



Caldicot School
Ysgol Cil-y-Coed



Teacher of Science ***(Physics specialist)***

Required September 2021

Salary up to £41,604





Introduction

Welcome to Caldicot School

Thank you for your interest in the role currently advertised at our school. We felt helpful if we provided you with a personal perspective of the school to help you decide whether or not this is a place where you feel you would be happy, thrive and be able to contribute.

Caldicot is an 11-18 co-education school with over 1300 students in Monmouthshire. We are located between Chepstow and Newport and the school is easily accessible via the M4 corridor and on the northern side of the Severn Estuary. In September 2017, the school moved to a new £36m purpose-built site and now boasts some of the finest facilities in the country.

The both of us are relatively new to the school having joined in June and November 2019 respectively. During the last academic year, the school has successfully completed a number of changes to the structure and organisation of the school. This includes a full restructure of the leadership of the school, as well as a refinery of the curriculum offer. As a result, we believe this is an exciting time to join us on our journey towards 'excellence'.

The particular strengths of the school are, firstly, the students for whom, as you will see yourself should you visit us, are (on the whole!) happy, hard-working and positive about the school. In addition, we have a dedicated team of staff who work tirelessly to support the young people in our care.

As a school, we seek to ensure everyone is well cared for and, as a result, we laugh a lot and we really enjoy coming to work/school.

We have the highest expectations of/for all who work and learn at the school. Therefore, we are only looking to appoint the finest staff to work with our students. This is what they deserve!

We recognise that recruiting the finest staff is key to securing an excellent education and this is an exciting opportunity for the right person. The ideal candidate will be energetic, enthusiastic, ambitious and an excellent practitioner. This is a crucial role in the school's development and the appointed person would play a leading role in helping to shape the future direction of Caldicot School. We provide high quality training for all staff to ensure roles can be performed to the best of their ability, while preparing you for the next step in your career.

If you are up for the challenge of playing a significant role in helping us achieve this and have a core belief that all students, no matter what their background or ability, can achieve we would love to hear from you.

If you would like to come and see us in action, please feel free to make an appointment with Samantha Maunders, PA to Executive Headteacher/Head of School. We are open to visitors every day.

The very best of luck with your application and we very much hope to meet you soon!

Marc Belli
Executive Headteacher

Steven Grech
Head of School

In three of the last four years, outcomes for students in key stage 4 compare favourably with those of similar schools
Estyn





About Us

Vision, Ethos and Purpose

Founded in the late 1950s, Caldicot School has provided an education to families from within the town and surrounding areas for more than sixty years. We are oversubscribed in most year groups, and our sixth form is growing as performance at GCSE improves. Each year group is made up of approximately 240 students. The school also has a Specialist Resource Base for children with moderate to severe learning needs, which accommodates up to 55 students across the 11-18 age range. There are approximately 10 new students in Year 7 joining every September.

We deliver a broad and balanced diet of learning to students of all ages and abilities. There are a wide range of extra-curricular opportunities available to help stimulate students' minds and support healthy lifestyles. We strive to provide all members of the school to participate in sporting activities, in the form of recreational clubs or competitive teams. Our thriving rugby academy supports teams for boys and girls at each key stage. Other sporting disciplines including football, athletics, gymnastics and netball are very popular. There are plenty of opportunities for clubs in nearly all subject areas, as well as a substantial number of local and foreign visits. For example, to the Royal Mint in Llantrisant and to le Conseil Européen pour la Recherche Nucléaire (CERN) in Switzerland. These help support students' learning and personal development well.

Our vision, ethos and core purpose clearly shapes our behaviours and actions in supporting each member of our community as summarised below

Caldicot School is committed to achievement for all students through the promotion of excellence. We respect the rights of all individuals and aim to ensure all our students acquire the skills in readiness for adulthood.

We seek to ensure all our students are happy and safe; achieve their full potential; develop the skills, knowledge and understanding to take their place as responsible citizens in society. Our vision is to inspire students to value education as a life-long experience which will continue into the world of work and leisure.

