currently short of teachers with a Biology specialism) but there will be some general science teaching to younger year groups and the ability to teach other subjects is always useful</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Contributes to the wider life of the school</li> <li>An able and dynamic teacher who is willing to contribute positively and imaginatively to this successful directorate, demonstrating humour, energy and resilience. We are looking for someone with the capacity to develop quickly into a consistently outstanding teacher</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to contribute regularly to our extensive extra-curricular activities programme</li> </ul>

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### **The Application Process**

Please complete the Application Form available from TES online.

#### **Guidance on completing the application form:**

Candidates are requested to complete the application form in full. Section D towards the end of the form requires you to set out thorough evidence of how you meet the criteria included in the Person Specification. This will be used in the shortlisting process. This section should be no more than 1,000 words.

#### **Letter of application:**

In addition to the application form and evidence described above, you will need to submit a letter of application. In this letter you should explain how your experience as a teacher or trainee teacher prepares you for this role, the skills and qualities you believe you can bring to the job, what you can offer FSD, and why you are excited to be applying to our school. The letter should be no more than 1,500 words or two sides of A4.

Your completed application form should be emailed 'in confidence' to [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com) by **12.30pm on Monday 22<sup>nd</sup> January**. All applications will be acknowledged by email.

**Shortlisting will take place on Tuesday 23<sup>rd</sup> January and shortlisted candidates will be contacted soon after. Interviews are scheduled to take place on Friday 2<sup>nd</sup> February.**

If you would like to arrange a visit prior to submitting an application please contact Fiona Thompson, Executive Assistant [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com) to make arrangements.

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