



# **Teacher of Science Application Pack**



Thursday, 18 January 2018

Dear Colleague,

### **Teacher of Science**

Thank you for showing an interest in the position of Teacher of Science at Caroline Chisholm School. We are a large, oversubscribed all-through academy which serves the Wootton Fields, Wootton and Grange Park areas of Northampton. The school caters for almost 2000 students, with 420 in the primary phase. Academic attainment across all phases is consistently above national averages and in 2017 over 78% of students obtained grade 4+ in both English and mathematics.

The school requires a dynamic, confident and ambitious Teacher of Science to enhance our already successful team. Our students are bright and typically join the school with prior attainment well above national averages and extremely good levels of student behaviour and engagement. Like most areas of the school, the department is well resourced and benefits from state of the art, purpose built facilities, with all faculties having their own dedicated staff bases. All teachers are issued with an iPad to support their teaching and learning in the classroom.

As Principal, my vision is for the school to strive for excellence in everything that it does and for it to become the highest performing school in the Northamptonshire area across all phases. As a school, we had a disappointing Ofsted inspection in November 2017, which highlighted our need to improve the consistency of teaching across the school and improve the academic progress that our most able students make. The successful candidate needs to be an extremely ambitious teacher who has high expectations of students and shows expertise in challenging and inspiring the most able students both in and out of lessons. We now expect all of our students to make academic progress well above national averages. Our new mantra is to "teach to the top" and to challenge students to "be the best that they can be".

I am keen that Caroline Chisholm School becomes a centre of excellence in developing innovative teaching as well as being a school that continues to focus on the wellbeing and happiness of our students. It is therefore important that the successful candidate has a true passion for their subject, coupled with drive and determination to continue to develop their teaching. There is a programme of continuing professional development as well as support from colleagues in school.

If you would like further information about the school or the post, or are interested in visiting the school prior to your application, please contact the school directly. To apply, please complete the online application form and include a letter of application, telling us about your experience and suitability for the post with reference to the attached person specification.

Caroline Chisholm School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to an Enhanced DBS Disclosure. Please note that the closing date for applications is Friday, 16 February 2018. Interviews for the post are expected to take place on Tuesday, 20 February 2018.

Yours sincerely

**David James**  
**Principal**



## How to Apply and Appointment Process

To apply please complete the electronic application form using the link provided.

As part of the electronic form, please include a letter of application to let us know what motivates you, and what attracted you to this role please also include how your skills and experience match the person specification for the role.

**Please note that all applications must be submitted by: Friday 16<sup>th</sup> February 2018 at noon.**

Interviews for the post are expected to take place on **Tuesday 20<sup>th</sup> February 2018.**

If you have not heard anything from the school by Tuesday 20<sup>th</sup> February, please assume that on this occasion you have not been successful.

Caroline Chisholm School is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this. The successful candidate must be willing to undergo an enhanced disclosure through the Disclosure and Barring Service.





## Advertisement: Teacher of Science

We are seeking a passionate and inspirational Teacher of Science.

We are a large, oversubscribed all-through academy which serves the Wootton Fields, Wootton and Grange Park areas of Northampton. The school caters for almost 2000 students, with 420 in the primary phase. Academic attainment across all phases is consistently above national averages and in 2017 over 78% of students obtained grade 4+ in both English and mathematics.

Caroline Chisholm School has a clear ambition to become the highest-performing school in the Northamptonshire area, across all phases, within the next 5 years. The school is privileged to have a highly-talented, experienced, motivated staff team and a supportive, capable and extremely well behaved student body.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to an Enhanced DBS Disclosure.

All applications should read the school's Child Protection and Safeguarding Policy (which is available on our website) and are required to declare any information, as requested, on the online application form.

Applications would be considered from candidates who are interested in a job share arrangement, as part of a part-time role. Visits by prospective candidates prior to applying are welcome.