At Caldicot, we promote the core values of honesty; tolerance; respect; and responsibility. This seeks to encourage students and staff to respect others within the school, our local community and wider society.



The school has a clear vision based around the motto 'Committed to Achievement'. This vision is well understood by staff and the school community
Estyn



School Performance

Committed to achievement for all



The curriculum is effective in meeting the needs of nearly all students in key stage 4 and those who return in the sixth form. It offers a wide range of academic courses and a few vocational options

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Caldicot is a large and busy school. Historically, results have been consistently in line with modelled expectations across all key stages.

While performance in 2018 and 2019 was much lower than expected, the significant strides were made during the 2019-20 academic year, prior to forced closure, strengthened the performance in public examinations. For example, the effective use of early-entry in English and mathematics based on stage rather than age meant that student achievements prior to March 2020 was already well above the final performance from the previous two-years. Therefore, we are confident they represent a realistic picture of student performance and provide a platform for future success.

In 2020, 87% of students achieved 5 or more A*-C grades at GCSE, with 70% including English and mathematics. Impressively, more than a quarter of students achieved 5 or more A*-A grades, with a capped points score (across the best 9 subjects, which include a mixture of core and non-core subjects) of 414. This is equivalent to, on average, every child achieving at least 9 B grades. These results, which include our specialist resource base, place the school well above the average performance locally, nationally and against schools of a similar profile. At A level, outcomes were also strong, with 25% of students achieving 3 or more A*-A grades, and most students achieving 3 or more A*-C grades. Many of these students left us to continue their studies at university throughout the country. However, we are most proud that every one of our students had a progression route to the next stage of their lives, regardless of pathway.

In 2018, Caldicot was inspected by Estyn. To access the inspection reports click on the highlighted link **Estyn Report**. At this time, the school was placed in a category of Estyn review. However, the significant changes made since June 2019 has led to rapid improvements. As a result, Estyn removed Caldicot from the list of those schools under review in December 2020.



Benefits

What we offer as an employer

We want to ensure that we attract the very best staff to work at Caldicot School to support our aspirations for all of our students. However, we also do all that we can to be an exemplar employer and we are pleased to offer a number of benefits to all staff.

The school actively seeks to invest in the **highest quality of training** for all teaching and support staff. Many of our teachers, with a broad range of experiences, are actively involved in classroom based action research, identifying the most effective strategies to impact positively on the outcomes and provision for students. This work is shared systematically across the school for the benefit of all.

We have an extremely supportive Governing Body that works closely with the Executive Headteacher, leadership team and other school staff to promote high standards of educational achievement and to drive the strategic direction of the school. Our committed team of talented staff, and a vibrant community of aspirational and hard-working students, makes the school a great place to develop as a practitioner.

We have **strong relationships** with the Local Authority, Education Achievement Service (EAS) regional consortia and Welsh Government. Caldicot School is a forward thinking community and constantly working with other schools to identify and implement the most effective strategies to raise standards.

Employees of Caldicot School have access to a number of other **benefits**. We allocate more than the minimum 10% planning and preparation time for teaching staff to ensure they have sufficient time to plan engaging lessons; free refreshments are provided for calendar events, such as parents' evenings etc; and all staff who work directly with students are issued with a school laptop. We work tirelessly to be an employer that invests in staff. As a result, staff are happy, motivated and successful.

As an equal opportunity employer, we welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age.



The school has strengthened systems for self-evaluation and improvement planning. As a result, leaders have developed a sharper understanding of the strengths and areas for improvement in their areas of responsibility. This has enabled them to secure improvements, while identify key development priorities

Estyn (Review Report, December 2020)



Monmouthshire

Living and working



As a professional learning pioneer school, Caldicot has contributed to the development of the new curriculum

Estyn

Caldicot is a town and community within picturesque Monmouthshire. Residents can visit a wide selection of castles in the region: from the mighty Chepstow Castle at the very entrance to Wales, to the isolated White Castle near Abergavenny. Watch them all burst into life, with staged banquets and civil war battles at Caldicot Castle, falconry at Raglan Castle, and medieval pageants at Abergavenny Castle. Enjoy the breath-taking scenery, fascinating heritage and wonderful hospitality of this border area, where Welsh and English influences blend.

