

Scott Medical and Healthcare College Teacher Recruitment Pack



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February 2019

Dear Applicant,



Thank you for your interest in a teaching post at Scott Medical and Healthcare College. This is our third round of teaching staff recruitment for our growing successful school after recruiting a highly motivated and enthusiastic team of professionals to open Scott College in September 2017 and in our new building in 2018.

We are looking for the right staff for us. You might be newly qualified or you may have many years of teaching experience, but what is important to us is that we recruit a blend of experience to best serve our young people.

Scott College opened its doors on September 4th 2017 with an oversubscribed Year 9 and a full Sixth Form. In September 2018 we started the new academic year in our brand new purpose built school where we will welcomed back our current 140 students together with a similar number of new students. In September 2019 we will be at our planned capacity with students in all our year groups, from year 9 to 13.

Scott College is not the same as many other schools. Our promise to parents, students and staff is: a small school with about 375 students, small classes of up to 20 students, personal coaches for students and a focus on medicine and healthcare through our curriculum and employment partners. This makes Scott College a uniquely exciting and rewarding place to work.

Our students tell us it is the integration of our specialism into our curriculum, the regular talks from healthcare professionals and the support of our industry partners that makes Scott College such a great place for them to learn.

Our vision is simple, we want to be the most successful small school in England and we will achieve this with a relentless focus on the teaching and learning that happens both in and out of the classroom.

I hope that you find the answers to many of your questions in this pack together with details of all the teaching posts to start in September 2019.

If you have any questions, please get in touch. Thank you for your interest.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Martyn Cox'.

Mr Martyn Cox

Headteacher

mcox@scottcollege.co.uk

www.scottcollege.co.uk

An Introduction to Scott Medical and Healthcare College

Scott Medical and Healthcare College is a new small state school for Plymouth, specialising in Medicine, Social and Health Care. We opened in September 2017 in a temporary building. Fittingly, it was on the site of the Royal Naval Hospital on The Millfields, Plymouth. We moved into our purpose built, new £5m school in summer 2018.

We are a small school (375 capacity) for young people of all abilities. Our students join us at the start of their Year 9, meaning they have to be determined to leave their current secondary school to gain a place here. The other point of entry is to join Scott College Sixth Form following on from GCSEs.

We have a planned admission number in both year 9 and year 12 of 75 students. Student recruitment for September 2019 is very strong and we have more than 75 applications for places in Year 9 and 12.

In Year 9 Students study Mathematics, English Language and Literature, Biology, Chemistry, Physics and then they choose two subjects from: Health and Social Care, Psychology, Sport Science, Dance, History or a Language. A significant majority have chosen Psychology and Health and Social Care.

We combine academic study with a focus on employability skills and preparation for work experience. A proportion of our learning is delivered using a project based approach and we work closely with local hospitals, health care providers and businesses to ensure that our projects are relevant, engaging and 'real' to young people. Students also have a programme of creative and physical enrichment.

In Year 12 our students join one of three pathways;

- A traditional A level pathway where they might study Mathematics, Biology, Chemistry, Physics, Psychology or Health and Social Care. Students study for six hours per subject per week to explore the full extent of the curriculum. We also prepare students for interview, UKCAT and job applications.
- Our Health Sciences Pathway delivers an Extended Diploma in Health and Social Care.
- Our Access Pathway is the third pathway and focuses on improving Maths and English GCSE grades alongside a Level 2 Health and Social Care course preparing students either for further study or the world of work.

Our current cohort of Year 12 students are split across the 3 pathways with two teaching groups at A level and Btec. In Year 12, students are supported to find and experience a relevant work placement and also benefit from a programme of speakers and master classes from healthcare professionals and Higher Education experts. On graduating from Scott College, our students will have the skills and resilience to secure purposeful jobs, apprenticeships with many going on to further study at University.

Our Students

Our Students come to us from every secondary school in Plymouth and several in Devon and Cornwall. At both Key Stages 4 and 5, students travel in excess of 50 miles with journey times of over an hour not uncommon. They are determined young people!

On entry into Year 9, students are assessed using the nationally standardised GL online assessments in Maths, English and Science. From these, students are set into teaching groups.

Students in Year 9 aspire to a range of medical and healthcare careers although a minority choose Scott College because they like the feel and ethos of a small school with small classes.

In year 12, students again come from a wide range of schools across Plymouth and beyond. They are highly motivated and determined with many of them intent on a future direction in healthcare. Those on the A level pathway are focussed on careers in medicine, dentistry, medical science, paramedics and more. On the Health Sciences Pathway students are planning to become Nurses, Midwives, Paramedics, Physiotherapists and similar roles.

On our Access Pathway, students aspire either to join the Health Sciences Pathway in the future to enter the healthcare profession through an apprenticeship or Health Care Assistant route.



Our Staff

We currently employ 22 teachers, 3 personal coaches, a work placement coordinator, two administrators and a receptionist. We have a SENCO who supports our students with additional needs.

