

**Teacher of Science**

Recruitment Information Pack

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**Vision, Mission and Ethos**

**Vision:** To be Bradford’s premier secondary school by offering excellence in the classroom, on the sporting field, in the arts and beyond.

**Mission:** Enabling all students to achieve their full potential today and empowering them to become responsible citizens and leaders of tomorrow.

**What is our Ethos?**

* Hanson is renowned for its moral purpose and its unshakeable belief that all can succeed, whatever their circumstances or background, when given a positive climate where support, encouragement and confidence building predominates, backed by high quality teaching and learning.
* Hanson is committed to supporting the development of children, young adults and staff, at ease with themselves and each other, with the knowledge and skills to thrive in the midst of exponential change.
* Hanson aims to achieve high level success through nurturing the adaptability of our staff and students, their passion and ability to work in partnership and sparking each other to be creative and innovative.

**Our Principles:**

* excellent leadership;
* high standards of professional effectiveness;
* a relentless focus on improvement;
* very high standards of behaviour;
* a constant focus on teaching, learning and innovation;
* risk taking and succession planning;
* working hard and having fun.
* We follow Local Authority admissions criteria and believe that local children should attend local schools, we are not selective and we are fully inclusive.
* We provide outstanding personalised professional development and training combined with an extensive range of career development opportunities, every colleague feels valued and appreciated.

**Introduction to Hanson**

Dear Candidate

Thank you for your interest in the position of Teacher of Science at Hanson School. Hanson serves the population of North Bradford incorporating the communities of Eccleshill, Idle, Wrose, Bolton Woods and Undercliffe, and provides access to all day learning opportunities for our families and our community.

Hanson is a larger than average 11 to 19 mixed comprehensive school with a good reputation in the City of Bradford.  We have 1570 students on roll including 290 in the sixth form.

We are committed to ensuring that talent is nurtured in a safe, orderly and stimulating learning environment. We believe that every child does matter and that by becoming fully involved in their learning, they will get the most out of their time with us and that their learning experiences will be both enjoyable and successful. We are immensely proud of the achievements of all our students and enjoy celebrating them as a school community.

There is a huge emphasis on high academic and personal achievement. We are committed to raising standards of achievement for all pupils and provide extra support for students throughout the educational spectrum.  Hanson is a happy and supportive school which offers a range of educational, social and cultural opportunities to all its young people.

Hanson School is served by new buildings. We have state of the art Sports facilities, practical Science and Technology rooms, modern Media and Creative Arts suites and a variety of learning bases. All of these rooms are served by an innovative ICT solution, with over 1,500 pieces of computer equipment.

The School is especially proud of our on site Additional Resource Centre (ARC) in which students with additional needs can be supported using up to date specialist equipment and resources. The ARC supports Visually Impaired (VI) and Hearing Impaired (HI) students at the school by providing a personalised programme that includes learning in mainstream lessons and alternative specialised provision.

Hanson also hosts the Goals sports complex (one dance studio, ten floodlit astro turf courts and a full size floodlit football pitch) as well the Pulse fitness suite that students have access to. The school has an impressive range of extra curricular, cultural and sporting opportunities for our students.

You would be joining Hanson at a very exciting time as we are delighted to announce that Hanson has been **removed from special measures** and is now recognised as ‘requires improvement’. We are very pleased with the outcome of the recent OFSTED report and see this as a significant step forward on our journey to outstanding. We very much hope that after looking at the details you will decide to pursue an application to work with us.

Please feel free to contact the school for further discussion or a visit, on 01274 776200. We very much look forward to receiving your application.

Yours faithfully



Mr. Richard Woods

Head Teacher

**The Department**

As Head of Science, I am extremely proud to be leading and managing a popular and high achieving department. The science department at Hanson has built a reputation for excellent levels of achievement and the provision of a rigorous, enjoyable and challenging learning experience that develops students’ potential. Science is a large, enthusiastic department consisting of 19 teaching staff and 3 full time technicians. The management structure consists of the Head of Department, Assistant Heads of Department in charge of Key Stage 3, Biology, Chemistry, Physics and Vocational Science as well as one TLR holder in charge of intervention. There are 17 laboratories, all of which have been fully refurbished in the last five years, 2 prep rooms, extensive ICT facilities, further storage, a department office and work room.

The Hanson science department is committed to providing a stimulating and up to date curriculum for all students. The alternative pathways vision provides students with inspiring and motivating opportunities to stimulate their appetite to continue studying Science at Key Stage 5. Science is a vital part of a child’s education; we feel that all members of our school community should be able to access our subject and benefit from a wider understanding and relating the subject to everyday life.

At Key Stage 3 students follow a 2 year ‘in house’ scheme of work which is based around How Science Works and teacher assessment. The new course from September 2016 follows the National Curriculum with less repetition and it is based around active assessment and engaging practical work. Science is taught in sets from Year 7, with opportunities to change sets at the end of each term. There are two bands at KS3, with up to five sets and we aim to make low ability groups as small as possible with valuable help from our support assistants.

At Key Stage 4, we offer a range of pathways to offer our students the opportunity to study the correct Science course for them by taking into account previous and current attainment, teacher assessment and students’ future aspirations. In year 9 students are studying the new specification AQA GCSE Science course and in year 10 they can either opt to follow the combined science (Trilogy) or separate science (Biology, Chemistry, Physics) pathways. There are two bands at KS4 and students are set according to ability.

