



CFS
COBHAM FREE SCHOOL
OPTIMUM OMNIBUS *The best for all*





Teacher of Science

Full time – (Job share considered)

Job Profile and Person Specification

Optimum Omnibus

"The best for all"



About the school

Cobham Free School is an independently run, publicly funded school, which opened in September 2012 with its first infant cohort and has now grown to admit pupils up to - and including - Year 10 across the all-through school.

The school is popular, consistently oversubscribed and will now continue to grow year on year to admit pupils up to and including sixth form.

The school achieved a "Good" rating in all areas for its Ofsted inspection in September 2017. One of the report's many highlights included the inspector comment: *"Leaders have created a culture of high aspirations for all. Staff are committed to the ambitious ethos of the school and provide good support for their pupils."*

Cobham Free School Junior and Senior Departments will move to a large modern campus in the heart of Cobham in the next few years, the Senior Department is currently temporarily located in Molesey, where this position will be based initially.

About the role

The Governors and Senior Leadership Team wish to appoint a well-qualified, dynamic individual as a Teacher of Science, Senior Department. Candidates seeking a part time job share role are welcome to apply, as are NQTs.

As a growing school, we can offer opportunities for development in a supportive and innovative environment. There may also be an opportunity to apply for a Head of Year position.

Applications should be made using the application form available our website http://www.cobhamfreeschool.org.uk/jobs and should be submitted ***before Monday 19th March 2018***. Visits to the school are warmly welcomed.

Cobham Free School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

All appointments are subject to an enhanced DBS check.

Job Profile
Teacher of Science

Job Purpose:

To teach Science throughout the Senior Department, providing a high quality educational experience for all pupils. To be an effective professional, who possesses thorough curriculum knowledge, can teach and assess effectively, is a reflective practitioner and whose students who make rapid and sustained progress.

Accountable to:

Head of Science Department, Director of Studies and Head of Senior Department.

We can offer:

- A competitive salary dependent on experience;
- A strong vision based on innovation and best practice from the state and private sector;
- A real commitment to Continuous Professional Development;
- A supportive Senior Leadership Team who are passionate about education and welcome ideas;
- Small class sizes of 24 pupils, in a happy and busy environment where children behave well and enjoy their learning;
- Free school lunches and holidays generally aligned to the independent sector;
- An innovative approach to ICT where all students have access to Chromebooks and use the Google Apps for Education platform, and;
- A unique opportunity to have the freedom to develop a modern curriculum based on our in-house Cobham Free School Learner Profile.



Key Accountabilities

Teacher of Science

Teaching and Learning

To teach students by planning teaching to achieve progression through:

Identifying clear teaching objectives and specifying how they will be taught and assessed;

Setting tasks which challenge students, ensure high levels of interest and are appropriately differentiated;

Setting clear and personalised targets that build on prior attainment;

Making provision for students who have special education needs or disabilities, are gifted and talented or who have other specific individual needs;

Providing well structured lessons that have pace, motivation and challenge;

Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;

Using a variety of teaching methods to create a dynamic, engaging and enjoyable learning environment;

Ensuring students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;

Evaluating own teaching critically to improve effectiveness;

Use ICT and Google Apps platform to effectively support teaching and learning;

To promote the CFS Learner Profile and values.

Planning

To ensure that all lessons are thoroughly planned and explicitly linked to the Cobham Free School learner profile;

To produce dynamic, detailed schemes of learning for current and future cohorts based on guidance from Director of Studies/SLT;

To plan how subject specific trips and other opportunities to learn beyond the classroom can be built into schemes of learning;

To ensure planning effectively uses the potential of the Google apps platform;

To review medium and long term plans in collaboration with other staff, taking into account school policy and advice, together with guidance and directives from Department of Education.

Assessment

To systematically assess, monitor, record and report on the learning needs, progress and achievements of students to ensure each child has the opportunity to maximise their potential;

To diagnostically mark and monitor students' work and set targets for progress;

Assess how well learning objectives have been achieved and use this information to inform planning and improve specific aspects of teaching;

To contribute to developing a school specific assessment framework (life without levels!);

To provide the SLT and Director of Studies with relevant information relating to pupils and progress;

Key Accountabilities

Teacher of Science

Assessment (cont)

Undertake assessment of students as required by examination bodies and school procedures;

Prepare and present informative reports to parents;

Work with the Director of Studies and SLT in formulating a school wide approach to how assessment should be used as a tool to improve learning.

