



Urmston Grammar Teacher of Computer Science



Applicant Information 2024

Dear Colleague,

Thank you for showing interest in this exciting opportunity to work in our successful co-educational grammar school. We are seeking to appoint an inspirational Teacher of Computer Science with ambition and drive to contribute to outstanding teaching and learning to raise the achievement of young people.

We have a reputation as a forward-thinking dynamic learning community and a leader in education. We have received national recognition for our work as a Science and Language college and in September 2010 we became a converter academy. We are using our status to ensure that our students continue to receive a high-quality education.

We celebrate the pursuit of excellence and encourage each individual to achieve their personal best. We provide students with an education that is built on a tradition of courtesy and mutual respect, hence our motto, "manners makyth man". Teaching and facilities ensure that students receive an education that prepares them for successful, fulfilled lives in this demanding twenty-first century. Our school building has retained much of the original structure that works well to serve our needs; however newer areas incorporate elements of modern design. These fit together seamlessly to provide an excellent working environment. This reflects our philosophy on education, which is built on strong traditions but open to new ideas and approaches.

The success of our school is not just based on the aptitude of our students, but on the expertise of our staff to nurture individuals. Students are challenged and supported to maximise their achievement. They are expected to actively participate in school life and make a valuable and sustained contribution to their wider community.

Information about the Computer Science Department, a job description and person specification are included in the pack. Additional information about our school is available on the school website.

Please complete the TES application form which includes your formal letter of application. Your letter should address the points identified in the job description as well as the requirements outlined in the person specification.

Urmston Grammar is a prestigious and heavily oversubscribed school where examination successes regularly place us in the top state schools as well as the top grammar schools. This is an excellent school in which to work; the staff are hard-working, highly committed and passionate about making a difference to the lives of the students they teach.

If you would like any further information, please do not hesitate to contact us. I look forward to hearing from applicants who can contribute to the future success of our school.

Yours faithfully,



Riffat S Wall

Headteacher

Introduction to Urmston Grammar

The Governors and Urmston Grammar's Senior Leadership Team run a highly successful 11-18 co-educational grammar school with an excellent national and local reputation for academic excellence.

There are just under 1100 students at Urmston Grammar; admission into Year 7 is by the CEM 11+ assessment that pupils take when they are in Year 6 at primary school. The same assessment is used for admission to three other grammar schools in the area that form the CEM Trafford Consortium. The school is a five-form entry and has the capacity to admit 150 students in each year group Years 7-11. There are currently 300 students in Years 12 and 13.

At the end of Year 11, many of our students stay on into our Sixth Form, but they must fulfil our entry requirements. They are joined by up to 50 students from feeder schools from the Greater Manchester area. Upon leaving the Sixth Form, most students go on to university. In recent years there has been a growing demand for routes into higher level apprenticeship courses.

The school attracts and retains exceptional staff who possess a wealth of experience, knowledge and expertise. As caring professionals, our commitment to the welfare and pastoral care of our students is aimed at allowing each of our students to flourish.

Our students enjoy working in a respectful and mutually supportive atmosphere where self-discipline is fundamental to our enjoyment of learning. We offer them a safe and secure environment with access to the very latest facilities.

The principle aim of our school is to develop the full potential of each student academically, artistically, emotionally, morally, physically and socially so that they can take their place in society as mature, discerning and caring adults.

The school seeks to provide extensive opportunities, enrichment and stimulation for the achievement of individual excellence; to prepare students for living in a complex, technological world.

At Urmston Grammar we are proud of our students; we expect them to work hard, contribute to the life of the school and be effective role models for their peers and for younger pupils. In return, we provide high quality teaching, a place where they can learn with like-minded students who want to succeed, excellent facilities and a wide range of opportunities to enhance their personal portfolio.

Our key messages for everyone in the Urmston Grammar community are:

- Take PRIDE in yourself and in all that you do.

- PARTICIPATE and make the best of the opportunities at Urmston Grammar.
- EMPATHISE with others so that you can understand how they feel, increasing tolerance and mutual respect.

