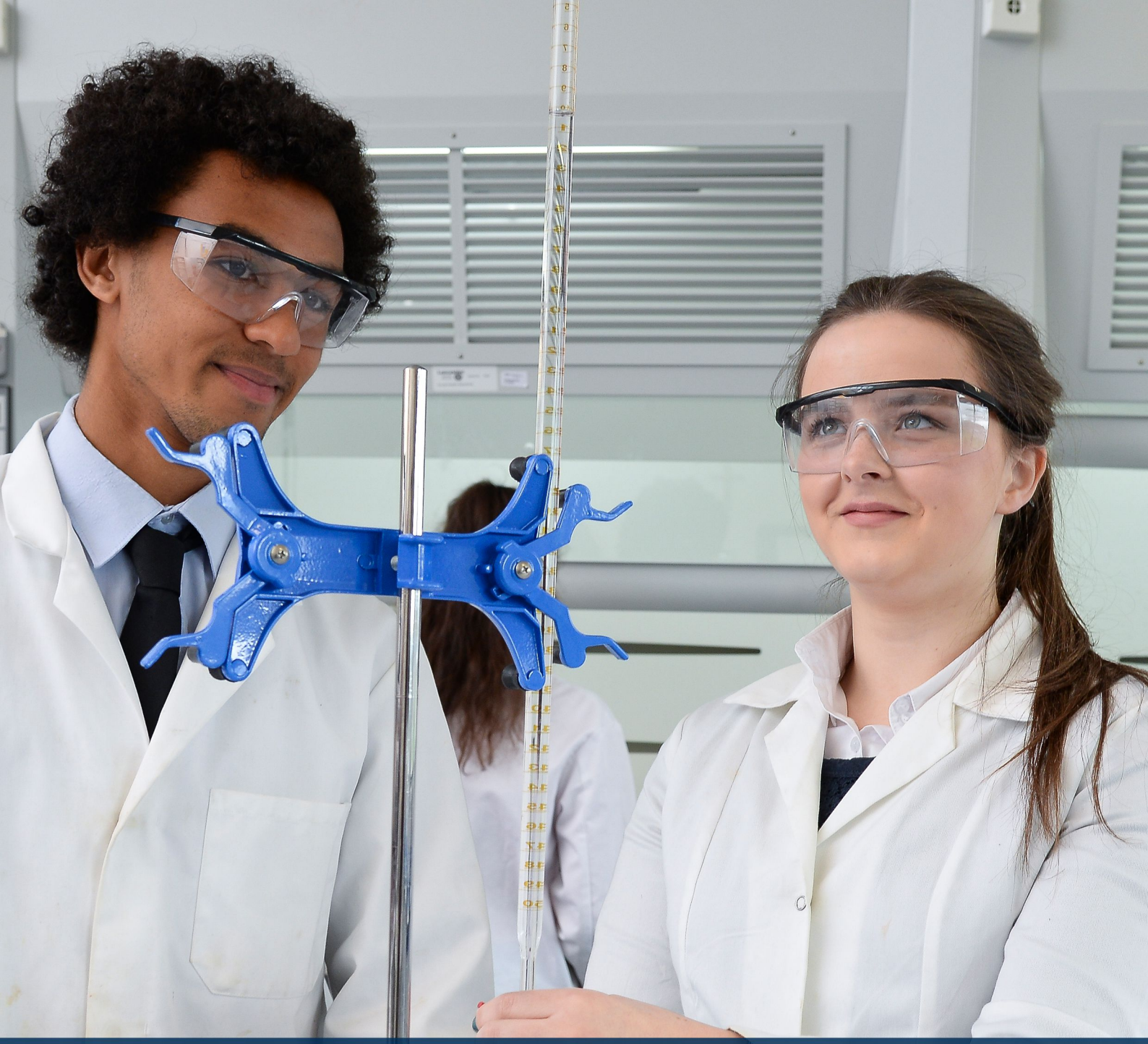


THE CHURCH OF ENGLAND
THE NATIONAL SOCIETY
OUTSTANDING

AD GLORIAM DEI

Teacher of Chemistry

MPR/UPR

Required from February 2020

A letter from the Headmaster

Dear Colleague,

Thank you for expressing an interest in applying for the position of Teacher of Chemistry at St Christopher's. This vacancy will provide the successful candidate with the opportunity to work in a very strong department and an Outstanding 11-18 Church of England high school (SIAMS 2016-17). This temporary position becomes available due to the present post holder taking maternity leave. The contract will commence on 24th February 2020 and will last for the duration of the maternity leave.

