



**HAZEL GROVE  
HIGH SCHOOL**



Head Teacher: Mr M. Sibson, Jacksons Lane, Hazel Grove,  
Stockport, SK7 5JX

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# Teacher of Science

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Recruitment Pack

April 2018



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**HAZEL GROVE  
HIGH SCHOOL**

Believe

Achieve

Succeed

## Teacher of Science

**Permanent · Full Time · Teacher's Main Pay Range · Start 1st September 2018**

Hazel Grove High School has a vacancy for an ambitious and enthusiastic Teacher of Science to join our very successful team. This is an ideal opportunity for an NQT seeking their first post in an exciting and innovative school or an experienced teacher looking for a new opportunity. The successful candidate must be willing to work in a strong Science department, show a passion for their subject, be committed to high standards and be prepared to fully embrace innovative approaches.

### We can offer you:

- negotiable starting salary for outstanding candidates
- an opportunity to join our talented team as we continue to rise as an established and successful 11-18 school
- the opportunity to work within a strong Science Department
- a supportive and friendly working environment
- a chance to work with our fantastic young people
- a rich programme of CPD to prepare for middle management and promotion to senior management
- childcare salary sacrifice scheme
- reduced gym and fitness class membership in our on site Sports Centre
- auto-enrolment into Teachers' Pensions

For a full recruitment pack and application form please visit the vacancies page of our website [www.hazelgrovehigh.co.uk](http://www.hazelgrovehigh.co.uk) alternatively please contact Mrs Michelle Hertel on 0161 456 4888.

Should you wish to discuss this vacancy further please don't hesitate to contact us. Completed application forms can be sent to [recruitment@hazelgrovehigh.co.uk](mailto:recruitment@hazelgrovehigh.co.uk)

Unfortunately we do not accept CV's as a method of application, please do not apply if you have previously submitted an application in the past six months for this post.

**Closing date: 9am, Monday 23rd April 2018**

**Interview date: TBC**

The successful applicant's appointment will be subject to satisfactory references and Enhanced Disclosure and Barring Service check.

Hazel Grove High School is an equal opportunities employer and we are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.



April 2018

Dear Applicant,

Thank you for your interest in this vacancy. We will soon be shortlisting and interviewing after the Easter break so I hope the information provided will give you a good sense of where we are heading as a school and why I hope you would consider being a part of the continuing success of this school.

We are ideally looking to appoint a newly qualified teacher however we would welcome applications from all interested candidates regardless of your current level of experience. The following information is designed to help those considering their first teaching job.

### **The post**

The post is to start teaching with me and the team here in September 2018. I stress the word "team" as you will be well supported to develop professionally. My view is that this interview may not just result in appointing a teacher of Science for September, we are potentially appointing a future Head of Department, Assistant Headteacher, Pastoral Leader, Deputy Headteacher or even future Headteacher, depending on your ambition.

In short, we will support your ambition however lofty that may be, but first will be about helping you pass the first year of teaching. I have included some frequently asked questions that I hope will help you in submitting your application to Hazel Grove High School and Sixth Form.

### **What's working at Hazel Grove like?**

Hazel Grove High School is an 11-18 converter academy with an excellent track record of student attainment at GCSE and a growing success record at AS and A2 level. Our Sixth Form opened in 2013 and now has close to 100 students across the two phases.

We currently offer a wide variety of Science courses including A Level Biology, Chemistry and Physics. At Key Stage 4 we teach the Core and Additional route alongside the Triple Science option for the most able scientists. At Key Stage 3 we teach the three discrete sciences. STEM club, forensic days and science weeks are just a small part of a strong extra-curricular offering.

We do extremely well academically, we keep our children and staff safe, we work hard but we do it all with a smile on our face and try to have fun at the same time. Teaching for us at Hazel Grove is more than just a job - it's a vocation. My role is to make sure I am providing a school which is enjoyable to learn and to work. I believe we are doing just that. Our children are delightful and well behaved. Our staff are like one large family, you would be joining a school aiming high but at the same time maintaining perspective and not placing the enjoyment of coming to work and school at the expense of becoming an exams factory driven by headline figures.

You would be joining a school that has inclusion at the heart of everything that we do. We are very proud of our main school, our Sixth Form and we are very proud of our Resource Base Unit on site which teaches 20 children with severe learning difficulties. In truth you can be teaching "P" levels in one lesson and "A" levels the next. No two days are the same, for me and many of the staff here – you will be doing the best job in the world at a school which will support you both in and out of the classroom.

### **What will I teach?**

You will have your own Year 7, Year 8 and Year 9 groups along with your own GCSE Option classes in Year 10 for your specialised subject. These will be your classes and we guarantee that you will then see them through to Year 11. For example if you were a biologist you would never be asked to cover AS level Physics and Chemistry but you may at some point be teaching the GCSE elements of these other courses, however training will be provided where this might be the case.

Alongside this as part of your professional development we encourage you to join in with team teaching AS and A2 level alongside another teacher.

### **Will I be a form tutor?**

Yes, you will be a form tutor to a new Year 7 group joining the school as you do in September 2018.

