achieving success for all

TENACITY

Candidate Pack

Teacher of Science

April 2022

WELCOME

Thank you for your interest in the post of Science Teacher currently advertised at Churchdown. I thought it would be useful if I gave you a personal perspective of our unique school to help you to decide if this role is the right opportunity for you - a role where you would be happy, thrive and make a valuable contribution to our community.

Churchdown never stands still. We are always seeking to improve and refine our offer to the students and staff here. Each year we continue to make progress, and this is down to the skills and attitudes of our colleagues and their relentless focus on self-improvement. Our impressive Progress 8 score helps illustrate the impact of our combined efforts and the doors we have opened for our students. However, we are always looking forward and acknowledge as a school that it is about the students of now and the exceptional educational provision and care we put in place every lesson, every day. As a result of this relentless approach to school improvement we are seeking to appoint a dynamic and inspirational practitioner to help take our school to the next stage.

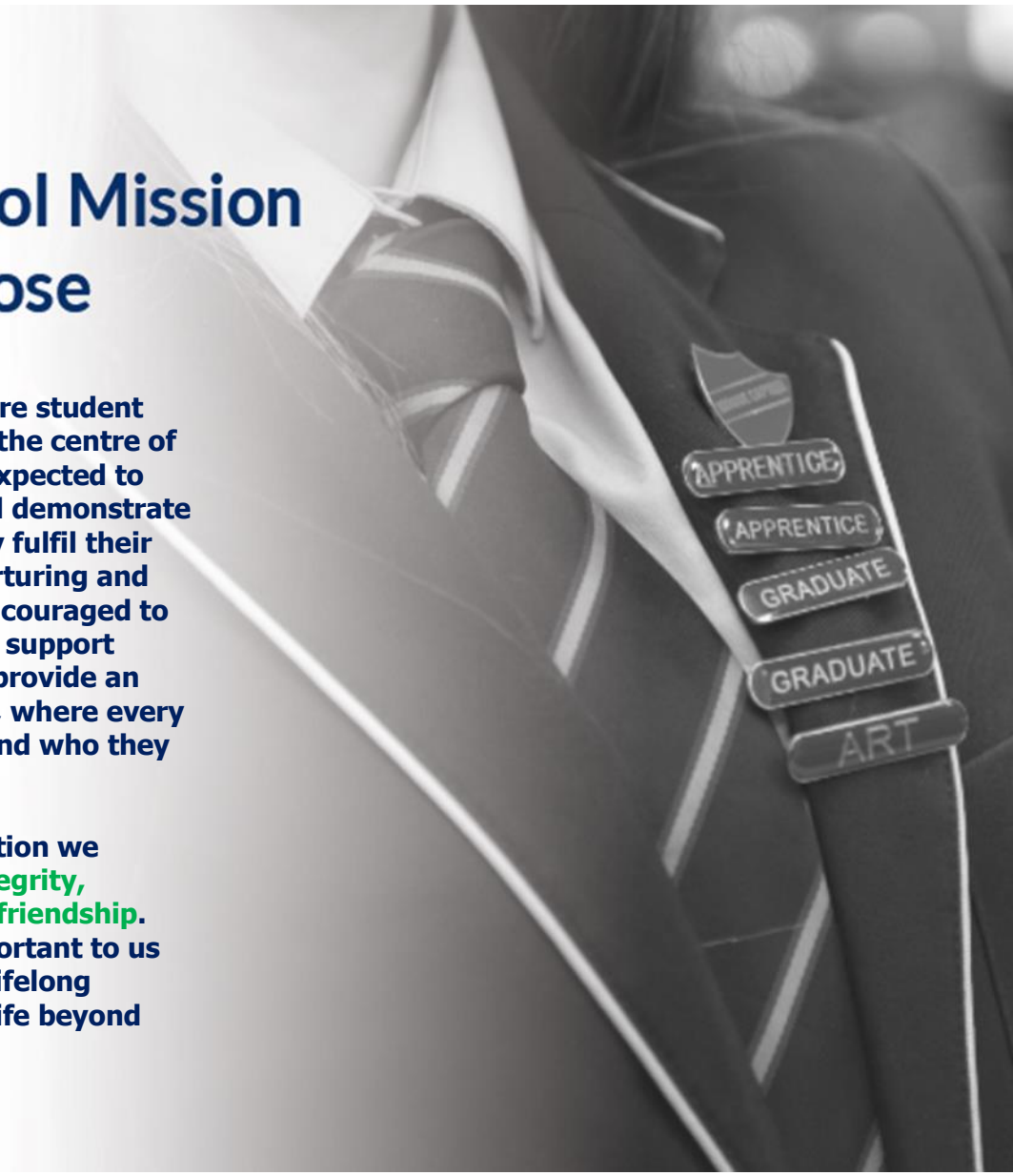
Regardless of the position of responsibility we hold at Churchdown, all the staff are responsible for inspiring and encouraging those we work with; first and foremost, the students. Our goal is based not on focussing on what's standing in our way; it is about taking steps that will be positive and that will have a lasting effect on everyone around us. Collective actions from all of us are carried out with excellence every day for our students. As a result, we provide a school that allows every student to achieve far beyond what they even dreamt was possible.

