Calderstones School

Applicant Information Pack

Teacher of Physics

SEPTEMBER 2021

Welcome from the Chair of Governors



Dear Applicant,

On behalf of the Governing body, thank you for considering this position. We believe that for the right candidate this will be an exceptionally rewarding opportunity. The Calderstones School community has always been strong, and we believe this to be an essential role in continuing to cement our togetherness.

We believe we have a charismatic, collaborative, and challenging head who welcomes the vigour, support and ideas our new colleagues bring to the school.

I wish you all the very best with your application and to hopefully meeting you in the future.

Best wishes,

Mr Richard Blanchard
Chair of Governors

Welcome from the Head Teacher



Dear Applicant,

Thank you for expressing an initial interest in the position of Teacher of Physics here at Calderstones. This is an incredible opportunity to join a diverse, highly inclusive, ambitious secondary school with the notion of 'family' and 'community' at its heart.

Calderstones is a wonderful place to work, full of hard-working, values-rich staff and students. Everyone is on board. There is no doubt that the school has challenges ahead if it is to fulfil the long-term aspiration of providing a truly first-class education to the students in its care but the challenge of constantly raising the bar for every stakeholder in the school community is one that we welcome each and every day that we walk through those gates.

As Head Teacher, I am looking for someone who will inspire and enrich the education of our students. We believe that 'no-one rises to low expectations' and we expect the very best from our staff and students.

I care deeply for our students, our staff, and our school community. As such, the person and the character behind the skills, background and experiences for this role is critical.

I look forward to reading your application and to potentially seeing you in person.

Best wishes,

Lee Ratcliffe
Head Teacher

Our School Vision



Resilient Individuals:

Ensure that students are well prepared for adult life, demonstrate kindness, tolerance and determination and feel happy, secure and safe.



Find the Potential in each Student:

Create a learning experience and curriculum that is broad, balanced, relevant and engaging and enables students to fulfil their potential.



First Class Comprehensive Education:

Ensure that outcomes for students are consistently above expectation and exceeding national averages.

Strategic Focus:

- To develop a visionary Leadership Team and strong Governing Body to ensure consistency and continuous drive towards improvement.
- To offer a wide range of opportunities both within and beyond the curriculum so that students have access to high quality learning experiences and develop a thirst for learning.
- To develop a strong, motivated, inspirational staff body, delivering high standards of teaching and pastoral support.
- To prepare and equip students for adult life through outstanding careers provision and advice so that they develop into confident, capable and highly aspirational young citizens.
- To develop students who are mentally healthy, are making progress on their physical literacy journey, understand the importance of their own safety and well-being and feel supported, highly valued and listened to.
- To draw on and celebrate the school and the community's rich diversity and distinctiveness so that all stakeholders feel welcome, valued and proud to be members of the Calderstones 'family'.

Application Process

Further information on the school is available on the school website; www.calderstones.co.uk.

The Human Resource and Administration Manager & Clerk to the Governing Body, Ms. Paula Glassey, is available at paula.glassey@calderstones.co.uk.

Application Process

1. Complete the application form accompanying this document or available on our website. Use the job description and personal specification to assist in populating the sections of the application form where possible.
2. Include a supporting statement of no more than two sides of A4 using a minimum of font size 11. This should enhance your application form or provide further context. Please do not repeat the information in your form. Provide specific information as to how your educational vision and experience has prepared you for a role leading and improving a large, comprehensive school.
3. Complete and return the Equal Opportunities Monitoring Form.
4. Return the application forms in either Word or PDF to: recruitment@calderstones.co.uk

Application Closing Date:	**9.00 am**, Monday 24th May 2021
Interviews:	Full Day, Friday 28th May 2021

Interview Process

1. If your application is successful, you will be notified by e-mailed and invited to attend an interview day at our school.
2. Following our invitation, we will contact your references, unless you have expressly indicated that we should not contact them at this stage.
3. The interview day includes a lesson observation and interview with a panel.
4. The successful candidate will be notified as soon as possible after the conclusion of the selection process via e-mail. All offers are conditional upon meeting statutory criteria, including successful pre-employment checks.
5. Unsuccessful candidates will be notified soon after by e-mail. Feedback will be provided.

Job Description – Teacher of Physics

Job Title:	**Teacher of Physics**
Grade:	**MPS/UPS (£25,714 - £41,604)**
Contract:	**Full Time, Permanent**
Reporting directly to:	**Head of Physics / Director of Science**
Date of last review:	**May 2021**
Date of next review:	**May 2024**

Main Purpose of the Position

The provision of a full learning experience and support for students: -

- To implement and deliver an appropriately broad, balanced, relevant, and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/ Form Tutor where appropriate.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Duties and Key Responsibilities

1. Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in science (physics).
- To contribute to the Science Department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

2. Curriculum Provision

- To assist the Head of Department to ensure that the Science Department provides a range of teaching that complements the school's strategic objectives.

3. Curriculum Development

- To assist in the process of curriculum development and change to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Mission and Strategic Objectives.

4. Extra-Curricular

- Extra-curricular and enrichment opportunities are vital in promoting engagement and progress in physics, and we expect teachers to play a proactive role in the provision of these.

5. Staffing

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

6. Quality Assurance

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the Science Department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time-to-time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

7. Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information in accordance with school policy.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

8. Communications

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

9. Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

10. Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department, and the students.

11. Pastoral System

- To be a Form Tutor to an assigned group of students where appropriate.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with a Pastoral Leader to ensure the implementation of the school's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of Action Plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to PSHE and citizenship according to school policy
- To apply the behaviour management systems so that effective learning can take place.