The successful candidate will join a joyful, flourishing and thriving school. The staff are hard-working, reflective and collegiate in approach. Our pupils are a delight and parents are very supportive. We are always oversubscribed in Year 7 and the Sixth Form, although we take nothing for granted. This year, for example, well over 800 pupils applied for one of our 195 places. St Christopher's is a rewarding place to work and to develop professionally. The school engenders real loyalty from all who are associated with it.

The application form should be completed electronically and emailed to **head@st-christophers.org**, marked for the attention of Mrs Walsh, my PA. It should be accompanied with a supporting letter of not more than two sides of A4 paper, in 11 point font, explaining your suitability for the post, including reference to your skills, experience and a flavour of your vision for teaching at St Christopher's.

The closing date for applications is **Wednesday 8th January** (midday).

If you would like to find out more about the school or position, or to organise a visit, please feel free to email my PA at the above address.

I took up my present position at St Christopher's in September 2013 and know all too well the time and commitment required to go through the application process for a new post. If, having considered the supporting documents you feel you have the necessary qualities we require, I would be delighted to receive your application.



Yours sincerely,

R.D. Power

Headmaster

"The clear Christian vision of the senior management team (SMT), ably led by the headteacher and well supported by governors and the director of spirituality, ensures that the academy is a caring and inclusive community in which learners flourish as 'children of God'."

SIAMS

About St Christopher's

Introduction

St Christopher's is a highly successful and popular 11-18 co-educational Church of England school with 1,310 pupils and students on roll. We are situated in the Lancashire town of Accrington close to the Ribble Valley. Good motorway links mean that Preston, Burnley, Blackburn, Manchester and North Yorkshire are all within a 30-40 minute car journey. The school is situated in a pleasant setting with views towards Pendle Hill.

Our pupils come from a wide catchment area. Pupils join us in Year 7 from over fifty primary schools, and the sixth form receives students from around thirty secondary schools. We enjoy an enviable reputation, built-up over many years, for providing high quality education for a comprehensive intake of pupils. Our reputation means that we are a popular school, and always over-subscribed. However, we do not allow ourselves to become complacent, always striving for higher standards in all areas. This year, for example, well over 800 applications were received for the 195 on offer. Ten per cent of our pupils are eligible for the Pupil Premium and 3% are from minority ethnic groups.

Our teaching staff comprises of 85 teachers and 14 teaching assistants. The Senior Management Team is substantively the Headmaster, two Deputy Headteachers, three Senior Assistant Headteachers, two Assistant Headteachers, and the school Business Manager.

The school's commitment to learning extends to staff as well as pupils; there is a well-developed support structure for NQTs and other new members of staff, and a strong culture of ongoing professional development among our teaching and support staff. We are continually looking to develop innovative approaches to learning, with an increasing focus on collaborative learning. All classrooms are equipped with interactive whiteboards and access to laptop computers. Whilst we appreciate the contribution that technology can play in assisting learning, we remain committed to the idea that it is the teacher who makes the difference.

Academic results

Our pupils achieve very well. This year pupil attainment reached record levels with 80% of Year 11 pupils gaining 5+ GCSE passes at grades A*-C (9-4), including English and mathematics. Our Sixth Form, which opened in 2010 and now has over 300 students studying A-level, achieved impressive results, with 85% of students gaining A*-C – another school record.

The school has grown significantly in recent years but this period of change has been managed without compromising the high standards of pastoral care and academic achievement for which we are well known.

Curriculum

We offer a genuinely broad and balanced curriculum to all year groups. Pupils acquire the skills, concepts, knowledge and skills necessary to prepare them to take place their place as active and successful citizens of the 21st century.

At Key Stage 3, subjects are taught according to the National Curriculum guidelines and a wide range of learning styles are used to ensure that all pupils are engaged and able to progress. We believe that pupils learn best in classes appropriate to their ability so pupils are set for many subjects from the beginning of Year 7.

" St. Christopher's offers a friendly and supportive environment, where teachers strive to support each individual pupil to fulfil their potential. The varied curriculum and rich opportunities provided ensure that pupils flourish both socially and academically."

Mia Helps - Head Girl

About St Christopher's (Cont.)

In Years 10 and 11, all pupils follow a core curriculum of English, mathematics, science, RE, PSHE and RE. In addition, pupils select courses from a wide range of GCSE options. Pupils are provided with the opportunity to study the EBacc suite of qualifications, with the most able following separate science courses.

Over thirty A-level courses are offered in the Sixth Form. Most students continue to study four subjects for most of the Lower Sixth and continue with three of these in the Upper Sixth. All sixth formers participate in our enrichment programme which takes place on Wednesday afternoons. A wide range of options are available including pre-professional work experience, sports academies, archery and dance. Most students progress to university with many making successful applications to Russell Group universities including Oxford and Cambridge.