Further information about the school can be found on our website: www.urmstongrammar.org.uk

Technology Faculty – Computer Science Department

Vision Statement

The Computer Science Department at Urmston Grammar teaches excellence through a strong curriculum structure with Application and Programming aspects. We are dedicated to challenging students with an awareness of computational thinking, as well as the creative side of IT.

At Urmston Grammar, we feel the department is about communicating information to achieve a self-determined, autonomous goal and students should learn by doing, working with others and in teams to develop the capability to handle change, new ideas and innovative ways of problem solving.

The department is made up of two full-time Computer Science teachers. The CS department comprises of three dedicated IT rooms that contain 28 PCs, Adobe software, Programming software and various hardware such as Edbot and Drones.

Key specialisms within the department are Python, C#, Unity and Adobe CC.

Computer Science at Urmston has a rich extra-curricular programme for all key stages with clubs after school/during lunchtimes and opportunities to work with professional visitors. Annual trips are offered for all examination groups to provide an opportunity for students gain valuable experiences. Trips have included an autumn visit to Play Expo and EGX as well as taking part in competitions such as BIMA day and Raspberry Pi.

Aims of the Department

- To provide students with a variety of experiences through the use of programming languages such as Python and C# and an innovative curriculum.

- To make students aware of the diverse activities covered by the subject of Computer Science.
- To understand the relevance of the subject in everyday life and its connections to other areas of the curriculum.
- To encourage students to work using self-reliance and initiative.
- To develop the skills and methods of problem solving in Computer Science.
- Trips have included an autumn visit to Play Expo and EGX as well as taking part in competitions such as BIMA day and Raspberry Pi.

Mr Sanjeev Verma – Director of Technology

Teacher of Computer Science – Person Specification

	Essential	Desirable
<ul style="list-style-type: none"> Qualifications/ Training 	<ul style="list-style-type: none"> An honours degree in Computer Science or IT. Qualified Teacher Status. 	<ul style="list-style-type: none"> A good honours degree in Computer Science. Or relevant subject Evidence of commitment to own professional development
<ul style="list-style-type: none"> Experience 	<ul style="list-style-type: none"> Recent success at teaching Computer Science to GCSE students Knowledge and understanding of current educational thinking with regards to Computer Science. 	<ul style="list-style-type: none"> Successful experience of using ICT to motivate students and encourage them to progress. Ability to teach Computer Science to A level.
<ul style="list-style-type: none"> Skills 	<ul style="list-style-type: none"> Ability to excite and motivate young people in mixed ability classes. An excellent classroom manager. Ability to work effectively within a team. To plan, prepare and deliver the curriculum as relevant to the age and ability groups that you teach. To teach using a wide variety of strategies to maximize achievement for all children, including those with special educational needs and high achievers and to meet differing learning styles. Effective inter-personal skills. Effective communicator, orally and in writing 	<ul style="list-style-type: none"> Willingness to participate in extra-curricular activities.
<ul style="list-style-type: none"> Knowledge & Understanding 	<ul style="list-style-type: none"> Ability to teach Computer Science at KS3-4 Understanding of how to use target grades to inform teaching and motivate learners to reach and exceed target grades. Assessing and recording the progress of pupils' learning to inform next steps and monitor progress. Knowledge of Python 	<ul style="list-style-type: none"> Knowledge of another High-level language e.g., C# Understanding of the importance of data in driving achievement. Knowledge of Unity/C#

	<ul style="list-style-type: none"> Well-developed ICT skills. 	
<ul style="list-style-type: none"> Additional qualities 	<ul style="list-style-type: none"> Conscientious and self-motivated Detailed planner Relates well to colleagues, students and parents. Approachable A good team player Uses initiative and takes responsibility. Ability to work under pressure and to challenging deadlines Ability to collaborate with team members. Cheerfulness, friendliness and good humour. Willingness to be actively involved in the extra-curricular life of the department. 	<ul style="list-style-type: none"> Willingness to be involved in out-of-hours activities (e.g., lectures, trips, clubs). Willingness to adopt and to share new ideas.

