



DAVISON

CE High School for Girls

Appointment of
Teacher of Science



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Welcome from the Headteacher

Dear Potential Applicant,

Welcome to Davison CE High School for Girls!

I am very proud to have been the Headteacher here since September of 2013. Whilst I am unashamedly biased, due to my love of being part of Davison, I can confirm that my incredibly high regard is shared by so many students, colleagues, governors and parents/carers.

So, what makes Davison so special? The relationships between those who work and study here are very different. We all work to support each other and we take great pride in celebrating and valuing all forms of success. Outside of the current restrictions, it is very normal for guests to comment on the warm and purposeful feel of the school as they tour it. Indeed: many prospective parents tour the school in a very neutral/open-minded way and come out with a great sense of conviction that they want their daughters to be part of our school community. This is undoubtedly due to the feeling that they have quickly gained. I call this 'The Davison DNA'. It shines out and it is very quick to feel when you are here.

We offer and encourage a very broad range of extra-curricular provision which gives all students an opportunity to enjoy and achieve. 'Student behaviour is exemplary', as described by OfSTED, and our staff really do go the extra mile. Further to this...our students are driven to succeed and want to participate fully in their learning. This has led to our students making exceptional academic progress in recent times. Our last externally-validated GCSE results (2019) resulted in Davison achieving the highest 'Attainment 8' score in West Sussex (56.4) and the second-highest 'Progress 8' score (+0.6). We are delighted that our truly non-selective and inclusive cohorts do so consistently well as a result of the hard work that they, and we, put in to making sure that everything works.

Davison CE High School for Girls is a successful 11-16 school. Our recent Section 48 SIAMS inspection judged us as an “Outstanding” Church School. Our aim is to ensure every girl reaches her full potential.

We are looking for a committed and enthusiastic colleague who can demonstrate their ability as an excellent classroom practitioner to join our exciting and forward thinking Science department.

We invite applications from ECTs starting their career and experienced teachers of Science, who may view this exciting opportunity as an ideal position for career progression, working with a dedicated and supportive team.

The successful candidate will be confident in using their knowledge and expertise to monitor progress, give regular feedback and encourage our students to take a responsible and conscientious attitude to their own work and are described as having ‘exemplary’ behaviour in our most recent OFSTED inspection.

We require a Science specialist who:

- has a passion for science and is able to make lessons relevant and fun
- is eager to learn, develop and push the boundaries of science teaching
- is able to enthuse and engage students
- possesses excellent ICT skills
- is committed to enrichment/extra-curricular activities

We are a school, which sets high standards for both students and staff. We would offer the successful applicants:

- a comprehensive individual CPD programme
- excellent ICT facilities and resources
- confident, resilient, welcoming students
- a very supportive staff – full of fun and enthusiasm
- an on-site term time nursery with very competitive rates
- Employee Assistant Programme
- Social and wellbeing activities

Davison CE High School for Girls is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to satisfactory reference and DBS check, and where applicable, a prohibition from teaching check will be completed.

Potential candidates are warmly invited to contact the school for an informal discussion, at any point before the closing date. If you think you may be interested in submitting an application but would like to know more, please contact **Chris Hallworth**, our Subject Leader of Science in the first instance: **c.hallworth@davisonhigh.school** or on the telephone number below.

Alternatively, for further details and an application form, please see the school website: www.davison.w-sussex.sch.uk



Mr Chris Keating
Headteacher
Davison CE High School

Science Department

Davison Science is a successful Department in which students enjoy learning and teachers enjoy teaching. Students' motivation, behaviour and achievement are excellent with extensive, extra academic and pastoral support for those who need it.

We are proud of our results, which have been good for more than a decade. All students take Combined or Triple Science GCSEs. Last year, 87% of Year 11 students taking Combined Science achieved two grade 4s or better and 27% achieved two grade 7s or better. 100% of Year 11 students taking Biology achieved grade 4+ and 72% achieved grade 7+. In Chemistry, these figures were 100%/80% and in Physics they were 93%/64%.

Key Stage 3 are taught in five ability groups. At KS4, there are one or two Triple Science classes, and eight or nine Combined Science classes, with the Combined classes setted according to students' ability. Students in all year-groups have the opportunity to take part in a wide variety of extra-curricular and enrichment activities and have won or done well in several competitive events involving other schools, both locally and nationally. Extra-curricular activities were put on hold during the COVID situation but are now starting up again.

The Department has nine modern laboratories and a share of a new computer suite. All laboratories are well-resourced and we have a dedicated team of three specialist Science Technicians.

Please do not hesitate to contact me if you wish to know more about Science education at Davison.

Chris Hallworth, Subject Leader of Science

Email: c.hallworth@davisonhigh.school

January 2022





Job Description



Position	Teacher
Location	Subject Department
Line Manager	Subject Leader
Senior Manager	Mr Chris Keating, Headteacher

Main Purpose of the job:

- Be responsible for the learning and achievement of all students in your classes ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with students, parents/carers, governors, other staff and external agencies.
- Act within the statutory frameworks which set out their professional duties and responsibilities and in line with the duties outlined in the current **School Teachers Pay and Conditions Document and Teacher Standards (2012)**.
- Take responsibility for promoting and safeguarding the welfare of children and young people within our school.

Duties and Responsibilities:

All teachers are required to carry out the duties of a schoolteacher as set out in the current **School Teachers Pay and Conditions Document**. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of their appraisal process as relevant to their role in the school.

Teaching:

- Deliver the curriculum as relevant to the age and ability group/subject that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of students you teach.
- Be aware of students' capabilities when planning and teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how students learn.
- Have a clear understanding of the needs of all students, including those with special educational needs, gifted and talented, EAL, disabilities and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialism subject).
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for students of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure students' progress.

- Give students regular feedback, both verbally and through accurate marking, and encourage students to respond to their feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired, as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the **School Teachers Pay and Conditions Document**.

Behaviour and Safety:

- Establish a safe, purposeful and stimulating environment for students, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to inspire, motivate and challenge.
- Maintain good relationships with students, exercise appropriate authority and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
- Have high expectations of behaviour, promoting self-control and independence of all students.
- Carry out lunchtime duties as directed within the remit of the current **School Teachers Pay and Conditions Document**.
- Be responsible for promoting and safeguarding the welfare of students within the school, raising any concerns following school procedures.

Team Working and collaboration:

- Participate in any relevant meetings/professional development opportunities at the school which relate to the students, curriculum or organisation of the school, including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part, as required, in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current **School Teachers Pay and Conditions Document**.

Fulfill wider professional responsibilities:

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff as appropriate.
- Communicate effectively with parents/carers with regard to students' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

Administration:

- Registering attendance and supervising students, before, during or after school as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current **School Teachers Pay and Conditions Document**.

Professional Development:

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participation in training and development opportunities identified by the school or as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other:

- To have professional regard for the ethos, policies and practices of our school and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the Headteacher.

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This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties. The post is subject to DBS clearance in line with "Safeguarding Children & Safer Recruiting".

October 2021



Timescale

The recruitment process is as follows:

Closing date for Applications:	9.00am Friday 11 th February 2022
Interview date:	Monday 14 th February 2022

Apply

Applications should be made on a West Sussex County Council application form which can be found on the school's website (<https://www.davison.w-sussex.sch.uk/about-davison/vacancies/>).

Please send your application to **Mr Chris Keating**, Headteacher, Davison CE High School, Selborne Road, Worthing, West Sussex BN11 2JX Tel: 01903 233835
To this e-mail: hr@davisonhigh.school



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