



**Carterton**  
COMMUNITY COLLEGE

# Teacher of Science Recruitment Pack



# Contents and Process

## Contents

Contents and Process.....	1
Welcome from the Science Faculty.....	2
Advert .....	3
Job Description .....	4
Job Purpose.....	4
Responsibilities .....	4
Other Duties.....	5
Person Specification .....	6
The Application Process .....	7

## Welcome from the Science Faculty

Science is a very successful faculty at Carterton Community College. The team consists of 8 members of staff who teach from KS3 to KS5 and two full-time technicians. We are a very well-resourced department which allows access for all year groups to quality equipment for practical's and textbooks for all courses taught at KS3, 4 and 5.

We teach a KS3 curriculum developed by the team covering the full national curriculum based on the exploring science schemes of work. All staff have access to a fully resourced curriculum of power points and additional materials. At KS4 we teach the AQA Synergy combined science course and AQA Separate sciences, Biology, Chemistry and Physics. Again, this is fully resourced with lesson power points and other materials and all teachers have access to exam board approved text books.

The KS5 offer for sciences at CCC is excellent: we offer Biology, Chemistry, Physics, Environmental science, Psychology, Level 3 BTEC in Applied Science and Level 3 CTEC in Health and Social Care. Our subjects are popular and high performing choices amongst students.

Homework is set using Seneca and Carousel learn and the setting and monitoring of it is shared across the faculty for each year group.

We are conscious of workload and wellbeing and our faculty policies reflect this, minimising non-essential work where possible. We have a team culture of support and sharing best practice. Team meetings provide an opportunity for planning and discussion of teaching, learning and assessment strategies.

In Science we are all actively engaged in continued professional development and team members are encouraged to apply for relevant training they feel would benefit from. We have a good relationship with STEM Learning Oxfordshire, and have benefited from bursary award bespoke training on areas of practice members have requested.

The science faculty are also engaged in educational research and reading, both by being involved in the EEF Teachers' Choice 'A winning start' trial and through regularly reading current evidence-informed teaching and learning books, articles and blogs, and using this as a basis for faculty development time and meeting discussions.

We also strive to provide opportunities for students outside of the curriculum, we regularly run trips and participate in enrichment opportunities outside of school. We have a successful science club who meet every week and we run regular STEM challenged linked to resources available for the CREST award.

We are a strong and mutually supportive team with a proud record of improving science outcomes at CCC. Our focus on teaching, learning and curriculum development has been instrumental in supporting good student outcomes and we welcome the fresh ideas and strategies new members of the team can bring.

## Advert

### **Start Date: 1<sup>st</sup> September 2024 or sooner if possible**

Carterton Community College is a rural college, with a real sense of community, bordering the Cotswolds and within easy commuting distance of Oxford, Cheltenham and Swindon.

We are seeking to appoint a qualified and dedicated Science teacher to join our established science faculty. Passion, determination, and a focus to ensure every student has the opportunity to reach their full potential is essential.

You will play a pivotal role in supporting and enhancing the quality of teaching and learning across Key Stages 3, 4 and 5.

It is an exciting time to be at Carterton Community College – we are a good school and pride ourselves on embodying our values. In our recent Ofsted report inspectors found that our students make good progress and behave well, in a school where relationships matter and there is a strong focus on learning. They enjoy their lessons and fully invest in the school and happily rise to the challenge of our high aspirations.

We welcome applications from both ECT's and experienced teachers.

You will have a proven track record of improving progress and raising achievement at all levels and will strive to give students exciting and challenging curriculum opportunities.

The ideal candidate will be able to demonstrate:

- A thorough knowledge of science and wider curriculum developments.
- Excellent knowledge/experience of teaching science across Key Stages 3, 4 and 5.
- Passion and dedication in delivering high standards.
- Experience in planning an appropriate and challenging curriculum.
- Ability to implement strategies to meet school development targets.
- Outstanding teaching and learning practice, with real enthusiasm for the subject.
- The ability to work as part of a team.
- The desire to have a positive impact on students' lives.



## Job Description

Responsible to: Head of Faculty

Scale/Salary: TMS/UPS

DBS Disclosure Level: Enhanced

## Job Purpose

- 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 attainment and progress.
- To promote and safeguard the safety and well-being of all students and young people.
- 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 Form Tutor where appropriate.
- To share and support the school's responsibility to provide and monitor opportunities for the personal and academic development of children and young people.

