



NOTTINGHAM
FREE SCHOOL

Job Application Pack **Science Teacher**

Salary: MPS/UPS

Contract Details: We have the flexibility to consider applications for between 0.6 FTE and full time. This is a permanent post.

Closing Date: Monday 1 March 2021, 9:00 a.m.



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Letter from the Head of School

Dear Candidate,

Thank you for expressing an interest in working at Nottingham Free School. On behalf of the whole NFS community, I extend you a very warm welcome.

Our school opened its doors to its first ninety students in September 2014 as a new member of the Nova Education Trust. Since then it has rapidly grown in both size and reputation. We now welcome approximately 600 students into our building every day, including a small number of sixth formers. The vast majority of our students live within walking distance of our front doors, making Nottingham Free School a true community school.

Nottingham Free School is a relatively small secondary school. That means that our staff and students benefit from working in a close-knit and friendly environment, but it also demands a degree of flexibility from staff. Everything we do, we do as a team.

From its inception, Nottingham Free School was created to provide its students with a rich and inspiring education that would help them forge and pursue ambitious goals. Our 'Work hard, be kind' motto is just as important for our staff as it is for our students, as stated in our vision and values:

NFS staff work hard

We cultivate safe learning environments where we fuel students' curiosity about the best of what has been said, written and done in our fields of expertise. We scaffold learning in ways that help students take the first step, and then we support them and challenge them to never give up. We help our students to understand that long term goals are achieved by taking small steps every day.

NFS staff are kind

We are role models for our students and grow with them. We enjoy the privilege of sharing their journeys, helping them to develop their sense of responsibility and respect for themselves and the world around them.

I hope that the information contained within this application pack assures you that NFS is indeed an amazing place to work, and well worth your time and effort to submit an application. Should you feel you need further information, please do not hesitate to contact us.

Yours faithfully,

Mark Watts

Head of School



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Application Details

Thank you for your interest in our science teacher vacancy at the Nottingham Free School. Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

How to Apply

Should you wish to apply for the post, please complete an online application form including a covering letter addressed to Mr. Watts, which clearly demonstrates your suitability for this role.

The online application form for this role is located on the 'Vacancies' page of our school website www.nottinghamfreeschool.co.uk. Wherever possible, please provide email addresses for your referees.

Closing Date

Please ensure your application arrives by 9:00 a.m. on the closing date of Monday 01 March 2021.

Interview:

Interviews dates for this role are yet to be confirmed. If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

The Nottingham Free School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.



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Job Description - Classroom Teacher

Reports to: Head of Department

Key purpose of the job

To teach pupils in allocated classes in line with the Department for Education's teachers' standards.

Responsibilities

- Teach pupils within allocated classes, enhancing their learning and providing the opportunity for achievement for all pupils;
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons;
- Monitor the academic progress of pupils within allocated classes and implement appropriate strategies to address underachievement;
- To assess, record and report on the progress and attainment of all pupils within allocated classes;
- To register the attendance of pupils in class;
- To set appropriate homework;
- To mark pupil's work and give appropriate and constructive feedback;
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials;
- Manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour;
- Communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events;
- Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD); and
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

Responsibilities of a form tutor

- To address any issues concerned with the wellbeing, personal development and academic progress of pupils within the tutor group.
- To check uniform and general appearance on a daily basis.
- To monitor the behaviour of pupils in the tutor group.

Performance Management responsibilities

- All members of staff are required to participate fully in the school's performance management system.

Other professional requirements

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the school.
- Establish effective working relationships and set a good example through presentation, personal and professional conduct.
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.