Urmston Grammar - Job Description

Post: Teacher of Computer Science

Reporting to: Head of Department

Responsible for: Teaching and learning within the Department

Core Purpose

All teachers make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

- To be an active member of the team.
- To liaise with Heads of School, Heads of Department, Heads of Subject and pastoral staff.
- To attend assemblies.
- To assist with school visits.
- To participate, if necessary, in the school performance management procedures.
- To contribute to the wider life of the school community.

Strategic Role

- Contribute to the development of policy and practice to support the continued improvement of effective teaching and learning.
- Contribute to students' spiritual, moral and cultural development e.g., citizenship, trips and visiting speakers.
- Contribute to school and departmental procedures which allow the analysis and interpretation of relevant data, research and other documentation to inform future practice, expectations and teaching methods.
- Participate in the school system for the quality assurance and self-evaluation of their curriculum area.

Teaching and Learning

Set high expectations which inspire, motivate and challenge students

- Establish a safe and stimulating environment for students, rooted in mutual respect.

- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
- Demonstrate consistently, the positive attitudes, values and behaviour which are expected of students.

Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes.
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.
- guide students to reflect on the progress they have made and their emerging needs.
- demonstrate knowledge and understanding of how students learn and how these impacts on teaching.
- encourage students to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings.
- demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.
- keep up to date with developments in pedagogy, teaching resources and make relevant changes to instructional plans and activities.
- use relevant technology to support teaching and learning.
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

Plan and teach well-structured lessons

- plan, prepare, teach and evaluate lessons throughout the age and ability range
- impart knowledge and develop understanding through effective use of lesson time in accordance with statutory requirements, school aims and objectives, school policies and departmental Schemes of Work.
- promote a love of learning and students' intellectual curiosity.
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired and ensure that homework is set and recorded on show my homework.

- reflect systematically on the effectiveness of lessons and approaches to teaching.
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s) which meets internal and external quality standards and develops independent learning.
- use a variety of teaching methods which will stimulate learning appropriate to student needs and demands of specifications.
- maintain resources and create positive learning environments in order to support learning.
- take reasonable care of department resources and account for any equipment used.
- establish and communicate clear objectives for all learning activities.
- set cover work when on leave of absence/known absence.

Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development.
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them ensuring targets outlined in a student's Education, Health and Care (EHC) Plan are pursued.

Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- make use of formative and summative assessment to secure students' progress.
- use relevant data to monitor progress, set targets, and plan subsequent lessons.
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback. To assess and monitor student work in accordance with statutory requirements and school and Departmental policies and to set realistic and challenging targets for improvement.
- To maintain teaching records, attendance and other pastoral records.

- To maintain accurate, transferable student registers and records.
- To complete student reports and reviews.
- To attend Parents' Evenings as appropriate.
- To assist in setting and marking internal examinations.
- To ensure that external examination requirements are satisfied.

Manage behaviour effectively to ensure a good and safe learning environment

- maintain a tidy, safe and stimulating working environment.
- maintain good order and discipline ensuring health and safety including training students in the safe and appropriate use of equipment.
- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.
- keep a record of student attendance at, and punctuality to, lessons and report any notable observations to the form tutor.

Quality Assurance

- To contribute to the school's QA procedures for lesson observation, work scrutiny and student voice activities.
- To help to monitor and evaluate the curriculum area in line with the agreed QA framework.

Ethos and Culture

- Promote an ethos and culture within the department that are in line with achieving the aims of the school.
- Always insist on the highest standards of behaviour and work from all students.
- Celebrate students' work including organising the provision and regular updating of displays.

Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school.
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- deploy support staff effectively.
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- refer any Child Protection concerns to the designated safeguarding lead (DSL) in the school.
- record any safeguarding concerns on CPOMS.
- communicate effectively with parents about students' achievements and well-being.

All teachers are expected to demonstrate consistently high standards of personal and professional conduct.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

- This job description may be amended at any time by mutual agreement, but in any case, will be subject to regular review.
- The post-holder will be subject to a full police and DBS check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and all convictions or cautions must be declared.