



Chilton Trinity School

AMBITION | ENGAGEMENT | RESILIENCE

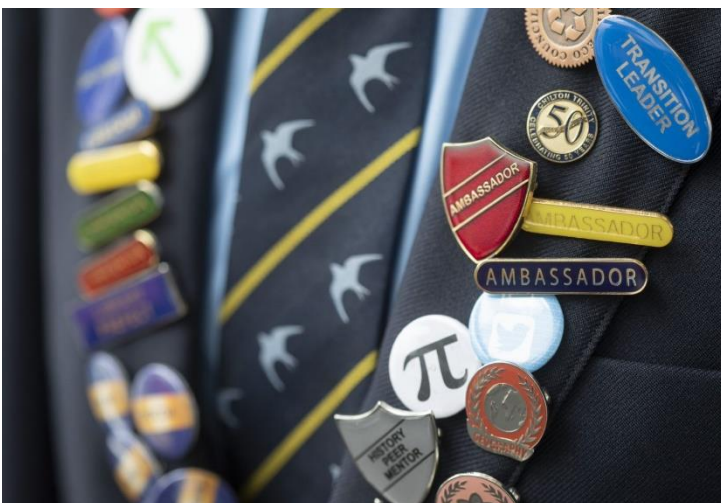
Application Pack for the position of: Teacher of Science

Maternity Cover - Full Time

Grade: MPS 1 to UPS 3

Salary Range: £28,000 to £43,685 per annum

Required: 1 May 2023



Proud to be part of the Clevedon Learning Trust



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Letter from Mr Tom Newell, Headteacher

Thank you for showing an interest in joining us at Chilton Trinity School. A truly remarkable school on an exciting upwards trajectory at the centre of our community.

It is with great pride that I offer you this introduction.

We are an 11-16 comprehensive school offering an inspiring learning environment for our students and staff. We are a proud member of the Clevedon Learning Trust and are committed to the academic development and wellbeing of all students in our care. We have a great team of teaching and support staff, each of whom are fully committed to creating a school that truly makes a difference to our students, their families and the wider community.

Chilton Trinity School puts students at the centre of everything we do. We provide excellent teaching and learning, day in and day out, coupled with a care and guidance system that supports each student to achieve their personal best. We recognise and celebrate the unique gifts every student brings, and we create an environment for them to become the best possible versions of themselves.

When you join Chilton Trinity School you will see that we put professional development front and centre. We have in place a programme that celebrates a personal approach to professional development, this is exemplified by our 'Professional Growth' model of appraisal where we develop our own goals to research, implement and evaluate over the academic year. We believe that great professional development, that is intellectually challenging and stimulating, improves teaching and learning and the overall experience for staff, students, and the wider community.

Our school is based on the traditional values of work hard and be kind. Every member of our community is reminded of this daily, helping to create a sense of belonging and high expectation that matches our ambitions for all our students. If you are interested in joining our school, you need to exemplify these values every day.

Leadership at all levels is encouraged to challenge and support in equal measure. We have high expectations of ourselves and the students in our care. Students get one opportunity, and we cannot accept second best.

We have a student and staff body who are proud of their school and I urge you to browse our website to learn more about what we have to offer. If you have any queries, please have no hesitation to get in touch, details are on the website and in this pack.

I look forward to meeting you soon.

Your sincerely,



Tom Newell
Headteacher

INFORMATION FOR APPLICANTS

Context

We have 931 students currently on roll, but numbers are expected to rise over the next few years due to expansion in the local area. Our current PAN is 200 in each year group.

Premises

We moved into a purpose built, state-of-the-art building in November 2012 which is funded through the Private Funding Initiative (PFI) and run by BAM. We have sufficient space for 1050 students. Our site team, cleaners and school lunch providers are all employed by BAM.

Our school grounds include playing fields, a flood lit all-weather sports pitch and tennis/netball courts. A swimming pool is located in adjoining premises and run by the District Council in conjunction with 1610 who also take over our sports facilities in the evenings and weekends.

