

Science Teacher (Chemistry) Information Pack

March 2020



We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to an enhanced Disclosure and Barring Service check. The Trust welcomes applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation.

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Sawston Village College
New Road, Sawston, Cambridge, CB22 3BP
Tel: 01223 712777 www.sawstonvc.org
11-16 mixed comprehensive academy, NOR: 1060
Principal: Mr J P Russell

Required for September 2020

SCIENCE TEACHER (CHEMISTRY)

Full or Part Time

MPS/UPS: £24,373-£40,490 (pro-rata for part time)

Sawston Village College is a high-achieving, successful 11-16 academy, with a reputation for innovation in teaching and learning, outstanding pupil behaviour and inclusive, caring values. A founding member of the Anglian Learning group of schools, we are situated just outside the beautiful city of Cambridge, offering first class professional development opportunities to our staff and a supportive, friendly environment in which to teach.

We are seeking an enthusiastic, creative and inspirational teacher of Chemistry to share their love of science with our pupils. This post will provide the successful applicant with a wealth of opportunities to develop their classroom practice and career, and applications are welcomed from newly qualified teachers as well as those with more experience.

To find out more about the post, please download an application form and information pack from our website at www.sawstonvc.org. Applications must be submitted on the College's application form. CVs will not be accepted. Requests for flexibility in working arrangements/patterns will be considered.

Closing date: Friday 3 April 2020 at 9.00 am

As a Science teacher working in Cambridgeshire you could qualify for the [Teachers' Student Loan Reimbursement Scheme](#).

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**Sawston
Village College**

Principal: Mr J P Russell

March 2020

Dear Applicant

Science Teacher (Chemistry)

Thank you very much for your interest in the above position. We sincerely hope that the information below and enclosed within this application pack will encourage you to apply to our friendly and vibrant school.

We are a very welcoming and highly successful school, one in which all staff are valued and all contribute to our strong caring ethos. Pupils are at the centre of all that we do but we can only succeed when all professionals work together, collaboratively and supportively, to ensure a positive, safe and calm learning environment in which all pupils can thrive.

Sawston Village College is an inclusive, comprehensive 11-16 academy, set on a picturesque open campus. It was the first purpose-built Village College in England and we are proud of the fact that it is still heralded as a model for community education, with over 1000 members of the local community visiting each week to participate in learning, sporting or leisure activities. We are also proud to be a founding member of the Anglian learning Trust, a family of like-minded schools serving over 5500 pupils from ages 3-19 in this region. The Trust affords us opportunities to learn from each other, prosper from outstanding leadership development and build strong professional networks to achieve ambitious objectives.

Our school's focus is the achievement and wellbeing of our 1060 pupils and in this we are performing consistently amongst the very best schools in the country. In 2019, the College achieved significantly above national averages at all levels including 62% gaining grade 5+ in English and Maths, 39% at grade 7 or above across all subjects and a progress score of +0.6. We are in the highest quintile for all measures. Academic success, of course, is only one measure and, as an Artsmark accredited school, we are equally proud of our extensive extra-curricular offer as well as our aim to help all pupils leave with confidence, enriched experiences and ambition for the future.

This success is based upon the following key principles. Firstly, a firm commitment to the belief that all pupils, regardless of ability or background, are able to achieve their potential and have the best opportunities to succeed in education, employment and life. Secondly, a determination to recruit, develop and retain the very best staff, by providing varied and exciting personalised opportunities for professional development, and a caring, supportive environment with an emphasis on teamwork, collaboration and well-being. Thirdly, a firm conviction that teaching and learning can only flourish where pupils are well behaved and respectful. Therefore, we have very high expectations and set exacting standards enabling staff and pupil to feel safe and happy. We provide outstanding pastoral care of our young people. Each pupil is a member of a vertical tutor group and a House. Non-teaching pastoral leads work very closely with our inclusion team, safeguarding



team and SLT, to ensure that all pupils are known, valued, cared for and encouraged to do and be the best they can.