Our students deserve the best and proudly I can say as headteacher that we aspire to give the best for our students. I know this because in our school are people who will care for them; want the best for them; will not allow them to fail; will make them feel part of something by calling them by their name and asking if they are ok today; help them succeed; provide a place where they can do their best and allow them to see a life they didn't know existed. Could that someone be you?

I hope this is an insight which inspires you to apply for the post of Science Teacher. Please do come and visit us so you can see first-hand if Churchdown is a place you can develop your career. It would be my pleasure to tell you more about our school, discuss this role and find out more about you.

David Potter

Headteacher



Our School Mission and Purpose

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential. Our community is a nurturing and caring one where students are encouraged to show compassion, friendship and support towards one another. We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Churchdown School the education we provide is guided by values of integrity, resilience, respect, ambition and friendship. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.

Working at Churchdown

School Curriculum

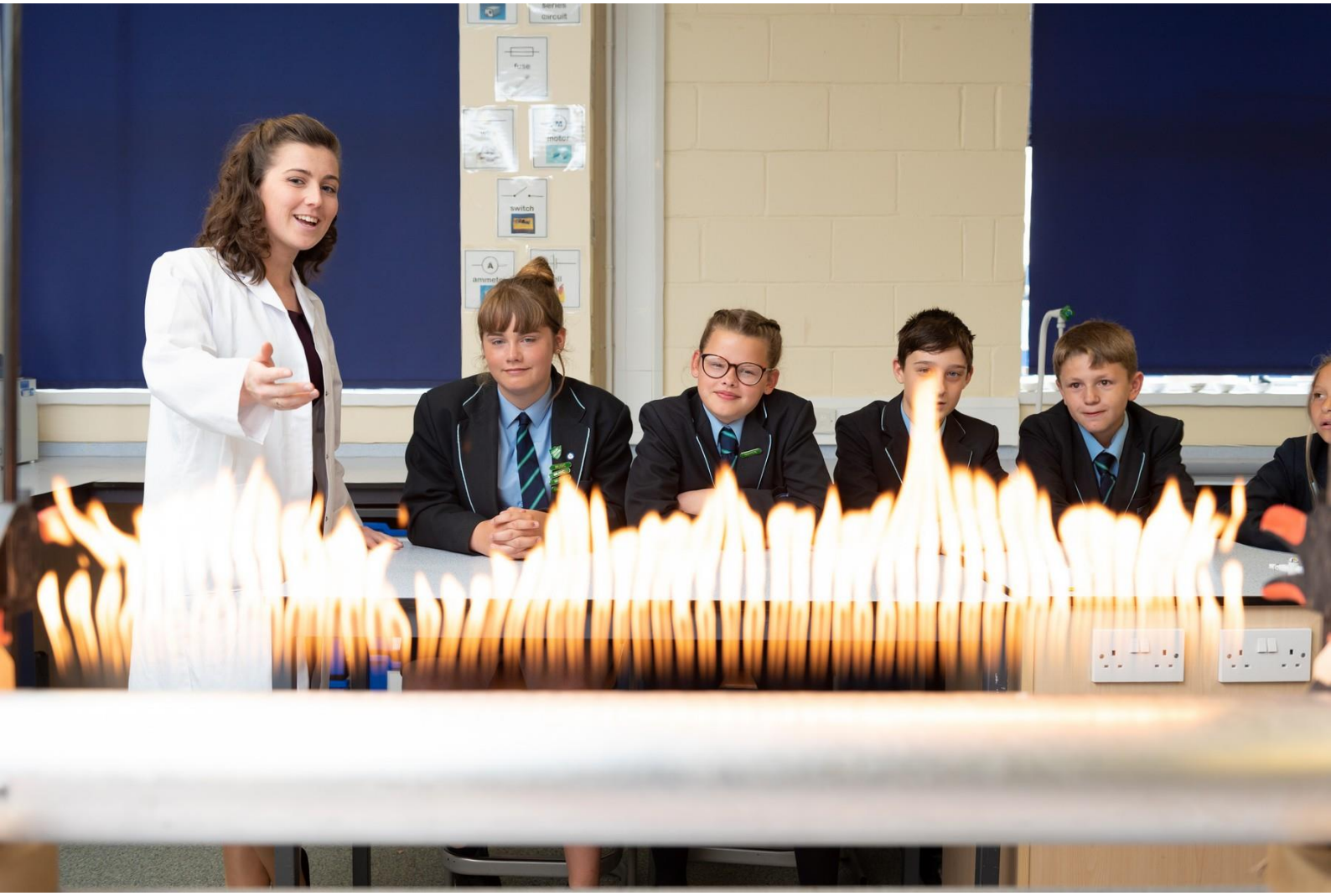
We believe in every student's right to a broad and balanced curriculum which allows them to be culturally rich, curious and accomplished individuals, with the ambition and opportunities to shine in adult life.

We take every opportunity to ensure that all students, regardless of ability, make the best progress possible and achieve the highest possible standards in subjects and qualifications. We strive to narrow the gaps in achievement and enable those not achieving age-related expectations to catch up with their peers.