Transport

Transport links to Caldicot, and the school in particular, are very good. As a result, a significant number of staff travel from the likes of Cardiff, Newport, Bristol and beyond. At the same time, there are a good number of staff who live within the local community.

By car

Caldicot is easily accessible from the M4, M48, M5 and M50 motorways, as well as many other major roads. Cardiff and Bristol are a short drive away, while most major UK cities can be reached within a two-hour period by car or train.

Birmingham - 90miles (1h 30min)
Bristol - 20miles (30min)
Cardiff - 25miles (35min)
London - 125miles (2h 20min)
Manchester - 170miles (3h 15min)

By Coach and Bus

National Express operates nationwide coach services to and from Newent, Chepstow, Gloucester, Ross-on-Wye and Monmouth. Further details can be found via [www.nationalexpress.co.uk/0871 781 8181](http://www.nationalexpress.co.uk/0871%20781%208181).

By Rail

The closest railway stations are: Caldicot and Severn Tunnel Junction. However, there is easy access to Abergavenny, Chepstow, Gloucester and Lydney. For further information, visit www.nationalrail.co.uk or call 03457 48 49 50.

By Air

Birmingham International, Bristol International and Cardiff International Airports all handle flights into the region from across the UK, Europe and the USA and are all located within a 90-minute driving distance.



Information

About the role and team

Science

As a core subject, all students follow mathematics up to and including GCSE level. Science is a popular subject at Caldicot School.

Standards at all key stages are consistently strong and students are enthusiastic about the subject. At post-16, each science discipline has good student numbers. Here achievement is also strong.

The science team is situated within its own designated area of the school site, which is based over two-floors and includes a 'super lab'. All classrooms are equipped with up to date technology including interactive boards and visualizers.

The successful applicant would be joining a dedicated team of science teachers. All new members of staff receive a very strong programme of induction, which includes an allocated member of staff to support with the operational elements of joining a new school, as well as a tailored support package to meet individual needs. All teaching staff are also issued with a school laptop.

The role would suit a newly qualified teacher searching for their first position or an experienced teacher looking for a fresh challenge in a different context.



The school has an inclusive and caring ethos
Estyn

Job Description

Job Title

Teacher of Science (Physics specialist)

Salary Scale

Salary* up to £41,604*

Line Manager

Head of Science

Job Purpose

To provide high quality teaching to raise student achievement within designated classes; and to provide pastoral care and spiritual growth opportunities to all students.

Key Responsibilities

As a classroom teacher

- To undertake any and all duties as laid out in the School Teachers Pay and Conditions Document; and professional standards for teaching and leadership (Wales);
- To plan and prepare lessons, schemes of work and assessment materials;
- To teach, according to their educational needs, students assigned to allocated classes, utilising key skills as appropriate;
- To control and oversee the storage of books and other resources required for class usage;
- To ensure positive behaviour management in accordance with agreed school policies, including the



administration of rewards;

- To set homework in accordance with agreed whole school and departmental policies;
- To monitor and assess student performance so that targets can be set for individual student improvement, including IDPs and One Page Profiles;
- To report to parents in accordance with the whole school policy;
- To contribute to departmental meetings, discussions and management systems necessary to co-ordinate the work of the department and integrate this into the work of the whole school;
- To participate in the Performance Management Review cycle as per the school policy.

As a form tutor

- To take the register each morning session and lead the daily act of worship;
- To provide general support and guidance to students and monitor performance in accordance with the school's policies;
- To monitor students' attendance and conduct and liaise with Heads of Year and Attendance Officer;
- To liaise with parents regarding issues as they arise; and
- To complete student reports in accordance with the schools policy on Assessment and Reporting.

Other

- To undertake any other duties, commensurate with the grade, as reasonably requested by the Executive Headteacher/Head of School.

