



Job Description for Teacher of Science (full-time)

The Ladies' College

The Ladies' College was founded in 1872. It operates as a direct grant school within the Bailiwick of Guernsey and the Principal is a member of the Girls' School Association (GSA). There are approximately 573 pupils between the ages of 2 ½+ and 18. The Junior School, The Ladies' College, Melrose, (179 pupils) occupies a separate building with its own staff and includes our Pre-Preparatory Department. The Ladies' College, Senior School and Sixth Form (394 students) occupies purpose-built premises opened in 1964 and has recently been both refurbished and extended. "The Wessex Wing", which includes dedicated teaching spaces for Mathematics, English, Music, and a modern Library and Refectory was opened in September 2016. We have a rolling programme of refurbishment which has included an additional laboratory being created and the upgrading of two other laboratories, with further refurbishment planned for this summer.

In our Pre-Preparatory Department our girls follow the early years curriculum in small groups, the maximum at any one time being 28. In Melrose we are a one form entry school, with a maximum of 20 girls in the Preparatory Department and 24 in the Junior Department. We are adding a second class to Junior Remove (Year 3) in September 2020. In the Senior School we have a three-form entry at Year 7 and most classes comprise 18 to 24 girls. Our students take ten (I)GCSEs, on average, and the vast majority proceed on to the Sixth Form. The College operates a Sixth Form (100 students) partnership with Elizabeth College (HMC boys' direct grant school).

In our last ISI Inspection, the College was judged as excellent in all categories, most notably: in the quality of the students' achievement and their learning, attitudes and skills; their spiritual, moral, social and cultural development; curricular, co-curricular and community links and arrangements for welfare, health and safety.

We believe that a young person will achieve their best if they are happy and inspired to do well by experienced and enthusiastic adults who care about them as individuals. We care as much about our girls' well-being and happiness as we do about their academic progress.

The Science Department

Our Science Department teaches a strong foundation in the three science disciplines, fostering a love of science in our students, with a thirst for knowledge and enquiring minds. They are taught a true understanding of science which allows them to approach all results as informative and to adapt and evaluate experiments with different variables in the search for understanding.

Senior School science staff teach a general Science course to Forms II and III (Years 5 and 6) in Melrose. Students in Remove (Year 7) are usually taught the three sciences by the same

teacher and then from Lower Four (Year 8) onwards they will have specialist teachers for each discipline. Classes are taught in sets from Upper Four (Year 9) through to Upper Five (Year 11) and students will start their IGCSE courses during Upper Four. The majority of students will take separate science IGCSEs in Biology, Chemistry and Physics while a smaller number will take a dual award course following the Edexcel IGCSE course in both cases. All sciences follow A-level specifications from the AQA exam board.

The Science Department hosts regular co-curricular activities both within and outside of our school community and has a strong tradition of sending girls to prestigious universities to study sciences, engineering and medicine.

Results

The results for the A-level Sciences are very good and students will usually get at least the grade they are predicted and often higher, allowing them to get into their first choice university. Each year we expect our top A-level students to achieve A* grades. Our iGCSE results will range between 70-80% 9, 8, 7 (A*/A) across the cohort.

Candidate Criteria

We are looking for a teacher with first rate academic qualities who can inspire the students with a love of the Sciences, as well as a genuine interest in each student and the wider curriculum issues. **The ability to teach Physics up to A-level is essential.**

All full-time staff are expected to serve as form tutors and all staff are expected to support the pastoral and extra-curricular activities of the school.

Role and Responsibilities

The Teacher of Science supports the development and delivery of the Sciences throughout the College and follows all relevant procedures in the health and safety policy in respect of the Science Department.

Specific responsibilities are outlined in the accompanying job description for a Senior School Teacher. All colleagues are encouraged to contribute to broader work in College as required.

Line Management

Reports to the Head of Physics.

Remuneration

Guernsey has its own salary scale. The remuneration for this post will be on the Main Pay Scale (MPS) between £30,249 and £43,435 according to qualifications and experience. There is also an Upper Pay Scale (UPS) from £45,872 to £48,791 for teachers who have worked for more than six years and have successfully crossed the threshold. These rates are reviewed annually.

Pension

All colleagues employed on permanent contracts are automatically enrolled in the States of Guernsey Public Servants' Pension scheme, a contributory defined benefit pension scheme on a Career Average Revalued Earnings (CARE) basis. The current employer contribution rate is 14.1% of salary at the time of writing. The current employee contribution rate is 7.5% of salary at the time of writing. This is fully transferable into and out of the DfEE Teachers' Superannuation Scheme. The current employer contribution rate is 14.1% of salary at the time of writing. The current employee contribution rate is 7.5% of salary at the time of writing.

Other benefits

A relocation allowance of up to a maximum of £3,500 (to cover the physical removal and transport of person/s and possessions to the island, as well as support from our preferred relocation consultants) will be paid by the College, within 1 year of joining. This will need to be refunded to the College should employment cease for any reason within the period of 2 years of the date of employment.

All colleagues employed on permanent contracts are eligible for a one third fee reduction (pro-rated for part-time staff) for one daughter based in either the Senior School or Melrose. A further one quarter fee reduction (pro-rated for part-time staff) is available for a second daughter. Details regarding places and entry requirements are available from the Registrar.

Living and working in Guernsey

Residence in Guernsey is controlled by the Committee for Home Affairs who have political responsibility for "The Population Management (Guernsey) Law, 2016". The College is required to apply for either a Short-Term Employment Permit (STEP), duration up to 1 year, a Medium-Term Employment Permit (MTEP), duration up to 5 years, or a Long-Term Employment Permit (LTEP), duration up to 8 years, on behalf of employees who are not locally qualified residents.

The permit associated with this role is a LTEP.

Equal Opportunities

The Ladies' College is an equal opportunities employer and does not discriminate against applicants on any grounds. The criteria for selection relate purely to the suitability of an applicant for the job for which they are applying.

Safeguarding

The Ladies' College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening including an enhanced criminal records bureau check and be able to prioritise the well-being of young people in our care.

As part of the recruitment process, and once employed, there is a responsibility on an individual to disclose unlawful activity to the Principal, should this situation arise. There is also a requirement for all employees to seek permission for and disclose details of additional employment, and to disclose details of personal business interests (or those of a member of their immediate family or some other close personal connection) which may conflict with their role at the College. All requests and disclosures should be made in writing to the Principal in a timely manner, with permission being sought prior to any additional employment being taken up.

Data Protection

This data has been requested by The Ladies' College exclusively for the purpose of recruitment. The Ladies' College will ensure that this is processed in compliance with its Privacy/Data/General Data Protection (GDPR) policy and Data Protection (Bailiwick of Guernsey) Law, 2017, and will ensure that any information disclosed within this form is not passed to anyone who is not authorised to have this information.