Well-equipped and resourced, the Science Faculty is committed to igniting a passion for Science, Mathematics and Technology through a broad and enriching extra-curricular programme, which builds on close links with the University of Cambridge and the leading edge bioscience industry in this part of South Cambridgeshire. We are now looking to appoint a teacher to join our successful team. The ability to teach GCSE Chemistry is essential and the post holder will also teach all the sciences to Key Stage 3 pupils.

Applications are warmly welcomed from newly qualified and more experienced teachers. Science teachers who gained QTS from 2013-14 onwards may qualify for the government's student loan reimbursement scheme.

If you wish to apply, then we would be delighted to hear from you. To apply, you must complete our application form in full, paying close attention to the guidance, and submit it with a covering letter. Please confine your letter to no more than two pages of A4. Please pay particular attention to the job description and person specification in writing your letter, focussing on how your past experience has suited you for this post and the skills and qualities you would bring to it. CVs will not be accepted.

Your application should reach the College by 9.00 am on Friday 3 April. Shortlisted candidates will be informed and interviews will take place as soon as practicable in light of the measures currently in place to combat the Coronavirus outbreak. If you have not heard from us three weeks after the closing date, you should assume your application has not been successful.

As you would expect, the College is committed to the safeguarding of children and young people. If you are invited to interview, you will be asked to provide the following:

- a completed disclosure of criminal convictions form;
- details of any child protection investigation that you may have been subject to;
- notification of any relationship with any pupil, employee, governor or trustee;
- evidence of your right to work in the UK;
- confirmation that, if appointed, you will provide documentation to allow a DBS check to be undertaken;
- original qualifications certificates, and
- a signed and dated hard copy of your application form and covering letter.

Full details of the documents required will be sent with your invitation to interview.

Sawston Village College is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach. On the outskirts of Cambridge, we are also fortunate to be so close to a culturally iconic city with so much to offer for families and young people. Since starting at the school 15 years ago, it has been a privilege to see the school grow in confidence and reputation, thanks to the high quality of work that the school does for its young people and the community, and through the hard work of such a dedicated group of staff and outstanding classroom practitioners. As Principal, I am looking forward to the exciting opportunities ahead and hope that you feel inspired to join us.

Thank you, in anticipation, for the time you will give to your application.

Yours sincerely



Mr J Russell
Principal

The Science Faculty



Thank you for considering making an application to join the Science team at Sawston Village College. This profile is intended as a brief overview of the work of the faculty. Please do not hesitate to get in touch if you would like further information. Unfortunately, due to the measures currently in place to combat the Coronavirus outbreak, we are unable to accommodate pre-application tours of the College.

The Faculty Team

The faculty consists of a team of teachers and technicians who are committed, dynamic and innovative. There are currently six full-time members and four part-time members of teaching staff, along with four technicians. There are two specialist teaching assistants linked to Science. Within the faculty, the management roles comprise the Head of Science, Second in Science and a Lead Practitioner. There is an expectation upon each member of the team to take on a wider role within the department in order to further develop both themselves and the performance of the faculty.

There is a supportive and positive atmosphere amongst colleagues, and a genuine sense of teamwork and togetherness, which continues to drive our success. Experimentation and sharing new pedagogies and resources is encouraged.

Examination Success

The department regularly achieves excellent examination results and we are always seeking to improve further.

In the separate sciences, for 61 pupils, our results in 2019 were as follows: Biology 7+ 89%; 5+ 98% Chemistry 7+ 90%; 5+ 100% and Physics 7+ 89%; 5+ 100%. In Combined Science, for 111 pupils, 71% achieved 4/4+, and 8% achieved 7/7+.

Accommodation and Resources

The Science faculty is based in a superb single-storey wing with nine spacious laboratories, which are widely admired by visiting colleagues. Teachers are allocated their own laboratory, and there is a large preparation area and a Science staff room/work room. The building epitomises the very positive ethos of Science at Sawston. Each laboratory is designed for group interaction and practical work, and we are well resourced to deliver the new required practical content – practical work is integral to our philosophy of teaching Science. Each laboratory has a data projector and Promethean interactive whiteboard. Each Science teacher has a tablet (in addition to their school laptop). We use G-Suite applications for setting homework, helping with pupil revision and reducing marking workload, and also encourage the use of other online learning platforms such as Seneca.

