

Teacher of Chemistry



February or Easter 2020

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA



Page 1

1. Letter from Principal, Austin Sheppard	Page 3
2. Details of package	Page 4
3. Job description	Page 4
4. Person specification	Page 7
5. Information for applicants	Page 8
6. Queries, or complaints about the recruitment and selection process	Page 9
7. How to apply	Page 9

January 2020

Dear colleague,

Thank you for your interest in this role at South Bank UTC. We are at a very exciting time in our journey as we continue to grow in both size and stature within the local and wider London educational landscape. We opened to students aged 14-19 in Brixton in September 2016 as a brand new school, and benefit from incredible specialist facilities that are the envy of many colleges and universities let alone schools. Close to central Brixton, we benefit from being in a vibrant, dynamic, rewarding and inspiring place to work, and enjoy excellent transport links.

Our vision is to develop young professionals with the skills and knowledge for successful careers in the engineering and health industries. We do this through a highly specialised curriculum and offer GCSE, BTEC and A-level provision. Our curriculum is supported via our core values of INNOVATION, INTEGRITY and INTENT; these help guide students and staff alike towards excellence.

Supporting our vision and values is our mission to maximise achievement through innovative teaching and learning and high quality partnerships with London South Bank University and our Industry partners including: Skanska; Essentia; Guy's and St Thomas' NHS trust; and King's College NHS trust. We are proud that our students benefit directly from real-life employer challenge projects, delivered alongside our sponsors and designed to develop authentic, contextualised learning. As a result, our students are motivated and highly engaged by the offer of a professional, mature learning environment.

Not only do our young people have the opportunity to study high quality academic and technical qualifications, they learn valuable key employability skills to equip them for the modern workplace. Our students are also fully supported through high-quality, personalised pastoral care.

This role will require high levels of personal and professional commitment and the ability to work successfully as part of a team will be essential. The successful candidate will be an excellent teacher of Chemistry and have experience of GCSE and A-level teaching. You will be required to be highly adaptable and flexible and will need a strong work ethic. In exchange, the UTC will offer first class career development opportunities, high quality personalised CPD, the chance to work with cutting edge equipment, with engaged employer and university partners and an outstanding group of young people.

You will have the unique opportunity to play a central role in developing an exceptional UTC. We would love to hear from you if you feel you have the skills and expertise we need for this key role. Do contact me directly should you wish to discuss the role in more depth.

Yours faithfully,



Austin Sheppard
Principal

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA



Chemistry Teacher

Package:	South Bank Academies pay scale TS5 £30,504 – TS13 £42,341 per annum plus Teachers' Pension, perks and benefits package, free lunch and on-site gym
Accountable to:	Head of Science
Location:	South Bank UTC, 56 Brixton Hill, London SW2 1QS
Contract type:	Full time or Part time (3 days per week – salary pro rata 0.6FTE)
Contract term:	Permanent
Job start:	February 2020 or Easter 2020
Deadline:	9.00 am, Friday 24 th January 2020
Interviews:	Wednesday 29 th January 2020 (candidates will be contacted on Friday 24 th January if they are shortlisted)

Candidates are welcome to attend for a **tour and chat with the Principal at 9.30 am on Monday 20th January 2019**. Please email the Principal's PA catherine.clay@southbank-utc.co.uk if you are interested in attending.

We are seeking to appoint an inspirational and committed teacher of Chemistry, with experience of teaching at Key Stages 4 and 5, to join our supportive, enthusiastic and collaborative team. The successful candidate will be joining the UTC at an exciting time of development within the Health and Science curriculum, as we look forward to embracing a second specialism of Health.

With the development of new resources for the Health curriculum and a fully resourced suite of laboratories, we are well equipped to provide first class STEM education. The UTC currently follows the AQA specification for all Science subjects.