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Person Specification: Class Teacher

	Essential	Desirable
Education & Qualification	<ul style="list-style-type: none"> • Honours Degree (First or Second Class) • Qualified Teacher Status – Degree or equivalent • Evidence of applying continued professional development 	<ul style="list-style-type: none"> ➤ Higher professional qualification
Knowledge & Experience	<ul style="list-style-type: none"> • Relevant teaching experience or teaching practice in the subject. • Experience of teaching a wide range of abilities. • This role would be suitable for an NQT or an experience teacher. 	<ul style="list-style-type: none"> ➤ Experience of pastoral/tutor role.
Skills & Abilities	<ul style="list-style-type: none"> • Excellent teaching skills, including effective communication skills, ability to motivate students and the capacity to create good learning environments. • A clear understanding of the characteristics of high quality teaching and learning and achievement for all pupils. • Knowledge of current issues and recent developments in the curriculum area. • Capacity to use ICT as integral part of teaching. • Knowledge and understanding of the value added agenda, including levels of progress. • Ability to lead initiatives, support the process of change and work effectively in a team. • Secure commitment to a clear aim and direction for the subject. • Understanding of equal opportunities issues and their application to work. 	<ul style="list-style-type: none"> ➤ Understanding of particular needs of pupils with SEN. ➤ Awareness of factors affecting language and learning across the curriculum. ➤ Knowledge/involvement in other cross curricular initiatives/projects or whole school developments.
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm for the subject. • Ability to use own initiative. • A commitment to the vision of the school. • A commitment to inclusive education. • Ability to form good working relationships with pupils and staff. • High standards and expectations • Ability to use pupil assessment data to raise achievement. • Outstanding communication skills. • Reliability and integrity. • A commitment to safeguarding and promoting of welfare of children issues. 	<ul style="list-style-type: none"> ➤ A willingness to contribute to extra-curricular activities. ➤ A vision for the development of the department. ➤ A commitment to personal and professional development.



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Overview of the Trust

Nova Education Trust is a dynamic and growing Multi Academy Trust based in the East Midlands. Our Trust Group is committed to providing high quality education to all our students, regardless of their backgrounds. Our portfolio of schools covers both secondary and primary phases, working in a range of contexts.

Our values, 'Work hard, be kind', are central to the positive ethos that we develop throughout our group of schools. This approach is focused on securing success for all our learners and providing them with the very best life opportunities.

We believe nothing is more important than making a difference to children.

Overview of the School

Our **ambition** is to engage all of our students in an enriching education that broadens their horizons and deepens their understanding of the world and the true value to be found in human experience.

Our **core values**, hard work and kindness, equip our students with the depth of character required to tackle problems and pursue happy, successful and fulfilled lives.

Ethos

Nottingham Free School has an ethos conceived to nurture high academic aspirations through a supportive and disciplined learning environment. Our high expectations enable all children to succeed, regardless of their background or prior learning. We provide a balance of challenge and support in order to help students develop into well-rounded and confident individuals, fully prepared for their future careers. Our aim is to ensure that all of our students feel safe and supported at all stages in their intellectual, physical and social development. The ethos that underpins everything we do as a school is neatly captured by our motto: 'work hard, be kind'.



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Curriculum

Our ethos provides the foundations for our curriculum. All students follow a range of subjects which combine to form a curriculum that is personally, socially and intellectually transformative, setting our students up for the best possible set of choices and opportunities at post-16 and beyond.

Our students are **intellectually transformed** by our ambitious core curriculum which:

- ✓ Contains the essential knowledge that pupils need to be educated citizens
- ✓ Includes the best that has been thought and said in each subject
- ✓ Features broad, balanced, well-sequenced learning
- ✓ Challenges and inspires all students by being aspirational
- ✓ Provides explicit literacy support and practice e.g. key vocabulary, active reading and oracy

Our students are **personally and socially transformed** by our ambitious enriched curriculum which:

- ✓ Reflects and celebrates our diverse community
- ✓ Provides equality for our disadvantaged students and helps to close the gap
- ✓ Engenders an appreciation of human creativity and achievement
- ✓ Promotes the spiritual, moral, cultural, mental and physical development of our students
- ✓ Prepares our students for the opportunities, responsibilities and experiences of later life
- ✓ Responds to social challenges faced by our students e.g. e-safety, LGBT, resilience, self-esteem, identity and mental health

Our Key Stage 3 curriculum spans Years 7, 8 and 9 and covers all areas of the National Curriculum subjects. In some subjects, students are grouped according to their current level of attainment, whereas in other subjects they learn in more mixed classes.