Our Students

Our students join us from 6 main feeder schools across the town. Puriton, Woolavington, Eastover, Westover Green, Wembdon St George's and Northgate. We also have significant numbers of students transferring from other local primary schools.

We are a truly comprehensive school in terms of ability, social, additional and educational needs and over 13% of our students are EAL. Many of our students come from families that have low aspirations and it is therefore essential for us to raise expectations. Historically students have entered Chilton Trinity School with well below average attainment.

In general:

14% of children are SEND

29% of children have PP

Number of High Needs (Inc Band 1) = 6

Number of EHCP = 19

Number of SEND Support = 149

We have a minority of students with challenging behaviour so it is essential for staff to adopt consistent routines and practices across the school. Some of our students find change difficult so it takes time for them to build trust with new staff, however once this has happened, they are extremely loyal and supportive.

Students are proud of their school and many continue to keep in contact long after they have left. Indeed, some of our parents and teachers are themselves past students.

Student Voice is a key feature of our school and we encourage our students to take responsibilities in school. We have a vibrant House Council and a very strong group of year 11s who work as the Student Leadership Team.

We want all of our students to 'Work Hard and Be Kind'. We want every child to fulfill their ambition, have engagement in their learning and have resilience when challenges come their way. Students are reminded that there are no limits to what they can achieve if they have the right mindset.

The House system supports our aims by creating a family atmosphere that supports each child. Our House system divides the school into four smaller families. We call them Jupiter, Mars, Neptune and Venus and each are led by a Head of House who focuses on academic monitoring and pastoral care. We ensure no student is invisible. The House System encourages a highly competitive atmosphere, inter-house competitions throughout the year, promoting success, resilience and team spirit. Smaller Tutor Groups also help to establish strong links with tutors.

Students take part in a variety of activities in Music, Drama and Sport. We hold student productions, concerts, assemblies and sports days. Many students represent the school at both local and County level in sport. Individual students have also represented County and the South West in hockey, basketball, swimming, rugby and football.

There are various opportunities for students across all year groups to participate in trips abroad, including a trip to Berlin, the Africa Expedition, Ski Trip and the Language Study visits to either France or Spain.

Year 7 students also have the opportunity to go camping for the week in Porlock and participate in a variety of outdoor activities. For many students, camp is a highlight during their time here.

Our Community

The strong, positive relationships between students and staff, colleagues, governing body, parents and the local community are crucial to our success.

On the whole, parents and carers are supportive of the school and the vast majority are fully involved in their son/daughter's education. Attendance at Parents Evenings is on average between 75 and 85%.

Our Staff

We have a highly committed body of staff: 66 teachers and 41 support staff.

This includes a dedicated Safeguarding/Pastoral team and a team of Teaching Assistants who work extremely closely with teachers to ensure the best possible outcomes for our students.

We also have our R3 (Reflect, Repair, Reset) Centre which provides support for students who have been removed from class due to poor behaviour. Specialist Behaviour Leads unpick student behaviour and provide strategies for support. With tailored interventions students are provided the opportunity to return to class.

Staff are actively encouraged to contribute ideas to inform whole school planning and to participate in new initiatives. All colleagues have an opportunity to contribute to whole school improvement planning.

Continuing Professional Development lies at the heart of everything we do. We are very proud of our CPSD Programme.

Support staff play a key role in the success of the school fulfilling vital functions including exams, administration, financial, technical, clerical and learning support.

Site maintenance, cleaning and school lunches are all run by BAM, our PFI provider.