### **How does Hazel Grove support NQT's?**

In a number of ways, we place a very high importance in supporting you through what will be an enjoyable but exhausting year. There are weekly teach meets where you will continue your training with our professional mentor and Deputy Headteacher Miss Cherry Franklin who can be contacted at: [c.franklin@hazelgrovehigh.co.uk](mailto:c.franklin@hazelgrovehigh.co.uk). These training sessions are with our other NQT's and a good team spirit is developed, these meetings are designed to help you through the year.

You are provided with a subject mentor who will help you to evidence those all-important NQT standards. We provide plenty of opportunities to watch lessons around the school, trail students and visit other schools up and down the UK. We also encourage you to join up with the NQT networks that are run by Stockport, these can be a great opportunity to share stories, practices and pedagogy.

<ul style="list-style-type: none"><li>• Planning lessons</li><li>• Behaviour for learning strategies</li><li>• AfL/Review</li><li>• Questioning</li><li>• The academic intervention process</li><li>• Starters: 'hooking' interest</li></ul>	<ul style="list-style-type: none"><li>• Differentiation: challenge for all</li><li>• Supporting students with SEN</li><li>• Using 'Lead learners' effectively</li><li>• Reflective Teaching</li><li>• Plenaries: evaluating learning</li><li>• Personal reflection</li></ul>	<ul style="list-style-type: none"><li>• Role of a Form Tutor</li><li>• The HGHS Pastoral system</li><li>• Effective Parents' Evenings</li><li>• Sharing good practice</li></ul>
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### **Can I have a look around or find out more?**

You will be given a full tour of the school if you are invited to interview so please do not feel you need to visit prior to this to make your chance of being shortlisted more likely. We shortlist solely on the quality of your application form. However if you wish to visit the school before you submit your application please contact Mrs Michelle Hertel, HR Manager on 0161 456 4888.

### **What is the application process?**

You will need to submit your application form by 9am, Monday 23<sup>rd</sup> April 2018. Following this a panel including myself and the Head of Science will read and score each application. We then shortlist the applicants we would like to see for interview. The interview date will be sent to you with a lesson title and a class to prepare a lesson for. You will be asked to teach this lesson and also attend a short interview. If you are successful you are notified that same day and from that point you are part of our family and our work with you starts from that point onwards. **In conclusion...**

I hope all that you have read has given you a small insight into our school and how we work. I have a completely open door policy and I do encourage applicants to drop me a personal line if you want to ask any questions about the post. My direct email is [m.sibson@hazelgrovehigh.co.uk](mailto:m.sibson@hazelgrovehigh.co.uk).

I wish you well in your application and hopefully look forward to seeing you at interview at Hazel Grove soon.

Yours sincerely

A handwritten signature in black ink that reads "M Sibson". The signature is written in a cursive, slightly slanted style.

Mark Sibson

Headteacher



## **Science Department**

Hazel Grove High School Science department is successful and well resourced; it has improved its GCSE results over the last 5 years and is one of the most successful departments within the School.

### **Results: GCSE 2016**

<b>Subject</b>	<b>A*-C</b>
Additional	79
Biology	100
Chemistry	100
Physics	100

### **Results: A Level 2016**

The department has been teaching A Level for the past 3 years and numbers taking the course, attainment and progress are improving. This is still a key focus for the department

- A2 Biology: 70% pass rate
- AS Biology: 100% pass rate
- Chemistry: 100% pass rate
- Chemistry: 100% pass rate
- Physics: 100% pass rate
- Physics: 100% pass rate

The Science department is committed to ensuring that all students not only achieve their academic potential in Science but also recognise the importance and intrinsic fascination of Science. The courses we offer have been chosen specifically to match the needs of all students in our school.

Classroom learning is supplemented by additional activities outside of the classroom such as the fortnightly STEM clubs for each year group and various trips. The department is currently planning A Level trips to CERN and Costa Rica and a KS3 trip to the Eurospace Centre.

## **The Science Curriculum**

### **Key Stage 3**

Includes Years 7 & 8

Year 7 & 8 have 7 x 60 minute lessons per fortnight cycle, they follow the current National Curriculum. We have written our own scheme of work based upon the Edexcel 5 year SoW.

### **Key Stage 4**

Includes Year 9-11

Year 9 have 9 x 60 minute lessons per fortnight cycle Years 10 & 11 have 9 x 60 lessons per fortnight cycle. Year 9 are just embarking on the new science 9-1 course through Edexcel. It will be decided who will follow the Combined or Separate Sciences route at the end of Year 9.

Years 10

The top two sets in Year 10 are working their way through Edexcel Separate Sciences. They will be assessed at the end of Year 11 and obtain a grade for each Science discipline. All other classes are completing Core and Additional Science with their GCSE final assessment at the end of Year 11.