Development of the subject

To take a lead role in promoting good practice in your subject area across the school;

To actively promote your subject area through contributing to events, trips, assemblies, the extracurricular programme and school website;

To be aware of current curriculum developments in regard to the subject area.

Managing Resources

To audit resources on a regular basis and work with other staff to assess further requirements taking account of budget constraints;

To maintain an ordered attractive classroom;

To contribute to high quality, frequently updated displays;

To organise, direct and support the work of the learning support assistants.

General School Duties

To contribute to the development, implementation and evaluation of school policies, practices and procedures to support the school's values and vision;

To be responsible for promoting and safeguarding the welfare of students and liaising with the designation Child Protection Liaison Officer(s) as required;

To carry out break and supervisory duties as designated by the Senior Leadership Team;

To attend school staff, parent and other meetings outside normal school hours as required;

To take part in marketing and liaison activities, such as open evenings and events with partner schools;

To participate/lead off site activities including residential trips as required;

To offer up to two after school extra-curricular activities each week;

To participate in the wider life of the school;

To have a commitment to equality of opportunity and inclusion.

Key Accountabilities

Teacher of Science

Other Responsibilities

To secure a good standard of student behaviour and manage behaviour in a firm but caring way, taking into account the personal, social and emotional needs of pupils;

To encourage good manners on and off-site;

To be a point of contact for pupils and parents in regards to subject related issues;

To work with other staff to identify relevant school improvement issues and continue to develop the curriculum;

To participate in arrangements for the review of own performance and in opportunities for professional development;

To have a working knowledge of teachers' professional duties and legal liabilities;

To establish effective working relationships and set a good example through personal and professional conduct;

To liaise effectively with SLT, staff, parents and governors;

To cover for absent colleagues if required.

Form Tutor Responsibilities (if applicable)

To promote the general progress and well being of individual students and of the Form Tutor Group as a whole;

Liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system;

Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life;

Contribute to the preparation of action plans, progress files and other reports;

Alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;

Communicate as appropriate with parents/carers of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with staff;

Contribute to PSHE, citizenship, collective worship and enterprise as required and according to school policy.

Whilst every effort has been made to outline the key duties and responsibilities of the post, every task undertaken may not be identified in this job description. Staff will be expected to act in a professional capacity and be receptive to any reasonable request.

Person Specification
Teacher of Science

	Essential	Desirable
Qualifications & Training	A good undergraduate degree relevant to subject specialism Qualified Teacher Status Experience of recent professional development	A first or 2:1 Degree Evidence of commitment to continuous professional development
Knowledge & Experience	Experience of teaching subject specialism in a private or state secondary school Knowledge of what constitutes high quality teaching and learning in the subject area Experience of using data effectively to raise achievement Thorough, up to date knowledge or a range of teaching, learning and behaviour management strategies and how to implement these effectively Knowledge of approaches to assessment	A track record of achieving outstanding GCSE and A Level results Experience of writing schemes of learning Knowledge of the current OFSTED framework for secondary schools Knowledge of ICT software relevant to subject area Experience of developing subject specific SEN and Gifted and Talented provision Able to use a VLE to enhance the learning experience
Skills & Abilities	Able to plan and prepare effectively Able to regularly deliver high quality, differentiated and challenging lessons that meet the specific needs of students and facilitate good progress Experience of integrating ICT into subject delivery Able to use data effectively	Recently been rated as good or outstanding Confident in use of ICT to enhance the curriculum Has the skills to engage with parents and members of the wider community

	Able to cater for students with a range of abilities, learning styles and needs Able to communicate to a high standard orally and in writing	
Personal Qualities	Flexible Innovative Collaborative Hardworking Positive attitude Good interpersonal skills Believes that all students can achieve regardless of background High expectations of students Organised and conscientious Energetic and willing to contribute in a range of ways to a busy school	Keen to embrace a range of innovative approaches to teaching and learning An inspirational teacher Dedicated professional, happy to go the 'extra mile' Someone who wants to make a difference to the lives of student and sees teaching a more than just a job Reflective with a relentless desire to develop as a practitioner
Equal Opportunities	Has a clear commitment to equal opportunities and inclusive education	
Safeguarding	Demonstrates a clear knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, students and young people Displays a strong commitment to the protection and safeguarding of students A satisfactory enhanced DBS check	