Leadership Team

Headteacher	Mr T Newell
Deputy Head	Miss N King
Assistant Head:	Mr R Suik (DSL)
	Mr R Payne
	Ms K Wood (SENDCO)
	Mrs E Blunsum
	Mrs R Walker
Associate Assistant Head:	Mr R Hopes

Results

Headline Measure	2018	2019	2020 (Centre Assessed Grades)	2021 (Teacher Assessed Grades)	2022
% 5 9-4 including English and Maths	51	46.4	52	65.5	56.52
% 9-4 in English and Maths	58.1	50.5	55	72.1	59.78
% 9-5 in English and Maths	26.5	27	31	42.4	43
% Entering EBACC	21.3	6.8	7.6	11.5	8.7
% Achieving EBACC	14.2	2.1	4.6	7.3	6.52
Attainment 8	43.8	40	43.4	48.4	44.7
Progress 8	-0.33	-0.4	-0.07	0.42	-0.33
% of students staying in education or employment		100	100	100	100

Guidance for Applicants

Applications should be typewritten or completed legibly in black ink to allow for photocopying. **Please do not send in your C.V.** In the interests of fairness, all applications must be made on the Clevedon Learning Trust's application form.

We want to try and ensure that everyone applying for a job with us has a fair chance and the application form is the first stage in the recruitment process which may lead to a possible job offer. It is therefore very important that you complete all sections of the application as clearly and fully as possible. If you have any difficulty in completing this application form or if there is something on the form that you do not understand please contact the School who will be happy to help you. We will also provide the form in alternative formats upon request.

Make sure you return your application form so that we receive it before the closing date and time. This will be stated on the advertisement.

Equality of opportunity for people with disabilities

Clevedon Learning Trust is committed to the employment of people from all areas of the community. We will make any reasonable adjustments for disabled people to enable equal access to the recruitment process and ongoing employment.

Rehabilitation of Offenders Act

Under the Rehabilitation of Offenders Act 1974, an individual who has a conviction for a criminal offence is, after a specified time, allowed to treat the conviction as if it never occurred i.e. spent. However, under this Act, some occupations and employments are exempt and applicants for these posts are not protected by the Act. This would include all paid roles within school that will involve working regularly in school when children are on site. All such positions within Schools will be subject to an enhanced-level Disclosure and Barring Service (DBS) disclosure check and a DBS Barred List check. Certain spent convictions are filtered (that is, not disclosed). For further information on filtered convictions, see the GOV.UK website.

Employment of Ex-Offenders

Clevedon Learning Trust is determined to make all efforts to prevent discrimination or unfair treatment against any staff or potential staff regardless of offending background that does not create a risk to children.

People with criminal records applying for positions (paid or unpaid) with the Trust should be treated according to their merits and to the nature or special criteria of the position (e.g. access to children or responsibility for budgets).

The Trust and the Trust's Registered Body (North Somerset Council) will ensure that they observe the Disclosure and Barring Service (DBS) Code of Practice on disclosure information. For those positions requiring a DBS Disclosure, all applicants will be informed at an early stage through recruitment literature issued by the school that a Disclosure will be requested in the event of the individual being provisionally offered the position. Details of a person's criminal record will always be maintained as strictly confidential and will not be passed to persons not authorised to receive it.

It is the Trust's policy to ask applicants questions about 'unfiltered' criminal records and whether they have been barred from working with children whenever they will be undertaking 'regulated activity' or working regularly in school with access to children. When invited for interview applicants will be required to provide this information through the completion of a self-disclosure of criminal record. Where a conditional offer is made the applicant will be required to complete a DBS Disclosure Application. Where the applicant is applying for a position involving 'regulated activity' they will also be required to declare whether they have been listed on any Disclosure and Barring Service list of people considered unsuitable to work with children. In addition, where the applicant is applying to work with children under the age of 8 years old they may also be required to disclose whether they are subject to a Disqualification Order prohibiting them from undertaking such work (*please refer to the Trust's Self Disclosure form*).

Having an 'unfiltered' criminal record in itself will not necessarily prevent a person from being appointed unless the offence statutorily debar the person or renders the person unsuitable to work with children. If an applicant reveals an 'unfiltered' criminal record and/or other information which could render the applicant potentially unsuitable then the Deputy Headteacher will arrange to discuss the disclosure with the applicant in the first instance and before any final decision is made regarding the suitability of the applicant.

