

Teacher of Science
Full time Maternity Cover September 2023
(with a background strength in Biology)

(Will also consider applicants looking for part time work)

Required from September 2023

Closing Date: 9.00am on Wednesday 26th April, 2023

Proposed dates:

Shortlisting: Friday 28th April, 2023

Interview: Tuesday 9th May, 2023

TEACHER OF SCIENCE

Full time, maternity cover from September 2023

Grade: MPR/UPR (*as agreed by appointing governing panel*)

The Science Department:

The school is looking to appoint a committed, enthusiastic individual as a teacher of Science. Given the existing mix of staff in the department, a Biology background is desirable in the successful applicant. The Science department is one that has a clear vision for its development and has seen very strong outcomes for its students.

The Science Department consists of seven full-time teachers, a dedicated Science Teaching Assistant and two Lab Technicians. The department is on two levels of the building with three labs on each floor and a prep room and technician for each location. A large brand new lab has also been added to the Science facilities.

At KS4 there are seven classes in each year group, sitting AQA examinations. One group studies separate Sciences, the other groups sit the Trilogy Science. Separate Science is being studied as an option and receives an additional 2.5 hours per week in addition to the time that trilogy students receive. At KS3 groups are mixed ability and there is a wide range of ability within each class.

The Science Department offer a wide range of extra-curricular activities such as Science Club for KS3 and various visits which enhance the curriculum which the successful candidate will be expected to participate in. Members of the Science Department have led a trip to Iceland and a Skiing Trip to the US as well as more traditional trips like the Big Bang or visits to the Science Museum in London. Currently the department are preparing to visit the Hadron Collider at CERN. The Department also engage in a range of competitions such as the Science Olympiad and the Lego Creator Competition.

As you can see, this is a strong, dynamic department to work in. We are looking to recruit the best teacher possible to this role whether they are an ECT or an experienced teacher looking for the opportunity to work in a strong department in an excellent school.

This maternity post will be from September 2023 to April 2024 or until the return of the current postholder, whichever is the sooner.

The closing date is **9.00am on Wednesday 26th April.**

This school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.

Please note that in line with Keeping Children Safe in Education 2022 an online search will be carried out as part of our due diligence on shortlisted candidates.

Professional Development:

Staff at Balshaw's have an hour per week of dedicated Professional Development time which currently takes place on a Thursday evening. Balshaw's is also a member of a number of school-to-school support networks that are a legacy of Teaching Schools and staff both deliver training and are able to take part in training across these networks.

All staff are provided with laptop computers, have a dedicated staffroom, staff silent working room, CPD library, Staff Health and Wellbeing Resource Library and various kitchen areas and departmental offices. Staff also benefit from the use of a fully-equipped fitness suite.

About Balshaw's

Balshaw's enjoys the privilege of being one of the most successful schools in the county and the most over-subscribed school in South Ribble. We believe that this is deservedly so.

As a school rooted firmly in the Christian ethos, each student in our care matters deeply to us. However, as an authority controlled school we do not operate any entry criteria and the school is available to students of all abilities, interests and aptitudes. Nevertheless, in following the school motto: (*non sibi sed aliis*) 'not for self, but for others' we aim to create students whose actions reflect the love of Christ as we develop them into full and well-rounded young adults ready to make valuable contributions to our society.

Balshaw's has a proud history of academic excellence for students dating back to 1782. The school adds significant value to its students from their starting points in Year 7 to the time when they leave in Year 11. Many will go on to study at Runshaw College, which was originally the Sixth Form of Balshaw's, and others will take up apprenticeships or employment.

Equally important to us is the richness of opportunity available to students at Balshaw's. Set in 21 acres of beautiful land, Balshaw's staff provide extra-curricular opportunities that other schools could only hope for. The huge range of clubs and activities have taken many of our students on to careers in sport and media with a number of well-known alumni.

Those who come to teach and work at Balshaw's will have fantastic opportunities to progress their careers and gain a wealth of experience. That said, Balshaw's also enjoys an incredibly stable workforce and when you hear the phrase 'Once a Balshavian, always a Balshavian' you will realise it to be a truth. The school is only on its 14th headteacher in its 241 year history!

Balshaw's is more than a school – it is a family. This post offers you the opportunity to become part of the Balshaw's family where you will be able to make a difference to the lives of the young people who are our future.

Summary

It is said at Balshaw's that "Once a Balshavian, always a Balshavian." This is very true – a number of staff are previously students of the school and there is a very small turnover of staff either through retirement or promotion. We hope that when you visit our school you will get a strong sense of the Christian family values that underpin what we do.

Lighting the path to excellence through Christian vision and values.

Gospel values of love, forgiveness, friendship, kindness, truth, patience, respect and humility are the foundation for decisions made in the Balshaw's family. Our aim: to develop students of faith and no faith, who reflect Christ's love within the wider community.

OFSTED (2023)

- Students are proud to attend their school.
- Leaders are ambitious for all pupils, including those with special educational needs.
- Teachers have high standards for students' academic achievement and their behaviour.
- The atmosphere around school is calm and respectful.
- Pupils benefit from the opportunities for their wider development.
- Pupils behave well around the school and in lessons.