Curriculum Organisation

We deliver the National Curriculum to all students at 11-16 to develop a broad and balanced diet of learning. At Key Stage 3 (Years 7 - 9) the school curriculum consists of core subjects: English, mathematics, science; and non-core subjects: modern foreign languages, design technology, ICT, history, geography, art, music, drama and physical education; PSHE (including sex education) and learn to learn.

At Key Stage 4 (Years 10 – 11) the school curriculum consists of compulsory subjects: English language and English literature, mathematics, science and physical education and a broad range of academic and vocational courses leading to external qualifications. In Key Stage 4 the students also take part in Prep lessons that are used for focussed independent study. At Key Stage 5 (Sixth Form) the school curriculum consists of a broad range of courses leading to external qualifications.



Teaching and Learning

This is what we are all about! We pride ourselves in having the highest expectations and, collectively, we constantly strive to provide excellent opportunities and fantastic progress for all of our students, regardless of ability. Furthermore, we recognise that students excel when lessons are positive, relevant and stimulating, and these expectations are only possible when there are high quality relationships between staff and students.

As our aim is to provide our students with the highest quality of teaching and learning in every lesson, this is the focus of all our energies. As a school we do everything in our ability to support each member of staff to achieve excellence. We provide training, support and guidance so that everyone has a clear understanding of what outstanding learning looks like, and more importantly, the tips and strategies to help facilitate this.