Failure to disclose relevant information could lead to the withdrawal of an offer of employment or other non-employment arrangement e.g. voluntary work or, if subsequently discovered once confirmed in position, could lead to the termination of the employment/non-employment arrangement.

Employment history

All experience is valued and we recognise that many people have worked in a variety of situations even if it has not been full time paid employment. Please list any work experience you have which you think would help you in the job for which you are applying, including voluntary work, temporary jobs, part-time or vacation work.

Education and training

Please use this section to provide details of any qualifications or training that you have completed or are currently undertaking. Include any special skills training, day release, or evening classes. You may be asked to provide proof of qualifications and training either at interview, or if you are offered the job.

Relevant experience

This is where you tell us how you meet the selection criteria for the job. Your application will be assessed against the criteria detailed in the person specification. Do not repeat your job history but look at the specific requirements of the job and provide evidence that you have the skills, abilities and experience to meet those requirements. Give specific examples if possible. The evidence you provide does not necessarily have to be work based - it may be experience you have gained at home raising a family, doing voluntary work or from activities that you do in your spare time.

References

References will be required for all jobs within Schools. One referee must be your current or most recent employer for which you worked with children.

It is school policy to approach current employers, regardless of whether candidates give them as referees. If you request that a referee is not approached before interview, this will be considered.

Other references should include previous / most recent employers. If you have not been employed before, you should give the names of teachers or lecturers who know you sufficiently well to comment on your ability to do the job. You can also give the names of professional people who know you well, and who are not friends or relatives. It is helpful if your referees are aware that you have used their name before we contact them.

Finally, **do not forget** to sign and date your application form! If you send your application form to us electronically, you will be asked to sign it if you are invited to interview.

Chilton Trinity School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.

Candidates are asked to bring to interview some type of photographic identification, this could be either a valid passport or driving licence.

The school is an equal opportunities employer. Our policy is to ensure that no job applicant or employee receives less favourable treatment because of race, colour or nationality, sex, marital status, religion or disablement. We have a smart dress code for all staff. The site is non-smoking.

Job Advert

Teacher of Science – Maternity Cover

Required: 1 May 2023

Full Time

Salary: MPS 1 to UPS 3

We are looking for a highly motivated and inspirational Teacher of Science to join our amazing Science department. This is a unique opportunity for an experienced teacher or an ECT, to join a school committed to continuous improvement, high expectations and fantastic professional development.

Chilton Trinity School is an improving 11-16 Secondary School ideally situated in beautiful Somerset, with easy access to Bristol, Taunton and Exeter.

We offer:

- Amazing students who value positive relationships and clear boundaries
- Excellent Continual Self Professional Development (CSPD)
- A relentless focus on Teaching & Learning
- A Trust committed to excellence that values students and staff

You offer:

- Patience, enthusiasm and professionalism
- A commitment to be part of a forward-thinking school where standards, personal success and self-development matter
- Ambition for yourself and others
- A commitment and strong motivation to inspire student improvement and progress for all
- Commitment to be part of a Multi-Academy Trust that can support a variety of professional development opportunities

This post is temporary for up to one year, to facilitate cover for a period of maternity leave. The precise length of contract will be dependent on the date of return of the employee.

If you have any questions about this post or would like to arrange a visit, please contact Emma King, Headteacher's PA on 01278 425222 or email eking@chilton-trinity.co.uk.

More information about the post and an application form can be found on our website: [Chilton Trinity - Vacancies \(chilton-trinity.co.uk\)](https://www.chilton-trinity.co.uk/vacancies). All letters of application and application forms (addressed to the Headteacher, Mr T Newell) should be emailed to: recruitment@chilton-trinity.co.uk

CLOSING DATE FOR APPLICATIONS: Monday 6 February 2023 at 8.30am

INTERVIEWS: Wednesday 8 February 2023

Clevedon Learning Trust is committed to safeguarding and promoting the welfare of children and young people and this commitment will be reflected in the Trust's recruitment & selection process. Applicants are expected to share this commitment. An enhanced level satisfactory disclosure and barring service DBS check is required for the successful applicant.