The curriculum is based around five sixty-minute periods per day, organised as a two-week 48 lesson timetable.

Extra-curricular activities

Pupils are encouraged to participate in a wide range of extra-curricular activities including the largest school based Duke of Edinburgh Award Scheme in Lancashire, an award winning eco group, and a vibrant music department which enjoys a national reputation. Opportunities for foreign travel are numerous, including, in the last year, visits to India, Iceland, USA, Paris, Rome and Barcelona.

All staff are encouraged to participate to the extra-curricular life of the school and contribute in any way they can.

Pastoral care

The Heads of Year and Form Teachers (Personal Tutors in the Sixth Form) have responsibility for the welfare, academic progress and discipline of the pupils in their care. Time is set aside each day to enable form teachers to get to know each pupil as an individual.

Pupils are offered many opportunities to accept positions of responsibility in addition to the senior roles of prefect, Head Boy and Head Girl. Pupil Voice is important at St Christopher's and we have an active School Council.

Spiritual care and worship

St Christopher's opened in 1958 to educate the children of Church going families of east Lancashire. Admission to the main school is primarily based on parental patterns of worship at churches recognised by Churches Together or the Evangelical Alliance.

The school motto of 'Ad Gloriam Dei' informs all that we do. We try to establish caring attitudes and lasting values through worship and work done in the classroom, as well as, on a more practical level, supporting charitable appeals.

Each school day begins with an act of worship within the Anglican tradition. A Chaplaincy Team supports our worship and pastoral work, each year group having its own chaplain.

At the last SIAMS inspection (2016) the school was judged **Outstanding in all areas.**

" St. Christopher's Christian virtues give all pupils a caring, structured environment in which we flourish into capable and successful young adults. Our school ethos establishes a compassionate atmosphere that guides us to become positive, appreciative members of the St. Christopher's family."

Michael Stevens - Head Boy

About St Christopher's (Cont.)

Ofsted

The school was inspected by Ofsted in December 2016 and was judged to be Good with a number of Outstanding areas. Inspectors reached some telling judgements.

- **'Leaders have created an ambitious culture. Pupils are expected to become the best they can be, both academically and socially.'**
- **'Pupils' attendance is excellent.'**
- **'The work the school does to keep pupils safe is exemplary.'**
- **'The behaviour of pupils is outstanding.'**
- **'Tolerance and respect are strongly evident throughout the harmonious school community and the warm and inclusive ethos permeates every aspect of the school's work.'**
- **'Pupils are proud of their school. Pupils of all abilities demonstrate resilience and enthusiasm in lessons.'**
- **'Attainment is at record levels.'**

We all work hard to ensure that every child at St Christopher's is known, supported and challenged. In the words of one of our former students –

"I am still not sure what I want to be but after studying at St Christopher's I know who I want to be."

R D Jones
Headmaster



" I was a bit nervous on my first day, but afterwards I knew that somebody would always be there for me if I needed help."

Luke, 7HN

Job Description

Main Purpose

To make the education of pupils your first concern in such a way that has a positive and significant impact on their personal development and academic achievement.

To uphold the vision and values of the department and school.

Key Responsibilities

Plan for teaching which will promote at least good rates of pupil progress.

Set high expectations for pupil behaviour, establish and maintain a good standard of discipline through focused teaching and the nurturing of positive and productive relationships.

Fully exploit a range of appropriate teaching techniques and methodology.

Use a range of assessments to inform planning with a view to maximising rates of progress.

Contribute to the development and evaluation of lesson plans and schemes of work.

Set, record, monitor and provide feedback on homework tasks.

Be familiar with the statutory requirements for assessment and reporting.

To communicate appropriately with parents including attendance at parents' evenings as required.

Carry out the roles and responsibilities of a form teacher (main school) or personal tutor (sixth form).

Contribute to the wider life of the Department including clubs and revision sessions.

Contribute to the wider life of the School and uphold its Mission Statement.

Support the head of department in working with and contributing to the local teaching school alliance.

Wider Responsibilities

Actively support and promote the Christian ethos of the School.

Provide pastoral support for pupils to a high standard.

Contribute appropriately to School events and extra-curricular activities.



Be aware of and adhere to School policies and procedures particularly in relation to Safeguarding and Child Protection, Health and Safety, Confidentiality and Data Protection, reporting all concerns to the appropriate person/s.

Fully participate in the School's programme of performance management.

"Pupils are proud of their school. Pupils of all abilities demonstrate resilience and enthusiasm in lessons."

Ofsted

Job Description (cont.)

Undertake any other duties and responsibilities as required that are covered by the general scope of the post or at the request of the headmaster.

Developing Oneself and Working with Others

Evaluate one's own teaching and use this to improve effectiveness.

