

# SECOND IN SCIENCE

CANDIDATE INFORMATION PACK



## Executive Headteacher's welcome

Thank you for your interest in this opportunity to join us at James Calvert Spence College.

It's my great pleasure to welcome you to James Calvert Spence College, a 9-19 through school that welcome students from Y5 through to Sixth Form. We're a relatively small, friendly school that is in the heart of its community, on the beautiful Northumberland coastline.

Years 5 to 13 are taught on our Acklington Road School, we have fully equipped and dedicated science laboratories, an enviable Design Technology workshop, Food kitchen, Art studio, ICT suite, tennis courts, a running track, dance studio, Art, Fashion, Protography suite, sports hall and climbing wall and PE facilities that our students take advantage of to enhance their learning. We are really excited to move into our new build school in September 2025.

We have high aspirations for all of our students – we expect them to show determination and a desire to achieve highly and, in return, we offer them unwavering support throughout their years with us. In Key Stage 4 and the Sixth Form, we offer a wide range of GCSE and A-Level courses to make sure that there is a relevant pathway into Higher Education, further training or employment for everyone.

JCSC has improved considerably over the last few years with excellent A-level results and rapidly rising GCSE outcomes. In 2019 [the last year of exams before covid] we celebrated our best ever set of GCSE results – a key measure that had improved each year for three consecutive years. In that same year, our A-level results were up there with the very best in Northumberland and we were the highest performing school in the county for the highly academic measure of AAB+ with at least two facilitating subjects.

The staff and governors of the school are committed to its continuing development and improvement, to ensure that it provides education of the highest quality for all students. It's a great place to work or study – feel free to contact us and arrange a visit if you'd like to experience all JCSC has to offer first hand.

I hope that the information within this pack will encourage you to apply for this opportunity. If you would like an informal discussion about the posts then please contact Amy Crawley, Business Manager on 01665 710636.

Yours faithfully  
NEIL RODGERS  
Executive Headteacher

## Perks of the job

We are a maintained school within Northumberland County Council. Located just 30 miles from Newcastle City Centre, you have an enviable journey to work each day. Traffic? Not on the country roads of Northumberland! You will have the opportunity to work in one of the most beautiful areas of the UK; the picturesque fishing village of Amble, the historic village of Warkworth and its castle to the north and an area of outstanding national beauty at Druridge Bay.

We offer staff many perks of the job. Staff requiring IT access to do their job are provided with a laptop with five licences of the full Microsoft Office suite that can be installed on multiple PCs, Macs or iPads at home. All staff can opt into flexible benefits such as tax-free childcare vouchers or bicycles on the Cycle to Work scheme. Support staff are also eligible to join a salary sacrifice scheme for a lease car, payable through your salary each month and saving on tax again.

With approximately 750 students on roll, we are a relatively small school but what we lack in size we make up for in other ways. We have a friendly staff body who all know and care about the children; the pastoral care and support for students and each other is humbling. We also have a vibrant staff social committee!

We feel strongly that Continuous Professional Learning and training is key to success and offer excellent opportunities for professional development. If successful, we will support you to be your very best.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share the commitment. If you are successful, we need you to have an Enhanced Disclosure Check through the Disclosure and Barring Service which we'll pay for.

Join us and be part of an organisation that is always looking for ways to improve or do things differently so we can make a real difference for our students every single day.

## Science – Second in department

Full time, starting January 2024

Pay Scale – MPS/UPS + TLR 2.1

James Calvert Spence College is a 9-19 through school, catering for students from Year 5 to Year 13 that is the heart of its community.

JCSC and the science department continues to improve each year. You will take on the leadership and development of a subject or key stage within the science department and work closely with the Director of science to ensure this key area of our school continues to improve, develop and thrive.

We offer AQA combined science (trilogy), biology, chemistry and physics at GCSE and A-levels in biology, chemistry, physics and BTEC Applied Science, to our sixth form students. **GCSE science progress (value-add) placed JCSC significantly above average in 2018 and 2019.**

The pupils and staff are looking for a motivated, enthusiastic individual who wants to work as part of a team to drive learning forward, and it is an excellent opportunity for an outstanding teacher of science to develop into an outstanding *leader* of science.

This is an exciting time to join JCSC as we continue our journey towards excellence and look to build upon excellent GCSE and A-Level outcomes in 2021.

Staff and governors are fully committed to promoting equal opportunity and an outstanding educational experience for all students.

### You will:

- Be a strong classroom practitioner with excellent skills in your subject area;
- Be keen to develop your own skills further;
- Be a positive role model;
- Have high expectations of yourself and others;
- Be a real team player and someone with a 'can do' attitude;
- Be passionate about improving the life chances of our students.

### We can offer you:

- Excellent opportunities for professional development whatever your career prospects;
- A well-resourced curriculum;
- Hardworking and well behaved pupils who are willing to learn;
- A friendly and supportive working environment with a dedicated staff team;
- A supportive, hardworking team of specialist science teachers
- A unique insight into progression from the heart of primary to the point of employment or higher education

Should you wish to informally discuss these positions further, please contact Janice Bailey, Director of Science via email on [jbailey01@jcsc.co.uk](mailto:jbailey01@jcsc.co.uk).