Job Description – Teaching roles

Core Purpose

You will have a central responsibility for leading the quality of teaching and learning and for pupils' achievement in the classes you teach. This will involve setting and articulating high expectations; teaching effectively using appropriate resourcing to challenge and engage all learners; ensuring robust and accurate tracking and performance data is used to drive progress. We are committed to making sure our students have excellent outcomes both in terms of qualifications and wider employability.

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA



Key Responsibilities

1. Teaching and learning

- Deliver excellent learning experiences, which engage and excite South Bank Engineering UTC students, driving strong progress and high levels of attainment.
- Plan and teach well-structured lessons which engage students to learn for themselves.
- Bring the curriculum to life through practical application relevant to the world of work.
- Adapt teaching to meet the needs of groups and individual students.
- Have clear and high expectations of student conduct.
- Give students regular feedback and clear targets in order to help them improve.
- Encourage them to reflect on their progress and support them to become successful independent learners.
- Reflect on student learning and own teaching practice to improve future effectiveness.
- Work with colleagues to evaluate teaching, giving and receiving feedback to help improvement.
- Gather feedback from students and respond positively to suggestions for improvement.
- Develop an inclusive and supportive approach so that all young people feel welcome and supported in their learning.
- Set work for classes for planned absence and, where possible, for unplanned absence.

2. Raising aspiration, achievement and attainment

- Be accountable for students' progress and attainment in all classes taught.
- Have high expectations of students in achieving their academic targets, irrespective of background.
- Work with senior leaders to use assessment data to set challenging targets for students and to accurately track their progress, with a focus on groups and gaps.
- Use accurate assessment methods to understand and track the progress of every student and design appropriate strategies to support their learning.
- Address the needs and aspirations of each student through personalised learning.

3. Curriculum expertise

- Maintain subject expertise across relevant Key Stages and qualifications.
- Develop subject expertise, especially in areas with lack of experience or with new qualifications.
- Design and implement a curriculum in specified subject areas which meets the needs of all students, is consistent with the UTC's Vision and Values and fulfils statutory requirements.
- Ensure that opportunities are taken to develop the curriculum to reflect the specialist ethos of the UTC and which prepares young people for their range of future possibilities.
- Ensure that students understand how the curriculum is relevant to the world of work and develops their employability.
- Support student development of literacy, numeracy and SMSC throughout their experience.
- Have an attitude of flexibility to teach other subjects with appropriate support and CPD.
- Contribute to a flourishing enrichment programme which provides a broad and stimulating experience for all students.

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA



4. Developing the organisation

- Promote the UTC's values across staff and students and with business partners.
- Contribute significantly to student recruitment, through attending events in the UTC and elsewhere and promoting the UTC.
- Treat students as young adults, show them respect and earn theirs.
- Promote employability skills through discussion with students and by demonstrating them in professional approach.
- Work with the leadership team to critically evaluate the UTC's performance and influence change.
- Contribute to the CPD of other staff using own expertise and seek opportunities to develop personal knowledge and skills.
- Be efficient with resources and mindful of waste to ensure value for money.
- Ensure effective use of all technological and pedagogical resources.
- Work in partnership with parents/carers ensuring that they have full information about the progress of their children and contribute to their learning.

5. Additional duties

- Actively develop opportunities to secure and embed partnerships outside the UTC: with employers, community groups, educational providers or charities for example.
- Act with integrity and ensure a high standard of care and safeguarding for all our students.
- Comply with health and safety rules and legislation, ensuring the safety of students and staff at all times.
- Provide a highly visible presence to students and colleagues through the day.
- Attend open evenings, parental events, progress review meetings and other dedicated activities, as required.
- Act in compliance with data protection legislation in respecting the privacy of personal information.
- Comply with the principles of the Freedom of Information Act 2000 in relation to the management of UTC records and information.
- Undertake additional duties as may be reasonably directed by the Principal or line manager where they meet the priorities of the UTC.

See Person Specification overleaf.