Our Key Stage 4 curriculum is based upon the subjects of the English Baccalaureate, with the majority of students expected to follow English Language, English Literature, Mathematics, Science, Spanish and either Geography or History. A wide range of option subjects including visual and performing arts, technology, sport, and ICT courses supplement this core provision.

Some of our students opt to stay at Nottingham Free School for their post-16 education. We offer a small range of 'A' levels in the facilitating subjects. This offer compliments the wide range of options open to our students at the end of Key Stage 4, and paves the way for students from our community to secure places at some of the most prestigious universities.

Across all of these key stages, exciting, engaging and inspiring lessons bring our curriculum to life. As a school we constantly strive to provide students with the very best educational experiences.



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Extended school day

Our students have always benefitted from an extended school day, comprising taught lessons, supervised study time and extra-curricular activities. These arrangements have been temporarily affected by the Coronavirus restrictions, but we are looking for staff who are committed to working with students beyond the standard school day.

Our study support programme ensures that all of our students develop the capacity for independent work, which is critical to their future success. Our extra-curricular programme is generously funded to support a wide range of enrichment activities, including sports, creative and performing arts, science and activities which promote positive mental health. These sessions are supported and delivered by teaching staff, external extra-curricular providers and volunteers from our local community.

In addition to the opportunities we create for students during the course of a normal school week, we also offer a range of trips, visits and experiences, carefully selected and planned to complement the school-based curriculum, and deepen our students' sense of confidence, curiosity and ambition.

Learning Support Department

We believe that all students deserve the very best choices and chances in life. Students who require additional support, guidance and encouragement in order to successfully access our curriculum, work with our learning support department. The team is led by our Special Educational Needs and Disabilities Coordinator (SENDCo). The learning support team also liaises directly with parents and carers, to ensure that they tailor support to each of the students they work with.

Below are some of the ways in which our Learning Support team helps students:

- One-to-one interventions for reading, spelling and numeracy
- Bespoke support for particular needs, such as dyslexia or handwriting support
- TA in-class support
- Small group work during lesson time with a TA in the Learning Hub
- Mentoring for individuals or small groups, covering both academic and social areas of need
- Support groups and activities at break times and lunch times
- Assessing and securing access arrangements for examinations

Pastoral Care and Guidance

At the heart of our school is our pastoral structure, which is based upon year groups. Each cohort is divided into four tutor sets and led by a Head of Year. We provide students with the care they need, whilst allowing them to nurture friendships and develop a strong sense of community. Our tutors play an active role in ensuring that our students are happy, well supported and fully engaged in school life, and they serve as the first point of contact for our students' families. There are regular updates for parents and carers regarding our students' attitudes and attainment through termly reports, subject-based parents' evenings and tutor-parent consultation days. We also keep parents and carers up to date via our online 'My Child At School' platform.

We do not accept or tolerate any form of bullying or anti-social behaviour.



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Achievement

Our ambitious curriculum, enriching extra-curricular activities and caring pastoral system combine to give every student the greatest chance of success. We encourage all of our students to develop their own goals and actively work towards them. We have very high academic aspirations for our students, and while we do not value one pathway over another, we do explicitly aim to increase the number of students accessing higher education from our community.

Continuous Professional Development

A comprehensive continuous professional development programme for teaching staff is delivered through weekly timetabled sessions. These support the development of teachers as reflective practitioners who focus on outstanding teaching and learning. Other CPD opportunities are also available through the Nottinghamshire Torch SCITT.

Student Voice

Student voice plays an important part in the daily operation of Nottingham Free School. Our student council consists of representatives from each year group, and candidates invited for interview will be lucky enough to meet some of these amazing young people. Some of our students also take on leadership roles as primary school ambassadors, or by coordinating and leading initiatives within our enrichment and charity activities.

Safeguarding and Child Protection

Nova Education Trust and all of its schools and staff are committed to safeguarding and the promotion of the welfare of children. All Nottingham Free School staff are expected to share this commitment. All new staff within the Trust will be subject to an enhanced DBS check.

Every Nova school has a designated senior member of the leadership team who is responsible for referring and monitoring any suspected cases of abuse. All members of staff will receive training in line with our child protection policy.