## Responsibilities

- Plan, deliver and evaluate consistently high-quality lessons that engage all students and help them to make progress in their understanding of your subject.
- Plan well-structured lessons that meet the needs of all pupils through effective structuring of tasks, so they provide challenge or support as appropriate.
- Ensure that pupils' progress is regularly and accurately assessed and that feedback to pupils is used both summative and formative to enhance the attainment and progress of all pupils.
- Ensure that standards of behaviour in classes support effective learning and take action to manage behaviour in accordance with the school's Behaviour and Engagement Policy.
- Show commitment and responsibility for own professional development and ensuring best practice in classroom teaching and learning.
- Provide extra-curricular opportunities that are an essential part of subject provision.
- Keep subject knowledge up to date.
- Contribute to the development of schemes of work and department resources.
- Contribute to preparing for changes to GCSE, A level syllabuses.
- Contribute to the implementation of new courses within the subject area.
- Attend Department and Year Team meetings as part of directed time.

## Other Duties

- To be familiar with and adhere to all School Policies.
- Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitors and work colleagues in accordance with the requirements of legislation and school policies; including raising concerns with the appropriate manager.
- To support the aims and ethos of the school and promote good relationships with students, colleagues and parents.
- To participate in the school's arrangements for appraisal, professional development, meetings cycle, quality assurance and internal verification.
- The performance of all the duties and responsibilities shown above will be under the reasonable direction of the Headteacher. The Headteacher or other Senior Manager if appropriate, will be mindful of his/her duty to ensure that the employee has a reasonable workload and sufficient support carry out the duties of the post.

The job description will be reviewed at least annually, and any changes will be subject to consultation.



## Person Specification

Qualifications & Experience:	Essential	Desirable	Evidence
Educated to degree level or equivalent	√		AP&CT
Qualified Teacher Status	√		AP&CT
Enhanced DBS, Clearance for Prohibition Check + Right to Work in the UK	√		DBS
Recent and Relevant CPD		√	AP&CT
Subject Specialism	√		AP&CT
Experience	Essential	Desirable	Evidence
Ability to use IT effectively	√		AP&IN
Using data to improve pupil performance	√		AP&IN
High quality teaching to students of all abilities	√		AP,IN & RF
Managing student behaviour confidently	√		AP,IN & RF
Demonstrable experience of improving student outcomes	√		AP,IN & RF
Experience as a Form Tutor and/or Pastoral work		√	AP&IN
Skills			
Excellent communication and organisational skills	√		AP,IN & RF
Ability to promote the school's aims positively	√		AP&IN
Good interpersonal skills and the ability to work collaboratively	√		AP,IN & RF
Ability to organise and prioritise workload and work on own initiative	√		AP&IN
Commitment to personal career development	√		AP&IN
Ability to create a happy, challenging and effective learning environment	√		AP&IN
Knowledge and Understanding	Essential	Desirable	Evidence
The theory and practice of providing effectively for the individual needs of all children e.g. classroom organisation and learning strategies, behaviour management	√		AP&IN
Effective teaching and learning styles	√		AP,IN & RF
Developing schemes of learning	√		AP&IN
Monitoring, assessment recording and reporting of students' progress	√		AP&IN
Statutory National Curriculum requirements at the appropriate Key Stage, GCSE and A Level syllabus requirements	√		AP&IN
Responsibilities with relation to safeguarding pupils and related policies	√		AP&IN
The positive links necessary within school and with all its stakeholders	√		AP&IN
Personal Qualities	Essential	Desirable	Evidence
Desire to make a real difference to the outcomes of all our students	√		AP,IN & RF
Ability and willingness to work to get the best from all students	√		AP,IN & RF
Commitment, enthusiasm and energy	√		AP,IN & RF
Patience	√		AP,IN & RF
Willingness to be involved in the wider life of the school community and to support extra-curricular activities	√		AP,IN & RF
Emotional intelligence and empathy	√		AP&IN
Set a personal example which embodies ambition, independence and creativity	√		AP,IN & RF
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	√		AP,IN & RF
AP=Application Form, IN=Interview, CT=Certificates, OB=Observation and RF=References			

**This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All aspects of the person specification will be tested at some part of the recruitment process. Should the applicant be shortlisted any relevant issues arising from references will be taken up at interview.**

## The Application Process

### How to apply:

Prospective candidates are welcome to visit the school. Further details and an application form can be found on the school's website, TES website or DfE Teaching Vacancies. Only applications completed on the school's OCC application form or the TES application form can be accepted. OCC application forms must be returned to [recruitment@carterton.oxon.sch.uk](mailto:recruitment@carterton.oxon.sch.uk).

**Closing Date:** Sunday 23<sup>rd</sup> June 2024

**Interview Date:** TBC

### Safer Recruitment Statement

*Oxfordshire Schools are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post involves the type of work with children and young people that requires applicants to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post. All users are considered confidentially and according to the nature of the role and information disclosed.*

### Carterton Community College

Upavon Way  
Carterton  
Oxfordshire  
OX18 1BU  
01993 841611