Job Description & Person Specification

Grade: Main Scale to UPS

Line Manager: Team Leader of Science

Other Stakeholders:

- Headteacher/Head of School
- Clevedon Learning Trust
- Governors
- Parents/Carers
- Students
- School Staff

Responsible for: N/A

CONTEXT

It is expected that all staff agree with, abide by and promote the aims and objectives of the School within which they work and the Clevedon Learning Trust (CLT).

The Trust's vision statement is: Children, Choice, Collaboration
Chilton Trinity School's vision statement is: Work Hard and Be Kind

Staff are expected to interact on a professional level with all stakeholders and to abide with the CLT's Code of Conduct.

ROLE OVERVIEW

- To provide consistently excellent teaching and learning of Science, to ensure high attainment for students at KS3 and KS4.

MAIN DUTIES

To be read in conjunction with the Teacher's Standards Document and the School Teacher's Pay and Conditions Document.

- To provide a stimulating classroom environment that helps students to develop a passion for Science
- To teach Science to both Key Stages across the ability range
- Plan and deliver challenging, well organised lessons which promote progression and lead to raised attainment
- To deliver consistently excellent lessons and outcomes for students in all year groups
- To liaise with the Team Leader to monitor and track the progress of all students, taking sole responsibility for specific groups of students, as agreed with the Team Leader
- To offer enrichment opportunities in Science, specifically in Years 7, 8 and 9
- To assist the Team Leader in raising and further developing the profile of Science across the school
- To comply with the school's Health & Safety policy
- To safeguard and promote the welfare of students at all times, acting at all times within the school's Safeguarding procedures
- To achieve any performance criteria or targets related to the post, measured through the School's annual Appraisal cycle
- To take part in the wider school community, including being a Tutor
- Complete staff duties as per the duty rota
- Attend all meetings and complete appropriate training/CsPD relevant to the position

HEALTH AND SAFETY

- All staff are responsible for Health and Safety within the school. Any concerns or incidents must be reported immediately to the appropriate person and followed up.
- Comply with policies and procedures relating to child protection, equal opportunities, health and safety, confidentiality and data protection, freedom of information and report all concerns to the appropriate person.
- Engage in relevant continuous professional development opportunities and performance management/reviews arrangements.
- Offer support to staff through a variety of situations, to maintain confidentiality and be diplomatic with the handling of situations.

DATA PROTECTION AND SAFEGUARDING

- Work within the requirements of Data Protection at all times
- Understand your responsibilities in relation to Safeguarding and child protection and how to highlight an issue / concerns
- Remain vigilant to ensure all students are protected from potential harm

GENERAL

- To consistently and routinely follow the 2012 National Teacher Standards in all aspects of the role
- The post-holder will be expected to undertake any appropriate training provided by the CLT and Chilton Trinity School to assist them in carrying out any of the above duties
- The post holder will have access to highly confidential and sensitive information in the course of their duties and must maintain the confidentiality and security of such information at all times
- The post-holder will be expected to contribute to the protection of children and young people, as appropriate, in accordance with any agreed policies and/or guidelines, reporting any issues or concerns to their immediate line manager
- The post-holder will be required to promote, monitor and maintain health, safety and security in the work place. To include ensuring that the requirements of the Health & Safety at Work Act, COSHH, and all other mandatory regulations are adhered to
- An Enhanced Disclosure with the Disclosure and Barring Service (DBS) will be undertaken before an appointment can be confirmed. The successful candidate will be required to disclose all convictions and cautions, including those that are spent; the exception being certain, minor cautions and convictions which are 'protected' for the purposes of the 'Exceptions' order. <https://www.gov.uk/government/collections/dbs-filtering-guidance>

NOTES

This job description only contains the main accountabilities relating to the post and does not describe in detail all of the duties required to carry them out. The post holder may be required to undertake other duties and responsibilities that are commensurate with the nature and level of the post.