Person Specification

The successful candidate will have the following key skills, experience and attributes

Qualifications and experience

- A subject specific degree;
- Qualified teacher status (EWC registration or equivalent);
- The potential to be recognised as an 'outstanding' classroom practitioner;
- An ability to be able to teach subject to all ages and abilities; and
- A proven track record of success in developing relationships with students, staff and parents.

Knowledge, skills and ability

- Firm knowledge and understanding of the of WJEC specifications at both GCSE and AS/A2 level;
- Strong communicator (both written and verbal);
- An awareness of the most effective developments in teaching and their impact on attainment;
- The intellect, passion and energy to enthuse and inspire students;
- A commitment to the pursuit of academic excellence and achieving the highest possible standards; and
- Commitment to partnership working and engaging meaningfully with other professionals.

Personal Qualities

- Commitment to the ethos, values and objectives of Caldicot School;
- A strong commitment to the wellbeing of all students;
- A passion for innovation and excellence in education;
- Ambitious, with a clear commitment to own professional development;
- Efficient, organised and confident;
- Capacity of hard work;
- Robust and enthusiastic, seeking to do what is best for the students; and
- Warm, caring and empathetic.

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced DBS Disclosure Check. Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise. Monmouthshire County Council operates a Smoke Free Workplace policy.



Partnership

Together we can do great things



Value for money is a measure of how well resources are being used to achieve intended outcomes. The inescapable conclusion is that the partnership provides 'excellent' value for money

Independent Review of Partnership

In June 2019, Caldicot School and The Bishop of Llandaff in Cardiff entered into a partnership agreement, which included a shared model of executive leadership. While each school retains its unique status, through **collaboration not competition**, the partnership is designed to develop the most effective practice in each school to secure the best provision, leadership and, ultimately, outcomes for both.

Our joint aims and aspirations seek to

- Provide clear benefits for the children of both schools;
- Share and develop staff expertise across both schools;
- Enable both schools, individually and collectively, to develop new and innovative ways of working;
- Raise the aspirations of students, staff, parents and governors; and
- Secure and sustain strong strategic leadership.

The guiding principle of this partnership is that both individual school maintains and develops their individual characters, ethos and distinctiveness. However, each will seek to use their differences to enhance the experience for children from both schools.

Leadership Structure

The Executive Headteacher has overall accountability for the strategic direction and performance of both schools. He shares his time across both school sites, working closely with school leaders, governors and staff to ensure the schools, individually, and as a collective, are performing in line with expectations. Each school has its own Head of School, who is responsible for the day-to-day leadership and management of the school.

Governance

Both schools maintain separate governing bodies who will exercise their own statutory roles and responsibilities. However, a Joint Partnership Committee ("The Partnership Committee"), with clear terms of reference, to oversee the performance of the partnership and Executive Headteacher.



Next Steps

Find out more

Method of Appointment

Please apply by **completing the appropriate application form** and, in no more than two sides of A4, write a **supporting statement** which meets the personal specification and outlines your

- **reasons for applying** for this position and an explanation of what you will bring to the role;
- **experiences to date** which, you feel, make you a suitable candidate for this role; and
- **strengths**, both personally and professionally.

All applications should be completed electronically and sent by email to Sam Maunders, Executive Assistant at samantha.maunders@caldicot.schoolsedu.org.uk, marked for the attention of Marc Belli, Executive Headteacher.

If you have not heard from the school within one week of the short-listing then the selection panel would have chosen other candidates, who they believe, best fit the profile for this post. While the school ensures all short-listed candidates receive feedback on their performance, unfortunately, the school is not able to provide feedback on other applications.

References

You are asked to give the names of two referees, one of which should be your current Headteacher/employer. We will contact the referees of short-listed candidates prior to interview.

Recruitment Timeline

Closing Date	12.00pm on 24 th February 2021;
Short-listing	25 th February 2021;
Interview	Week Commencing 1 st March 2021;
Start Date	1 st September 2021.

Contact Details

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Website

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**Teachers foster positive
working relationships with
students**
Estyn