Following this recruitment round, we plan to have our full complement of 25 teachers.

Staff teach in their specialist subjects, around 20 hours each week often across KS4 and KS5, in many cases, more than one set in each year group.

From September 2018, we will have 4 year groups and, in September 2019, we reach capacity with 5 year groups.

Structurally, we have a Headteacher - Martyn Cox, Deputy Head - Tim Cresswell and a Head of Year KS4 - Jasmin Fisher. There will be opportunities for staff to apply for leadership posts including Head of Year.

The Local Governing Body for Scott College are an active group of professionals. Chair of Governors Prof Greg Dix is Director of Nursing at Derriford Hospital and also a Trustee for the Multi Academy Trust (MAT). Governors bring a range of skills including HR, Finance, NHS Leadership, Education and more.

Photographs and short profiles of our staff are on our website.



Photo L to R; Mr Cox, Miss Fisher, Mr Dix (Chair of Governors) and Mr Cresswell

Our Building

We know a school is much more than a building but having our purpose built £5m specialist school is a huge asset to teaching and learning.

Our building has specialist teaching rooms, labs and areas for our masterclasses and visiting speakers.

The building is designed to be energy efficient, low cost and low maintenance and support our Medicine and Healthcare specialism.



Scott College is in Plymouth in the South West of England. We are located close to the sea in an area of natural beauty.

Plymouth is a vibrant, affordable, waterfront city packed full of attractions. We are located near the historic Royal William Yard and just a stone's throw from the beautiful waterfront area 'Plymouth Hoe' and harbourside area of the Barbican. Cornwall is a short distance from the school, just over the river Tamar on the Cremyll or Torpoint Ferry.

Our Multi Academy Trust

Inspiring Schools Partnership comprises Montpelier Primary School, Stoke Damerel Community College and Scott Medical and Healthcare College.

As a MAT comprising a primary, secondary and small school, we embrace the opportunities presented to collaborate together and to eradicate disadvantage providing new experiences, progression and new career paths for all our young people and members of staff.

Teaching and learning is at the heart of all that we do together and individually. We recognise that we are all teachers and learners, regardless of age, stage, context or experience, hence every member of our MAT is valued for their contributions, their needs and their investment in our MAT becoming “better together”.

Scott College use a range of MAT central and school improvement services.

Recruitment Programme

Job advertisements for teaching posts advertised February 2019

Applications close 12.00 25th February

Inform shortlisted candidates 4th March

Interview programme for all posts start 7th March

Advert posted - TES, Scott College Facebook, Linkedin, Schools Post, Devon CC Bulletin



Our Teaching Vacancies for September 2019

Director of Science

Teacher of Biology - Key Stage 4 and 5

Teacher of Health and Social Care - Key Stage 4 and 5

Please note: depending on student option choices, we will recruit more than one candidate to some of these posts.

Director of Science - Job Description

Scott Medical and Healthcare College is seeking an inspiring Director of Science who will lead from the front, develop, challenge and maximise the talents of our experienced team of science specialists to provide the best education available for Plymouth's future medics and healthcare professionals.

Salary Leadership Scale Range L4 - L9

General Description

In addition to the demands of an MPS / UPS teacher, to carry out the duties of a school leader.

Director of Science

- To lead the science department, organising and planning for success.
- To develop the culture in the science department, that promotes excellence, equality and high expectations for all students and staff
- To promote a shared understanding about the characteristics of effective, high quality learning and teaching building upon best practice in science, in the school, the trust and beyond
- To lead the development of effective and appropriate programmes to challenge, support and stretch different groups of students
- To demonstrate the principles and practices of highly effective learning and teaching
- To promote creativity, innovation and the use of emerging technologies in learning and teaching
- To evaluate and develop the science curriculum at Key Stages 4 and 5
- To collaborate with colleagues across other faculties to ensure an integrated learning experience for all of our students.

As a School Leader

- To model the vision and values in everyday work and practice
- To contribute to meetings of the Senior Leadership Team and other school meetings
- To foster and support extra-curricular activities in the interest of the school and community
- To create and maintain effective partnerships with parents and carers to support and improve students' achievement and personal development

In Developing Self and Working with Others

- To treat people fairly, equitably and with dignity and respect
- To develop, empower and sustain individuals and teams
- To reflect on personal contribution to the school's achievements and take account of feedback from others

Job Description

Job Title: Pre Threshold Teacher

Salary: MPS

The appointment is subject to the current conditions of employment for Pre Threshold teachers contained in the School Teachers Pay and Conditions Document, the 1998 School Standards and Framework Act, the required professional standards for Qualified Teacher Status and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

General Description

To carry out the following professional duties of a teacher as circumstances may require and in accordance with the College's policies under the direction of the Headteacher.