Successful schools operate an 'open door' policy with regard to the experiences which take place throughout the school day. Visible leadership from all members of the school leadership team is paramount to supporting every member of staff to provide our students with an exceptional experience at Churchdown. Consequently, staff are visited on a regular basis. The purpose of this is to provide opportunities to see/share good practice and to fully support staff.

Working as part of the Science Department

Applications are sought from enthusiastic, dedicated, and well-qualified teachers of science to join a successful department within our exceptional school. This is a fantastic opportunity for a dynamic, forward-thinking, and inspiring teacher with a real passion for their subject and the skills and determination to make a significant difference to the lives of our students. While the department is in a strong position to accommodate any science specialist, the ideal candidate will be experienced in teaching to GCSE and possibly qualified to teach post-16. For the right candidate, a TLR to recompense increased responsibility would be considered.

Our Commitment to Your Career

Opportunities for staff development are varied and extensive. Staff joining us early in their career will be given a mentor or coach and we are proud to be a delivery partner for the Best Practice Network which means we support Early Career Teachers from across the region. As teachers grow in their experience, the offer for personalised CPD grows with them. From nationally recognised leadership qualifications such as the Specialist NPQs and NPQSL, to bespoke coaching and subject development TeachMeets, there really is something for everyone. The school is committed to sharing best practice and therefore has a strong school-to-school focus working with a range of secondary and primary schools, locally and nationally, to offer opportunities for staff at all schools. We meet every Monday as a collective body of staff for training to allow us all to continue to develop our own teaching practice. Ultimately, we recognise that great schools 'look after' their staff and it is without a doubt a key priority to ensure that we challenge and support staff in a nurturing environment to be the best they can be.

JOB DESCRIPTION AND CONTRACT DETAILS

JOB TITLE
Teacher of Science

SALARY SCALE
MPS/UPS

LINE MANAGER
Head of Science

JOB PURPOSE
To support the students within assigned classes by providing high quality teaching to raise student achievement, ensuring provision within the centre is of the highest standard.

RESPONSIBILITIES

As a classroom teacher
- To undertake any and all duties as laid out in the School Teachers' Pay and Conditions Document and meet the professional Standards for Practising Teachers:
- To plan and prepare lessons, schemes of work and assessment materials;
- To teach, according to their educational needs, students assigned to allocated classes, utilising key skills as appropriate;
- To ensure positive behaviour management in accordance with agreed school policies, including the administration of rewards;
- To set homework in accordance with agreed whole school and departmental policies;
- To monitor and assess student performance so that targets can be set for individual student improvement;
- To report to parents in accordance with the whole school policy;
- To take registers for each lesson;
- To contribute to departmental meetings, discussions and management systems necessary to coordinate the work of the department and integrate this into the work of the whole school;
- To participate in the Performance Management Review cycle as per the school policy.

As a form tutor
- To take the register each morning session;
- To provide general support and guidance to students and monitor performance in accordance with the school's policies;
- To monitor students' attendance and conduct and liaise with Heads of Year, Heads of School and Attendance Officer;
- To liaise with parents regarding issues as they arise;
- To complete student reports in accordance with the schools policy on Assessment and Reporting;

Other
- To undertake any other duties, commensurate with the grade, as requested by the Headteacher.

Personal Specification

The successful candidate must:

- enjoy working with young people;
- be committed to providing students with a first-class education;
- be fully committed to supporting the core purpose of the school as outlined in our Mission Statement;
- have the potential to be an 'outstanding' classroom practitioner;
- have personal integrity and the drive to do what is best for the students;
- have a good honours degree (subject specific);
- have knowledge and understanding of recent developments in high quality teaching;
- be a team player;
- be proactive;
- have the capacity to work hard and under pressure;
- be a motivator;
- be a good communicator;
- have strong numeracy and literacy skills;
- have good ICT skills;
- have ambition; and
- have a sense of humour!

Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). Churchdown School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age.