Application forms and further details obtainable by visiting [www.jcsc.co.uk](http://www.jcsc.co.uk) or telephone 01665 710636. Completed applications should be submitted to Louisa Hedley, Assistant to the Executive



Headteacher, at James Calvert Spence College, Acklington Road, Amble, Northumberland NE65 0NG. ([lhedley01@jcsc.co.uk](mailto:lhedley01@jcsc.co.uk)).

Closing date for applications: Thursday 5 October, 12 noon with interviews scheduled for Wednesday 11 October.

### Job Description

<b>Post Title: Second in Science Directorate</b>	<b>School: James Calvert Spence College</b>		<b>Office Use</b>
<b>Scale: Main/Upper Payscale + TLR 2.1</b>	<b>Home base: Acklington Road</b>		<b>JE ref:</b>
<b>Responsible to: Director of Science</b>	<b>Date: January 2024</b>	<b>Manager Level:</b>	

**Job Purpose:** To assist the Director of Science in leading this core subject area and ensuring the best quality Science education for students at upper KS2, 3, 4 and 5.

**Duties and key result areas:**

**General**

- To carry out the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document. Carry out teaching duties in accordance with the federation's policies, schemes of work and the National Curriculum.

**Generic Responsibilities**

- Establish a purposeful and safe learning environment and manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline and a supportive culture in line with the federation behaviour policy.
- Contribute to the monitoring and development of a faculty to ensure suitable opportunities are provided for learner aspirations to be met.
- Plan effectively in the short, medium- and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the differentiated needs of learners are met. Plan and prepare homework and other out of class work.
- Be aware of and apply a range of teaching and learning strategies, including implementing inclusive practices, to ensure that the diverse needs of learners are met and excellence and enjoyment is achieved. Deliver lessons to groups of learners or classes. Demonstrate the positive values, attitudes and behaviour expected from learners.
- Assess, record and report on the development and progress of learners and analyse relevant data to promote the highest possible aspirations for learners and target expectations and actions to raise learners' achievements. Provide timely, accurate and constructively feedback on learners' attainment, progress and areas of development.
- Demonstrate ongoing development and application of teaching practice, expertise and subject specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
- Communicate effectively and work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, carers, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.



- Apply all school policies.
- Contribute to the development and implementation of priorities, policies and activities in order to enable the achievement of whole school aims.
- To work effectively with / be aware of and assist integrated processes, such as Common Assessment Framework and local opportunities which support young people and their families
- Promote the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Be aware of federation policies and other guidance on the safeguarding and promotion of well being of children and young people. Take appropriate action where required.
- Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.

#### Specific Responsibilities

- To support Director of Science by undertaking specific agreed responsibilities. This will take the form of assuming responsibility for the provision within one of the sciences (biology, chemistry or physics) and KS3 including:
  - Developing schemes of work and appropriate resources
  - Coordinating and standardising regular assessment opportunities
  - Assisting in providing subject specific CPD for colleagues
- To provide up to date subject specific knowledge and understanding to the directorate
- To contribute to the development and effectiveness of the directorate.

#### In addition, Upper Pay Spine teachers are expected to:

- Make significant contributions to implementing workplace policies and practice and to promote their implementation.
- Give advice on the development and wellbeing of children and young people, if required.
- Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.
- Make a significant contribution to school improvement, planning and evaluation.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the federation: the pay level has been established on this basis.

#### Work Arrangements

Transport requirements: Able to meet the transport requirements of the post.

Working patterns: As identified in the relevant Teachers' Pay & Conditions Document



Working conditions:

### Person Specification

Post Title: Second in Science	Criteria	Essential	Desirable	Evidence*
Qualifications	1. A BA/BSc degree or equivalent	✓	•	A
	2. Qualified teacher status	✓	•	A
	3. Has recent professional training relevant to the post	•	✓	A
Experience	4. Successful experience in teaching Science at secondary level	✓	•	A/R
	5. Experience of teaching across Y5-Y13 age range	•	✓	A
	6. Experience of leading an initiative, or leading a team of people	•	✓	A/I
Knowledge	7. Up-to-date knowledge and understanding of a variety of teaching techniques in Science	✓	•	A/I
	8. Up to date knowledge of GCSE examination content and recent changes to specifications	✓	•	A/I
Skills/attributes	9. Regularly teaches to a good or outstanding standard	✓	•	I/R
	10. Able to use data and target setting to improve students' achievement and raise attainment.	✓	•	A/R
	11. Good level of written/oral communication skills and interpersonal skills including building positive relationships with adults and children	✓	•	I/R
General	12. Has high expectations of self and others	✓	•	R
	13. Passionate belief that all children, regardless of background deserve education of the highest quality	✓	•	A/I
	14. Fully subscribes to the Vision, Values and Aims of JCSC	✓	•	A/I
Other	15. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people,	✓	•	I/R



	emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline			
	16. No disclosure about criminal convictions or a safeguarding concern that makes applicant unsuitable for this post	✓		A/R

\* Evidence presented through Application [A], interview [I] or references [R]