The CLT will endeavour to make any reasonable adjustments to the job and working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

PERSON SPECIFICATION – Teacher of Science

AREA	ESSENTIAL	DESIRABLE
Education/Qualifications	<ul style="list-style-type: none"> • Degree (or equivalent) in relevant subject • QTS • Enhanced DBS 	
Experience & Knowledge	<ul style="list-style-type: none"> • The ability to consistently and routinely follow the 2012 National Standards for Teachers • Evidence of successful teaching in current post or teacher placement • An ability to use assessment information to enable students to make progress 	<ul style="list-style-type: none"> • Understanding needs and strategies for effective differentiation • Experience of a range of teaching and learning styles
Skills and Abilities	<ul style="list-style-type: none"> • Either a proven track record of, or the potential to be, an excellent classroom practitioner • Able to work closely with the Team Leader and other members of the team to implement the department's agenda for learning and teaching • The knowledge of and ability to use a range of new technologies to enhance learning • Able to model and reinforce good behaviour for learning • Self-motivated and enthusiastic • Good organisation skills and an ability to follow tasks through to completion/conclusion • Able to communicate effectively • A good team player with resilience and a desire to be part of a lively school community • Adaptable, flexible and creative 	<ul style="list-style-type: none"> • Willingness to share good practice with fellow teachers and willing to recognise good practice in others
Behaviours	<ul style="list-style-type: none"> • Commitment to promoting the ethos and values of the school/Trust and getting the best outcomes for all students • Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school. • Professional and approachable. 	
Other	<ul style="list-style-type: none"> • Able to display an awareness, understanding and commitment to the protection and safeguarding of children • Commitment to maintaining confidentiality at all times. 	

Employee Signature:

Date:

Headteacher Signature:

Date:

Employee Benefits

In addition to offering a rewarding career at an improving school, we provide the following benefits to staff:

Pension Scheme

All staff are automatically enrolled onto their relevant occupational pension scheme, with the Teacher's Pension Scheme or the Local Government Pension Scheme.

Car Parking

We are fortunate to have car parking available on site for all staff.

Employee Assistant Programme

All staff have access to an Employee Assistance Programme to help with work, personal or family issues. The service is accessible by phone or email and is completely confidential.

Cycling Scheme

The Clevedon Learning Trust are signed up to the Cyclescheme. Save up to 39% on a new bike and accessories to cycle to work.

Electric Vehicle Salary Sacrifice Scheme

Clevedon Learning Trust Salary Sacrifice Scheme Octopus Electric Vehicles is live. This scheme enables employees to pay for their 100% electric car lease from their salary before tax is deducted.

Sick Pay

Staff who have worked for the School/Trust for more than two years are entitled to 6 months full pay, followed by 6 months half pay.

Dates for your Diary

Closing date for applications: Monday 6 February 2023 at 8.30am

Interviews: Wednesday 8 February 2023

Additional Information

Application Forms

We will seek clarification regarding any anomalies or omissions on an application form when a candidate is invited for interview.

Shortlisted candidates will be required to submit evidence on of Right to Work in the UK.

Canvassing

Canvassing any member of staff, or member of the Local Governing Body, directly or indirectly is prohibited and will be considered a disqualification.

Child Protection and Safeguarding

Clevedon Learning Trust are committed to safer recruitment procedures and the need for Criminal Records Checks (Disclosure & Barring Service (DBS) check). Interviews will include questions to assess suitability to work with children.

[CLT Child Protection and Safeguarding Policy](#)

COVID-19

Interviews will be held in person.

Our COVID-19 Risk Assessment is available to view on our website www.chilton-trinity.co.uk

Further details will be provided for shortlisted candidates.

Contact Information

School Website: www.chilton-trinity.co.uk

School Email: office@chilton-trinity.sch.uk

Telephone Number: 01278 425222

Address: Chilton Trinity School, Chilton Street, Bridgwater, Somerset, TA6 3JA

Local Area

Somerset is a stunning county, full of varied landscape and thriving market towns, there are also some amazing places of natural beauty including Exmoor, the Blackdown Hills, the Quantocks and the Somerset Levels.