#### Year 11

The top two sets are completing the OCR Gateway separate Science route. They will sit all of their exams at the end of Year 11. The other sets are completing the Core and Additional Science route having done Core in Year 10

### **Key Stage 5**

All A Level subjects have 8 lessons a fortnight

Biology study AQA

Y12: 2 classes

Y13: 1 Class

Chemistry study AQA

Y12: 2 classes

Y13: 1 Class

Physics study AQA

Y12: 1 classes

Y13: no class this year although it has run for the previous 2 years with a 100% pass rate

### **Staffing and Facilities**

The Science Department currently has 11 full time teachers (Inc. Head of Department) and one-part time teachers (80%). They are supported by three-part time science trained Laboratory Technician which allows two technicians to always be available to support. The Head of Department is supported by the Head of Biology, Head of Chemistry and Head of Physics. The team is a strong and friendly group and are ably supporting the development of 4 NQTs this year as well as rewriting KS3 and KS4 schemes of work. The department enjoy each other's company and are often the life and soul of staff socials.

There are 9 dedicated Science Laboratories and 1 small sixth form teaching room. All of the rooms are fully equipped with speakers, interactive whiteboards and/or flat tv screens. As the school grows our resources continue to grow and improve. There is 'bookable' access to full IT suites with subject specific software installed on the network.



## **Job Description**

**Post Title:** Teacher of Science

**Grade:** Teachers Payscale

**Responsible to:** Head of Science, Senior Leadership Link

### **Role Overview:**

To take responsibility for teaching and learning of the specified course within the key stage and plan lessons in line with national objectives. To keep up to date with developments within the subject area, new resources, methods and national objectives. The role also involves liaising with professionals, parents and carers. To carry out such associated duties as are reasonably assigned by the Headteacher.

### **Main Responsibilities**

#### **Teaching:**

- Plan and teach lessons to the assigned classes, to teach within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Participate in arrangements for preparing pupils for external examinations

#### **Whole school organisation, strategy and development:**

- Contribute to the development, implantation 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/or pupil development to secure co-ordinated outcomes.
- Subject to 'rarely cover arrangements', supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

#### **Management of staff and resources:**

- Direct and supervise staff assigned to them and where appropriate other teachers
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to them.

#### **Health, safety and discipline:**

- Promote the safety and well-being of pupils
- Maintain good order and discipline among pupils

#### **Professional Development:**

- Participate in arrangements for the appraisal and review of their own performance and where appropriate that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development and where appropriate that of other teachers and support staff.

#### **Communication:**

- Communicate with pupils, parents and carers

#### **Working with colleagues and other relevant professionals:**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school



## General

- To strictly observe the principles of confidentiality.
- Be aware of the responsibility for personal health, safety and welfare and that of others who may be affected by your actions or inactions.
- Support the School's implementation of all other current statutory requirements, e.g. Equalities Act, Equal Opportunities, Child Protection.
- Participate in new initiatives and future changes in service delivery improvements to support the objectives of the School.
- To fulfil personal requirements, where appropriate, with regard to School policies and procedures, health, safety and welfare, emergency, evacuation and security.
- To have responsibility for promoting and safeguarding the welfare of all students.
- The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment, to work positively and inclusively with colleagues and stakeholders so that the School provides a workplace and delivers a service that does not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.

March 2017

Reference No. of applicant \_\_\_\_\_



**Person Specification**

**Teacher of Science**

**March 2017**

CATEGORY	CRITERIA	ESSENTIAL OR DESIRABLE	SCORE SHORTLISTING	HOW ASSESSED
<b>EDUCATION, QUALIFICATIONS AND TRAINING</b>	A graduate with appropriate teaching qualification in Science	<b>E</b>		Application Qualification Certificates
<b>SKILLS, ABILITIES AND KNOWLEDGE</b>	A sound understanding of what constitutes effective teaching and learning within the classroom to provide challenge and support for all students	<b>E</b>		Application Interview References
	Commitment, energy, enthusiasm and an ability to motivate children	<b>E</b>		Lesson observation Reference
	A good understanding of classroom and behaviour management techniques	<b>E</b>		Lesson observation Reference
	Excellent communication skills	<b>E</b>		Interview Reference
	Good time keeping skills and an ability to work to deadlines	<b>E</b>		Application Reference
	Willingness to work as part of a team to implement and share new ideas	<b>E</b>		Application Reference
	Awareness of current thinking in the teaching of Science	<b>E</b>		Application Interview
	Commitment to continuing to develop as a professional teacher	<b>E</b>		Application Interview
	Ability to confidently use ICT / learning technology as an aid to teaching and learning	<b>E</b>		Application Lesson observation

	Willing to contribute to the school's programme of extra-curricular activities	<b><i>D</i></b>		Application Interview
<b><i>EXPERIENCE</i></b>	Experience in the delivery of Science (any discipline) at KS5	<b><i>D</i></b>		Application form Interview Reference

SCORES	Essential	Desirable
<b>Shortlisting Totals</b>		
<b>Interview Totals</b>		

Please ensure you read the 'Guidance Notes' in conjunction with the Job Description and Person Specification, when completing your application you will need to tell us how you meet the criteria. You will need to provide clear and concise examples of how you meet the criteria. During our initial shortlisting process we will score your application as follows:

3 points = Exceeds requirements  
2 points = Fully meets criteria  
1 points = Meets criteria (borderline)  
0 point = does not meet criteria/unable to evidence

**Shortlist applicant: YES / NO**