Curriculum

Pupils complete a two-year KS3 course, which has been developed by teachers within the department, and is designed to feed into the AQA GCSE science course. The course is fully-resourced, consisting of a series of lesson presentations, which have printed resources and web-links embedded. We continue to develop our resources, and each teacher is responsible for writing and updating specific resources. The GCSE course is also similarly resourced, and each teacher has a responsibility for particular units.

We teach the AQA Trilogy course for Combined Science, and the Separate Sciences (Triple) course for the most able.

Enrichment

The Science faculty organises a popular weekly STEM club. Junior STEM is attended by around 25 pupils in Year 7/8 each week.

The Science department runs a variety of trips each year, such as to regional STEM events and national exhibitions and competitions. Last year we visited the Royal Institute exhibition, a workshop at the Botanic Gardens, STEM careers day at Duxford, Erasmus KIKS project and entered a number of competitions.

Job Description Teacher



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We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.

This job description is set in the context of the Teachers' Standards, which may be found at <https://www.gov.uk/government/publications/teachers-standards>.

Purpose	<ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate To monitor and support the overall progress and development of pupils To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential To contribute to raising standards of pupil attainment. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth
Reporting to	Head of Department
Liaising with	Principal/Deputies, teaching/support staff, LA representatives, external agencies and parents
Working time	195 days per year, full-time or part-time as per contract
Salary/Grade	As per teachers' pay scales
Disclosure level	Enhanced with children's barred list check

MAIN DUTIES	
Operational/ strategic planning	<ul style="list-style-type: none"> To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work To contribute to the curriculum area and department's development plan and its implementation To plan and prepare courses and lessons To contribute to the whole school's planning activities
Curriculum provision	To assist the Head of Department and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives
Staffing	To take part in the school's staff development programme by participating in arrangements for further training and professional development
Staff development	To continue personal development in the relevant areas including subject knowledge and teaching methods

Recruitment/ deployment of staff	<ul style="list-style-type: none"> • To engage actively in the Performance Management process • To ensure the effective/efficient deployment of classroom support • To work as a member of a designated team and to contribute positively to effective working relations within the school
Quality assurance	<ul style="list-style-type: none"> • To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy. • To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures • To seek/implement modification and improvement where required • To review from time to time methods of teaching and programmes of work • To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
Management information	<ul style="list-style-type: none"> • To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMS, registers, etc. • To complete the relevant documentation/online records to assist in the tracking of pupils • To track pupil progress and use information to inform teaching and learning • To ensure the security and confidentiality of all such information
Communications	<ul style="list-style-type: none"> • To communicate effectively with the parents of pupils as appropriate • Where appropriate, to communicate and co-operate with persons or bodies outside the school • To follow agreed policies for communications in the school
Marketing and liaison	<ul style="list-style-type: none"> • To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner schools • To contribute to the development of effective subject links with external agencies
Management of resources	<ul style="list-style-type: none"> • To contribute to the process of the ordering and allocation of equipment and materials • To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources. • To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the pupils
Pastoral care	<ul style="list-style-type: none"> • To take responsibility for a group of pupils whether as mentor or co-mentor • To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom • To promote the general progress and well-being of individual pupils and class groups as a whole • To treat all pupils with respect
Teaching	<ul style="list-style-type: none"> • To undertake a designated programme of teaching • To ensure a high quality learning experience for pupils which meets internal and external quality standards • To teach pupils according to their educational needs, including the setting and marking of work carried out by the pupil in school and elsewhere • To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required • To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils

	<ul style="list-style-type: none"> • To ensure that Literacy, Numeracy and school subject specialisms are reflected in the teaching/learning experience of pupils • To ensure that pupils have the opportunity to further their experience of ICT within the subject area and to assess their competence and progress with this skill set • To prepare and update subject materials • To use a variety of delivery methods which stimulate learning appropriate to pupil needs and demands of the syllabus • To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework • To undertake assessment of pupils as requested by external examination bodies, departmental and school procedures • To mark, grade and give written/verbal and diagnostic feedback as required • To contribute to the development, promotion and active use of the school's learning platform
Other specific duties	<ul style="list-style-type: none"> • To be aware of and comply with policies and procedures related to child protection and safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person, and attend compulsory safeguarding training as a priority of your role • To undertake duties according to the rota and discharge the responsibility proactively • To contribute to good order across the College by responding proactively where there is a cause for concern • To play a full part in the life of the school community • To support its aims and values and to encourage staff and pupils to follow this example • To promote actively the school's policies • To attend staff briefings • To continue personal development as agreed • To undertake any other duty as specified by STPCD not mentioned in the above

Person Specification Science Teacher (Chemistry)



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Education	Essential	Desirable
Good honours degree in a relevant subject	✓	
PGCE or recognised teaching qualification	✓	
GCSE grade C or higher in Maths and English	✓	

Experience	Essential	Desirable
Recent experience of teaching Chemistry to at least GCSE or equivalent level	✓	
Experience of involvement in extra-curricular activities, for example residential and field trips or STEM club		✓
Evidence of the successful use of ICT within teaching and learning	✓	
Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders	✓	

Professional Qualities	Essential	Desirable
An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies	✓	
Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils	✓	
Ability to establish productive working relationships and work well in a team	✓	
Excellent subject knowledge and is aware of best practice in Science teaching, including effective use of AfL	✓	
An excellent communicator, both orally and in writing	✓	
Commitment to equality of opportunity and high aspirations for the achievement of all pupils, including those coming from disadvantaged backgrounds	✓	

Professional Qualities	Essential	Desirable
Evidence of a commitment to the safeguarding of all young people	✓	
An awareness of new technologies, their use and impact		✓

Personal Qualities	Essential	Desirable
Enthusiasm, energy and personal dynamism	✓	
Approachable, friendly and patient	✓	
Good sense of humour		✓
Able to prioritise and meet deadlines	✓	
A liking and respect for young people	✓	
Appropriate professional relationship with colleagues, parents and children	✓	
High level of integrity, honesty and fairness	✓	
Demonstrates personal enthusiasm for the learning process	✓	

Teaching & Learning	Essential	Desirable
Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes	✓	
Excellent use of AfL strategies in teaching and learning within the classroom	✓	
A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupil outcomes	✓	

Application instructions and further information



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How to apply

1. Complete the application form. This is available to download from our website at www.sawstonvc.org/staff-and-governors/vacancies. CVs will not be accepted.
2. Write a letter of application to the Principal, Jonathan Russell, of no more than two sides of A4. See the Letter to Applicants in this pack for details of what to include in your letter.
3. Email your completed application form and letter to Louise Milne, HR Officer, at jobs@sawstonvc.org no later than 9.00 am on Friday 3 April 2020. Include the vacancy job title in the subject line. Attach your application form and letter as pdfs. Do not send hyperlinks or other file formats.
4. References will normally be taken up for shortlisted candidates prior to the interview date. If you specifically indicate that you do not give consent to contact a referee prior to interview then the reference will only be taken up if you are successful at interview.
5. Please read our privacy notice for job applicants and our recruitment and selection policy on our [vacancies](#) page.
6. If you have any queries about the application process please contact Louise Milne, HR Officer, at jobs@sawstonvc.org.

Find us

Directions to the College can be found [here](#).

Ofsted

Read our most recent [Ofsted report](#).

Student loan reimbursement scheme

The [Teachers' Student Loan Reimbursement Scheme](#) aims to increase recruitment and retention of languages, physics, chemistry, biology and computer science teachers. Cambridgeshire schools are part of this pilot scheme. Click on the link to find out about eligibility, payment rates and how to apply.

Professional development

Sawston Village College is a member of:

- The Anglian Learning multi academy trust www.anglianlearning.org
- CASSA – the Cambridge and Suffolk Schools Alliance www.cassateaching.co.uk