SIAMS (2019)

- 'Religious Education is both inspirational and challenging.'
- 'Strongly held values infuse the school community.'
- 'Collective worship is exemplary.'
- 'The senior leadership team provide inspirational and caring leadership.'
- 'The quality and range of their [pupils'] theological thinking is impressive.'

Safeguarding Commitment

Please note that the school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Diversity and Equality

As a school we are passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all of our people equally, without compromise.

Job Description

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| POST TITLE: | Teacher of Science (Biology specialist) |
| GRADE: | MPR/UPR |
| CAR USER: | |
| LOCATION: | Balshaw's CE High School |
| RESPONSIBLE TO: | Head of school overall, Curriculum Leader and Head of House |
| STAFF RESPONSIBLE FOR: | Teaching classes and tutor group |
| PURPOSE OF THE POST: <ul style="list-style-type: none">• Carry out teaching, pastoral and administrative responsibilities as indicated in post description and under the reasonable direction of the Headteacher as set out in the School Teachers' Pay and Conditions Document.• To raise standards of student achievement and attainment within Science. | |
| GENERAL RESPONSIBILITIES: <ul style="list-style-type: none">• To be in sympathy and uphold the Christian aims and ethos of the school.• To ensure that students are safeguarded within the school.• To adhere to the policies set out by the school and act as a positive role model.• To contribute to the delivery of PSHE. | |
| SPECIFIC RESPONSIBILITIES <ul style="list-style-type: none">• Under the direction of the Curriculum Leader to develop the teaching of Science with a particular specialism in Biology.• To participate in the development of appropriate teaching materials, sessions of work and methods of assessment.• To ensure the maintenance of accurate and up-to-date information on all classes taught.• Under the direction of a Head of House to be a Tutor of an assigned Tutor Group and to carry out duties in accordance with the Job Description of Group Tutor.• To participate in appropriate meetings with colleagues and parents.• To carry out a share of supervisory duties in accordance with the duty rota schedules.• To participate in performance appraisal arrangements.• To have a share in developing and maintaining the good reputation of the school and to be fully involved in the whole life of the school. | |
| QUALITY ASSURANCE <ul style="list-style-type: none">• To establish the process for setting targets within the learning area and to work towards achieving positive value added.• To establish common standards of practice within the learning area to develop the effective teaching and learning within the learning area.• To contribute to the school procedures for lesson observation.• To monitor and evaluate the learning area in line with agreed School procedures including evaluation against quality standards and performance criteria.• To implement improvement where required.• To ensure that quality procedures meet the requirements of Self Evaluation Form and the Development Plan. | |
| <i>In addition, other duties at no higher a responsibility level may be interchanged with/added to this list at any time.</i> | |

Person specification:

| Job title: Teacher of Science (Biology Specialist) | | Grade: MPR/UPR |
|--|---|--|
| Directorate: Children and Young People | | Post number: |
| Establishment or team: Balshaw's CE High School | | |
| Requirements (based on the job description) | Essential (E) or desirable (D) | To be identified by: application form (AF), interview (I), letter (L), references (R) |
| Qualifications <ul style="list-style-type: none"> Has science-related degree. Has QTS or will be ECT. | E E | AF AF |
| Experience <ul style="list-style-type: none"> Has recent and relevant experience of teaching. Has added value to pupil progress from KS2. Has experience of working in a pastoral role as a tutor. Has experience of delivering PSHE. | E D D D | AF/R AF/R/I R/I/L R/I/L |
| Knowledge, skills and abilities <ul style="list-style-type: none"> Excellent classroom practitioner with the ability to be 'outstanding.' Specialist knowledge of the Biology curriculum. Able to motivate and inspire students to have deep learning experiences in Science. Able to plan effectively for a range of learning styles and abilities. Able to use a range of assessment strategies to provide effective feedback that enables students to make effective progress. Able to use assessment data to effectively plan next steps in students' learning. Effective interpersonal and communication skills. Committed to ongoing Professional Learning and development. Fluent in the use of ICT for learning, teaching and administration. Able to be flexible and to use initiative to move strategies forward and maximise impact. | E E E E E E E E E E E | I/R I/R/L I/R I/R/L I/R/L I/R/L I/R AF/I/R AF/I/R I/R |
| Other (including special requirements) <ul style="list-style-type: none"> Commitment to initiate and participate in both cross-curricular and extra-curricular activities. Commitment to safeguarding and protecting the welfare of children and young people Commitment to equality and diversity Commitment to health and safety Commitment to sustaining regular attendance at work Commitment to Christian ethos of the school | E E E E E E | I/R I I I/R I/L AF/L/I |

How to apply:

Please apply via the TES website using the Quick Apply button, a link to which can be found on the school website www.balshaws.org.uk.

The closing date for applications is **9.00am on Wednesday 26th April, 2023**.

Due to limited resources it is not our policy to write to the unsuccessful candidates so please assume your application has been unsuccessful if you do not hear from us within two weeks of the closing date.

Thank you for your interest in this post.