Pupil Progress

- Identifying clear teaching objectives and specifying how they will be taught and assessed
- Setting appropriate and demanding expectations
- Setting clear targets, building on prior attainment
- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Mark and monitor students' work and set targets for progress
- Assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving

Professional Practice

- Identifying SEN or very able students
- Provide clear structures for lessons maintaining pace, motivation and challenge
- Make effective use of assessment data and ensure coverage of programmes of study
- Ensure effective teaching and best use of available time
- Monitor and intervene to ensure sound learning, behaviour and discipline
- Use a variety of teaching methods to:
 1. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.
 2. use effective questioning, listen carefully to students, give attention to errors and misconceptions.
 3. select appropriate learning resources and develop study skills through books, ICT and other resources.

Job Title: Post Threshold Teacher

Salary: UPS

This appointment is subject to the current conditions of employment for Post Threshold teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required professional standards for Qualified Teacher Status and Post Threshold teachers and other current legislation.

This job description may be amended at any time following discussion between the Principal and member of staff and will be reviewed annually.

General Description

To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, actively engages in and takes responsibility for Professional Development of both self and others, and has students who achieve well.

Core Requirements Of The Post

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics who will securely meet and often exceed the teaching standards and, in particular, will:

- Inspire trust and confidence in students and colleagues
- Build team commitment with colleagues and with students in the classroom
- Engage and motivate students
- Demonstrate analytical thinking
- Improve the quality of students' learning

Pupil Progress

- Demonstrate appropriate consistent progress (3)*
 - for the majority of students
 - across all teaching areas
 - across all spectrums of background, ability and behaviour
 - that compares favourably with students in similar settings
- Use performance data to evaluate students' progress and set appropriate targets for improvement (2c)*
- Use assessment to inform planning and teaching
- Report on progress to all stakeholders
- Develop and manage appropriate intervention strategies that support progress

Professional Practice

- Maintain an up to date knowledge of good practice in teaching techniques
- Extensive subject(s) or specialism(s) to enable effective teaching (1)*
- Take account of wider curriculum developments
- Incorporate national strategies in all teaching
- Use knowledge of students' learning needs (2a)*
- Communicate learning objectives
- Effectively use homework and other extra curricular learning opportunities

- Understand and apply effective classroom management (2b)*
- Understand and apply a range of teaching strategies and share these with colleagues to support effective learning
- Be an example of best practice
- Develop students' basic skills including literacy, numeracy and ICT
- Positively target and support individual learning needs
- Maintain high levels of behaviour and discipline and coach others to exercise appropriate authority.
- Make best use of all resources
- Undertake professional development to enhance teaching and students' learning, and
 - Apply outcomes and identify impact
 - Share outcomes with colleagues
 - Actively engage in coaching and mentoring programmes to impact on the quality of teaching and learning
- Take responsibility for professional learning

Contribute to the Ethos and Priorities of Scott College

- Contribute to College development planning and promote the learning priorities of the College Improvement Plan
- Contribute to the development and/or implementation of College policies
- Use the Performance Management Process to advance student learning and enhance professional practice in line with the College's aspirations and priorities
- Have lead responsibility for a subject or aspect of the College's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Promote the wider aspirations and values of the College.
- Act as a positive role model for colleagues and students

** Post Threshold Standard*

Teaching Staff Person Specification

Please see below our teacher Person Specification, we have used 'Your Subject' for the six teaching areas to which we are recruiting.

Category	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Successful experience of teaching 'Your Subject' in previous School or Placement • Expertise in teaching at Key Stage 5 	<ul style="list-style-type: none"> • Experience of being a form tutor
Knowledge/Skills/Understanding/Qualifications	<ul style="list-style-type: none"> • Degree in 'Your Subject' or similar and QTS • Quality of teaching at least good • Ability to teach 'Your Subject' to A Level • Ability to communicate effectively: orally and in writing • Good organisational skills • Good ICT skills • Good behaviour management skills • Competence to monitor, evaluate and effectively improve teaching and learning • Establish and maintain a culture of behaviour for learning within the classroom and the wider school 	<ul style="list-style-type: none"> • Use and application of data to inform student progress • Experience of Google Docs and Drive environment • Experience of working in a science or healthcare job
Personal Qualities	<ul style="list-style-type: none"> • Enthusiastic and inspiring • Adaptable, flexible, efficient • Able to take responsibility and show initiative • Able to command respect • A good team worker • Able to form good relationships with young people. • Prepared to ask for advice and support when necessary • Contribution to extra-curricular activities 	<ul style="list-style-type: none"> • Leadership of extra-curricular activities • Willingness to accept challenges • Wide ranging interests and experiences

How to Apply

Please visit www.scottcollege.co.uk for more details and to apply or email your application to HR@isp.academy We will not be able to consider CVs or other application forms.

If you would like to speak to Mr Cox before an application, please call 01752 987010 and a phone appointment will be set up.

Safeguarding Statement

Scott Medical and Healthcare College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Safeguarding Policy, we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent', must be declared when applying. The successful applicant must obtain Barred List clearance and DBS clearance at enhanced level.

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