At Key Stage 5 there is a range of courses available to students. AQA courses at A level in Biology, Chemistry and Physics are currently offered as well as the BTEC National Level 3 Science Diploma (advanced course worth 2 A levels). Science courses are extremely popular post 16 with high numbers of students in all subjects. Students are very successful in these courses and have especially good relationships with staff in that they will readily approach staff for help and support.

Simon Todd

Director of Science



Job Description & Person Specification

**Teacher of Science**

**Job Description**

**Job Title:**  **Teacher of Science**

**Salary:** MPS

**Hours of work:** Full Time

**Department:** Science

**Location:**  Hanson School

**Responsible** **to:**  Director of Science

**Responsible for:**  N/A

DUTIES AND RESPONSIBILITIES

* To promote and be committed to the Schools aims and objectives
* To maintain and contribute to the development of schools’ policies
* To promote and be committed to securing high expectations for learning and the raising of achievement
* Within school and subject policies, to:
	+ Effectively teach National and Academy Curricula
	+ Set appropriate homework
	+ Mark work, assess, record and report student progress
	+ Provide a stimulating learning environment
	+ Have due regard for maintaining health and safety and security in the area s/he uses
	+ Contribute to department and Academy enrichment programmes
* To be a member of a pastoral team and, if required, a form tutor carrying out the associated
* responsibilities
* To assist with the effective operation of subject and year teams by, individually and with others:
	+ Developing schemes of work, resources, teaching and learning strategies
	+ Contributing to team review, monitoring and evaluation, and the development of working
	+ practices
	+ Participating in working groups and projects
* Taking part in other professional development activities
* Ability and willingness to deliver some Key Stage 3 outside of the Department if required

OTHER SPECIFIC DUTIES

* To undertake any other duty as specified by the schools Teachers’ Pay and Conditions Document not mentioned in the above
* To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description.

**Person Specification**

**Teacher of Science**

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| --- | --- | --- | --- |
| KNOWLEDGE/QUALIFICATIONS | Essential | Desirable | Evidenced |
| Graduate with qualified teacher status for Science | ✓ |  | AF |
| An excellent classroom practitioner | ✓ |  | AF/I/R |
| Understanding of health and safety issues and good practice. | ✓ |  | AF/I |
|  |
| EXPERIENCE | Essential | Desirable | Evidenced |
| Teaching of Key Stage 3 and 4 for Science | ✓ |  | AF/I/R |
| Teaching Key Stage 5 Science |  | ✓ | AF/I/R |
| Teaching of Key Stage 4 and 5  |  | ✓ | AF/I/R |
|  |
| SKILLS | Essential | Desirable | Evidenced |
| Good organisational and personal management skills | ✓ |  | AF/I |
| Effective planning and teaching | ✓ |  | AF/I/R |
| Effective behaviour management. | ✓ |  | AF/I/R |
| An ability to demand high standards. | ✓ |  | AF/I/R |
| Work independently and being a team player | ✓ |  | AF/I/R |
| An ability to develop good working relationships with students and staff | ✓ |  | AF/I/R |
| Effective time-management | ✓ |  | AF/I |
| The ability to meet deadlines | ✓ |  | AF/I |
| Good ICT skills | ✓ |  | AF |
|  |
| BEHAVIOUR AND OTHER RELATED CHARACTERISTICS | Essential | Desirable | Evidenced |
| Commitment to self and team development | ✓ |  | AF/I |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility | ✓ |  | AF/I |
| A commitment to abide by and promote the Academy’s Equal Opportunities, Health and Safety, Child Protection Policies | ✓ |  | AF/I/R |
| A professional responsibility to promote and safeguard the welfare of children and young people | ✓ |  | AF/I |
| The postholder will require an enhanced DBS | ✓ |  |  |

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| Key:MOA= Method of Assessment, Ess= Essential, Des= Desirable, A= Application, I= Interview, and assessment, R = Reference, C= Certificate.  |

**The Advert**

**HANSON SCHOOL**

**TEACHER OF SCIENCE**

MPS/UPS

Full Time

We are seeking to appoint an enthusiastic, committed and imaginative Teacher of Science to play a key role in the School’s journey towards excellence.

There is an opportunity for the right candidate to become an integral part of a successful, progressive team. The department has a strong team ethos with high levels of motivation and a real sense of community. Through quality leadership, students and staff feel valued, and the Science department has seen a rapid improvement in student outcomes in the last two years. Our aim is to continue this progress by recruiting high-quality staff who believe in supporting each other, and students, to realise their potential.

If you are an excellent practitioner, who can combine professionalism with fun and creativity then please apply. Visits to see the School and meet the Science team are strongly recommended.

**Closing Date: 20th May, 2019 at 8am**

**Interviews: 20th May, 2019**

**An application pack can be downloaded from**

[**www.hansonacademy.org.uk**](http://www.hansonacademy.org.uk)**. or**

**contacting our recruitment team on**

**01274 776200**

**or e-mail**

**recruitment@hansonacademy.org.uk**

The Academy is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.