- **Closing date for this post is noon on Friday, 16 February 2018.**
- **Interviews are likely to occur on Tuesday, 20 February 2018.**
- **The school reserves the right to interview strong candidates at an earlier date to ensure we secure the best person for the post.**





## Role Description - Teacher of Science

### Job Title

Teacher of Science

### Location

Caroline Chisholm School, The Wooldale Centre  
for Learning, Wooldale Road, Northampton,  
NN4 6TP

### Reporting To

Science Leadership Team

### Job Purpose

- To fulfil the Professional Standards for Teacher (Core), in the context of being a Teacher of Science as part of the Science Department and as a Form Tutor as part of a Year team
- 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 and as a Form Tutor, including the personal development dimension
- 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 progress and attainment
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

### Hours

195 days/1265 hours per year (Full time or Part time equivalent)

### Salary

MPS/UPS



## Main Duties and Responsibilities

To meet all requirements as appropriate of the Teachers' standards:

### **Teaching & Learning:**

- To teach students according to their educational needs, including the setting and marking of differentiated 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, Numeracy and school subject specialism(s) 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 which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which 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 practise with regard to punctuality, behaviour, standards of work and independent study
- To undertake assessment of students, underpinned by the principles and practise of AfL and as requested by external examination bodies, faculty and school procedures
- To mark, grade and give written/verbal and diagnostic feedback as required

### **Operational/Strategic planning & Quality Assurance:**

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area and faculty
- To contribute to the process of the ordering and allocation of equipment and materials
- To assist the Faculty Leader 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
- To contribute to the Curriculum Area/Department's development plan and implementation
- To plan and prepare courses and lessons
- To contribute to educational enhancement activities
- To contribute to the whole school's planning activities
- To help to implement school quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the faculty/subject area in line with school procedures
- 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

### **Curriculum Provision and Development:**

- To assist the Faculty Leader to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives
- To assist in the process of curriculum development and change to ensure continued relevance to the needs of students, examining/awarding bodies and our Aims and Strategic Objectives



### **Staff Development, Recruitment & Wellbeing:**

- To take part in the school's CPD programme
- To continue personal development 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

### **Communications:**

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and co-operate with bodies outside the school
- To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner schools
- To contribute to the development of effective subject links with external agencies

### **Care Guidance and Support:**

- To be a Form Tutor to an assigned group of students and to contribute to Tutor time and other tutor based curriculum activities
- To promote the general progress and well-being of individual students and of the Tutor Group
- To liaise with a Year Leader to ensure implementation of the 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
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To communicate with the parents of students and with bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To apply the Behaviour for Learning systems so that effective learning can take place

### **General Duties:**

- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example
- To promote actively the school's corporate policies and to comply with the school's Health and Safety policy and undertake risk assessments as appropriate
- You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions document, currently in operation or any subsequent legislation

### **Notes:**

- 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

Whilst we have made every effort to explain all the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any responsible request from a manager to undertake work of a similar level that is not specified in this job description.



<b>Person Specification - Teacher of Science</b>				
<b>Essential/ Desirable</b>	<b>Requirements</b>	<b>Assessment Criteria</b>		
		<b>Interview</b>	<b>Application</b>	<b>Teaching</b>
<b>Qualifications</b>				
E	Qualified teacher status in the UK	✓	✓	
E	Educated to degree level	✓	✓	
E	Knowledge of effective strategies to include and meet the needs of all students/pupils, in particular, underachieving groups of students/pupils, students/pupils with SEND and the most able	✓	✓	✓
<b>Professional Skills &amp; Abilities</b>				
E	A good/outstanding classroom practitioner	✓	✓	✓
E	A teacher with good ICT knowledge and skills	✓	✓	✓
E	Must be able to plan lessons effectively for all the pupils in a class	✓	✓	✓
E	Must be able to keep records of pupil progress in line with academy policy	✓	✓	
E	Must be able to use assessments of students/pupils learning to inform future planning	✓	✓	✓
E	Ability to plan and work collaboratively with colleagues	✓	✓	
<b>Behavioural Competencies</b>				
E	Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	✓	✓	
E	A teacher with a flexible approach to work who enjoys being a good team member	✓	✓	
E	Must have good oral and written communication skills	✓	✓	✓
E	Must be able to manage own work load effectively and respond swiftly to tight deadlines	✓	✓	
E	Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✓	✓	✓
E	Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	✓	
E	Willingness and ability to contribute to whole school INSET	✓	✓	
E	Openness and willingness to address and discuss relevant issues, allied with an ability to inspire and challenge others	✓	✓	
E	To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	✓	✓
E	To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✓	✓	
<b>Applicable to all staff</b>				
E	Undertake training as required to fulfil the requirements of the role	✓	✓	
E	Genuine interest in the education of young people and ability to contribute more widely to the life and community of the school	✓	✓	
E	Play an active role in terms of safeguarding all students and adults	✓	✓	✓