Treat people fairly, equitably and with dignity and respect, supporting the positive culture of the wider school community.

Develop and maintain a culture of high expectations for self and take appropriate action when performance is unsatisfactory.

Review one's own practice, set personal targets and take responsibility for one's own professional development.

Manage one's own workload and that of others in order to support an appropriate work/life balance.

Securing Accountability

Fulfil commitments from contractual accountability to the governing body.

Strengthening Community

Create and maintain effective partnerships with parents and carers to support and improve pupils' academic achievement, in addition to their spiritual, moral, social and cultural development.

This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed in the future at the discretion of the School management. The appointment is subject to the current conditions of employment in the current School Teachers' Pay and Conditions.

Job Title: Teacher of Science (Chemistry)
Reporting to: Head of Science
Salary: MPR/UPR
Contract: Temporary (maternity cover)



"The school is a caring and inclusive community in which learners flourish as 'children of God'."

SIAMS

Subject Profile

The Science Department is stable and has a strong record of success. It is very well led and the whole team are dedicated to delivering lessons of the highest standard.

Number of staff: Eleven full-time and three part-time specialist teachers; two full-time technicians

Departmental structure: Head of Department supported by an Assistant Head of Science and each of the A-level subjects respectively.

Examination courses for KS4: AQA GCSE Triple Science or Combined Science: Trilogy
All pupils take two or three science GCSEs.

Examination courses for KS5:

Biology	OCR
Chemistry	OCR
Physics	AQA

GCSE Examination Results (%):
(2016-17 A*-C; 2018 9 – 4)

	2016	2017	2018	2019
1x GCSE	76%	78%	-	-
2x GCSE	65%	69%	69%	60%
Biology	97%	88%	98%	90%
Chemistry	100%	92%	94%	93%
Physics	100%	89%	98%	94%

Attainment is strong and above the national average and rates of progress are improving rapidly.

A-level examination results:
(A* - B)

	2016	2017	2018	2019
Biology	56%	40%	32%	37%
Chemistry	40%	50%	25%	32%
Physics	11%	67%	53%	22%

Accommodation: Seven laboratories in main school and two state-of-the-art labs and one general classroom in the Sixth Form Centre
We are currently bidding for improvements to the main school classrooms.

Structure of timetable:
KS3 Y7 – 6; Y8 – 6; Y9 – 6, hours (lessons) per fortnight.
KS4 Ten hours (lessons) per fortnight. Triple Science 15 hours.
KS5 Nine hours (lessons) per fortnight.
KS4 and KS5 are taught in teams.

"God is in all things, which makes everything worthy of our investigation. At St Christopher's we deliver a knowledge-based curriculum by encouraging our learners to be actively creative and thoughtful scientists. Our ambitious and challenging platform of learning links throughout to the national curriculum but is not limited by it. Through this we can be sure to develop critical thinking, analytical skills and the ability to carry out high level problem solving. A culmination of all these skills allows our learners to become compassionate stewards of our global community."

Mr J. Foy, Head of Science

"The teachers are really supportive and help you with anything you need."

Alicia, 7JG

Person Specification

Criteria to be determined from application form and supporting statement.

Training, qualifications and experience

Qualified teacher status **E**
Recognised subject specific degree or equivalent **E**
Subject related higher degree **D**
Professional development over the last three years in aspects of subject development and pedagogy **E**
A successful record as a classroom teacher **E**
A successful track record of raising levels of attainment and progress **E**
Strong commitment to extra-curricular provision **E**
Experience of teaching A-level **D**
Effective use of data to inform appropriate actions **E**

Professional knowledge and understanding

Current educational issues especially those related to the curriculum at KS3 and KS4 **E**
Current teaching, learning and assessment issues relevant to the needs of the department **E**
Effective strategies for promoting positive pupil behaviour **E**
The management of staff, including professional development **D**

Vision and values

Christian commitment as indicated by membership of a church in Churches Together, Evangelical Alliance or The North West Partnership **D**
Willingness to support and reinforce the ethos of a Church school **E**

Personal and professional qualities

Hard working, loyal and flexible in approach to work **E**
Build and maintain effective relationships **E**
Inspire and motivate others to carry the school's vision forward **E**
Prioritise, plan and organise themselves and others **E**
Demonstrate a strong commitment to on-going learning and professional development **E**
Listen to and reflect on feedback **E**
Good attendance and punctuality record and a high level of stamina and enthusiasm **E**
Good communication skills and a positive outlook **E**

Confidential references

Professional references should show a strong level of professional support and a positive recommendation from the applicant's current employer

E = essential, **D** = desirable

" St. Christopher's is a welcoming school with kind pupils and teachers who help you."

Ruth, 7JE