12. Teaching

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students that meets internal and external quality standards.

- To prepare and update subject materials.
- To use a variety of delivery methods that will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

13. Other Specific Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To support the school in meeting its legal requirements for worship.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by STPCB not mentioned in the above.

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

Person Specification – Teacher of Physics

Criteria	Essential / Desirable
Qualifications and Training	
▪ Qualified Teacher Status	E
▪ Good degree in Physics or a related discipline.	E
▪ Evidence of appropriate continued personal and professional development.	E
Experience	
▪ An outstanding teacher.	E
▪ Successful teaching experience at KS3, 4 and 5.	E
▪ Secure knowledge of the characteristics of effective learning, teaching and assessment in physics.	E
▪ A proven track record in improving results and ensuring students make ambitious levels of progress.	E
▪ The ability to implement clear, consistent, and effective approaches to learning, securing excellent relationships and behaviour.	E
▪ The ability to lead, motivate and inspire pupils, support staff and to forge positive relationships with parents.	E
▪ The ability to coordinate and support the work of others.	E
▪ An excellent understanding of pupil assessment and target setting for individual pupil improvement and how that analysis contributes to high standards.	E
Personal Qualities	
▪ Ability to help develop and to support a vision of high-quality education based on the moral integrity of the school's core values.	E
▪ Energy, drive and enthusiasm	E
▪ Excellent interpersonal and communication skills	E
▪ Ability to lead and motivate others	E
▪ Ability to analyse information and use sound judgement in complex situations	E
▪ Ability to support a team culture	E
▪ Ability to plan and organise time effectively, work under pressure and meet deadlines while keeping equilibrium.	E

This Person Specification is current at the date shown, but, in consultation with you, may be changed by the Head teacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Calderstones is an Equal Opportunities Employer and positively welcomes applications from all people regardless of their sex, creed, marital status, race, age, disability, gender identity, sexual orientation, or religious belief.

Calderstones School is committed to safeguarding and promoting the welfare of children. Post holders must receive a satisfactory enhanced DBS check before taking up the post and undertake a minimum of three-yearly checks.

Calderstones School is committed to promoting positive mental health and emotional well-being to our student body and to every member of our school staff. We pursue this aim using effective policies and procedures within a safe and supportive school/work environment.

About Calderstones School

History

Calderstones School is an amalgamation of a number of schools in the area, going back to the 1920's.

Calder House was built around 1846 and became Calder High School for girls in 1921.



Quarry Bank House was completed in 1867 for a timber merchant. Evidence of this is still available in the intricate woodwork and ornate mirrors around the building.

It became Quarry Bank High School for boys in 1922. John Lennon attended Quarry Bank High School from 1952 and it was here that 'The Quarrymen' were formed; later known as the Beatles. The Quarrymen would perform in morning assemblies almost daily.



Calder High School and Quarry Bank High School merged with Morrison in 1967 and became Quarry Bank Comprehensive School. The school became Calderstones School in 1985.

Location

Calderstones School is situated in Allerton, Liverpool. Set on a vast site steeped in history, there are acres of land surrounding the school. The school is situated 5-10 minutes' drive from the M62 and has excellent transport links to the city centre.

Calderstones School is fortunate to sit adjacent to the historic Calderstones Park. This park is 126 acres of parkland, complete with a lake, play area, botanic gardens, historic buildings and the Calder Stones, after which the park was named, said to be older than Stone Henge. Our staff and students often enjoy the grounds, even having some PE lessons there.

Facilities

Calderstones School has a mixture of new and historic buildings, including a purpose-built science building with 15 science labs set over three floors. Our Art & Design and Design & Technology departments are extremely well resourced with a broad range of equipment and supplies.

The school boasts 3 gymnasiums, a dance studio, recently refurbished and fully equipped state of the art gym, a swimming pool, music rooms, outside playing courts and table tennis tables. We are proud of Quarry Hall, our main hall with seating for up to 250 people. This is where our annual concerts and productions take place.

All classrooms are fitted with a variety of ICT equipment including projectors and promethium boards. Our onsite IT technicians provide excellent support to staff and students on equipment and school software needs.

All classrooms are bright, well-resourced and there are various stock cupboards in each department with supplies.

Staff Benefits

There are a wide variety of benefits for staff on site, which include, but are not limited to:

Caring for Calderstones
Health and Wellbeing For All

Health and Wellbeing Programme; Caring for Calderstones

- Supporting staff with their health and wellbeing.
- Mindful employer – disability confident scheme
- Health and Safety mindful employer
- E-mail curfew in place; 6.00 pm – 7.00 am

AXA PPP HEALTHCARE
redefining / healthcare

Employee Assistance Programme including:

- available to employees and their immediate family; including free 24/7 helpline, self-refer counselling sessions, CBT, online support, advice and guidance, medical, legal and financial advice, management and parenting support.

Medicash – up to 100% cashback on medical and complimentary therapies

- Occupational Health Services
- Generous employer pensions
- Life Assurance (in-service death benefits)
- Generous holiday entitlement
- Flexible Working practices
- Family Friendly Policies
- Enhanced occupational sick-pay scheme
- CPD and training
- Ample free parking
- Free use of state of the art gym on site
- Discounted membership at Lifestyles gyms across Liverpool
- Onsite canteen with health lunch options
- Staff food and drink preparation facilities in every building, including cold filtered water
- Access to fresh fruit and veg delivered to school
- Regular car valet services on site
- Use of the swimming pool
- Cycle-to-work scheme
- Bicycle storage sheds
- Free annual flu jab available
- Free annual eye tests and/or money off glasses