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA



Person Specification

Selection Criteria	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Degree in Chemistry or a related discipline	✓	
Evidence of appropriate continued personal and professional development	✓	
Experience and Attributes (If you are an NQT and this would be your first teaching post, some of these may not apply)		
A track record of good or outstanding teaching	✓	
Experience in Key Stages 4 and 5	✓	
Understanding of current specifications in the subject	✓	
A proven track-record in improving results and ensuring students make strong progress.	✓	
Ability to implement clear, consistent and effective approaches to learning, securing excellent relationships and conduct	✓	
The ability to lead, motivate and inspire students, support staff and to forge positive relationships with parents.	✓	
Understanding of the use of performance data to intervene in order to accelerate progress	✓	
Ability to use assessment effectively and give high quality feedback	✓	
Experience of successfully leading others		✓
Relevant work experience outside education, for example in industry		✓
Experience in an urban school setting		✓
Personal Qualities		
Strong advocacy and support of the UTC's vision, values and systems	✓	
Ability to show flexibility and embrace innovation	✓	
Excellent interpersonal and communication skills	✓	
Ability to motivate others through a positive outlook	✓	
Ability to analyse information and use sound judgement in complex situations	✓	
Ability to work effectively in a team culture	✓	
Ability to plan and organise time effectively, work under pressure and meet deadlines while keeping equilibrium.	✓	
A sense of humour, cheerful demeanour and positive, can-do attitude	✓	
A capacity for hard work and willingness to "go the extra mile"	✓	

Lead sponsor

Employer sponsors

Page 7

Information for Applicants

Disclosure

This position is exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of whether the conviction is spent, and the UTC will be required to apply for an enhanced disclosure (a criminal records check) from the Disclosure and Barring Service for the successful candidate.

A criminal record will only be taken into account for recruitment purposes where the conviction is relevant to the position being applied for and, if this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work, the circumstances and background to the offence(s). The same procedure will be followed for staff applying internally.

Further information about the Disclosure scheme can be found at: www.gov.uk/dbs. Copies of the DBS's Code of Practice and the UTC's Recruitment Policy for posts requiring disclosure are available on request.

Safeguarding recruitment statement

South Bank UTC is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments will be made subject to an enhanced Disclosure and Barring Service (DBS) clearance. Please note, we retain a file copy of an employee's DBS certificate for the duration of their employment.

Equal opportunities

South Bank UTC recognises that equality of opportunity and the recognition and promotion of diversity are integral to its strengths. The following principles apply in respect of the UTC's commitment to equality and diversity: To provide and promote equality of opportunity in all areas of its work and activity; To recognise and develop the diversity of skills and talent within its current and potential community; To ensure all school members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction; To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation; To promote good relations between individuals from different groups.

Applicants with disabilities

We encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact us.

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA



Response

We very much regret, due to limited resources and large numbers of applications, we are only able to inform short listed candidates of the outcome of their application. If you do not hear from us within four weeks of the closing date, please assume you have been unsuccessful on this occasion. We would like to assure you that every application is considered in detail and a shortlist drawn up after careful reference to the person specification. If, therefore, your application is not successful we hope you will not be discouraged and will apply for other suitable vacancies at South Bank UTC in the future.

Queries or complaints

Any queries about the role, or complaints about the recruitment and selection process, may be directed to Jacqui Collins, Trust HR Manager jacqui.collins@southbank-utc.co.uk.

How to Apply

Complete the Tes or Guardian online application form. Alternatively, you may complete our own application form available on our [website](#) with a supporting statement, ensuring all required details are completed including any breaks in employment. Email your completed application to jacqui.collins@southbank-utc.co.uk by 9.00 am, Friday 24th January 2020. Good luck!

Lead sponsor

**London
South Bank
University**

Employer sponsors

King's College Hospital 
NHS Foundation Trust



Guy's and St Thomas' 
NHS Foundation Trust

SKANSKA