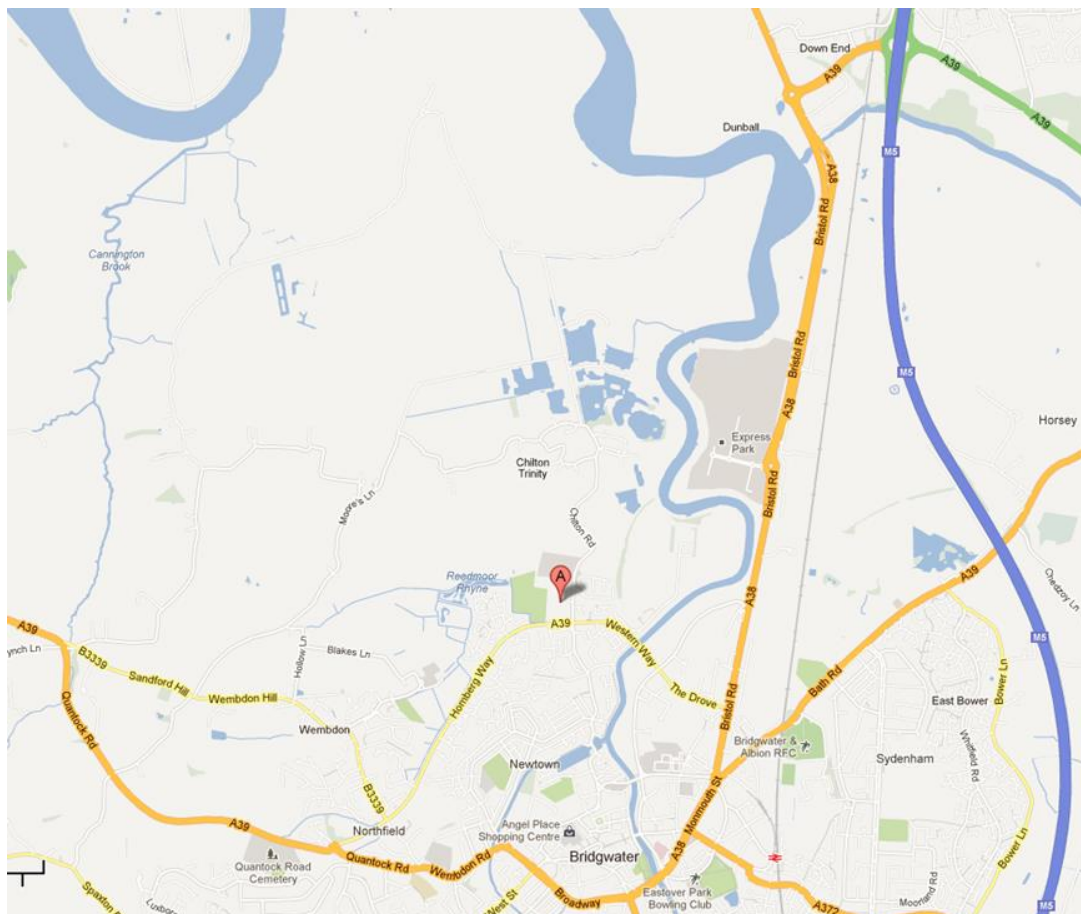
Bridgwater is in easy distance of Exeter, Taunton and Bristol, ideal for shopping and entertainment.

If you are looking for a place to bring up your family, pursue a more active lifestyle, or both, Bridgwater and the surrounding area is situated perfectly.

An unmissable event every November is the Bridgwater Carnival, which regularly attracts more than 130,000 visitors. Bridgwater also provides an attractive location for businesses, with two motorway junctions within three miles of the town centre, this is reflected in the growing number of industrial parks around the town.

You can visit the town website on: www.bridgwater.net

You can visit the Somerset tourism website on: www.visitsomerset.co.uk



Gallery

