achieving success for all

TENACITY

Candidate Information Pack

Teacher of Science

Permanent

Welcome

Thank you for your interest in the Teacher of Science position currently advertised at Churchdown. Please read on for a clear and current 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 the school community. A place where we rip up the status quo and follow our own path towards excellence.

Churchdown never stands still. This is evident in the outcomes we have achieved. The progress our students make is truly exceptional and has grown sustainably over the previous years with our Progress 8 score putting Churchdown in the top 1% of all schools nationally. The attendance of our students has also been continuously recognised as excellent by the FFT national attendance awards. However impressive these outcomes are for our children, we are not done yet as we are continuously stubborn about the improvement we still want to make. **Are you someone who could help improve our school yet further for each and every child in your care?**

To help us on our improvement journey, we are part of the SSAT Leading Edge – a group made from the highest performing schools nationally. As a Leading Edge school, we are able to share the best educational practice. This means that the innovation in our school will never stand still. Through working with the best educational leaders in the country we have continued to develop our practice and expertise. For example, we ensure teachers are significantly under allocation to help give the space and time in school to prepare well planned lessons. We also have far more INSET days within the school calendar to support quality department time: we passionately believe professional practice is vital to our proud profession. **Are you someone who wants to develop their practice in school time alongside other high performing schools?**

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. We have a very outward facing staff body who also work in a number of other organisations such as the University of Gloucestershire, Best Practice Network and Love My Coaching. As a result of our unrivalled staff provision, individuals move along their own unique career progression pathway much faster here. Because here there are more opportunities to grasp beyond just those in school. **Are you someone who wants to develop their expertise and progress in their career both in school or with one of our partner organisations?**

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 our Teacher of Science role. Please do call the school to speak with me so you can decide if Churchdown really 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

Why Churchdown?

Employee Benefits

- Car Salary Sacrifice Scheme
- Onsite parking and cycle storage
- Cycle-To-Work Scheme
- Free Flu Vaccines
- Free access to school fitness suite
- Dry cleaning delivery service
- Onsite car valet service
- Family-focused leave
- Discounted Nuffield Health gym membership
- Comprehensive Free Employee Assistance Programme
- Free onsite financial advice clinics
- ...and more!

Teacher Benefits

- Time-saving simple structures and systems
- All teachers teach below standard allocation
- No written reports
- Strategically planned INSET to support an increased number of PPA lessons
- No marking policy

JOB DESCRIPTION AND CONTRACT DETAILS

JOB TITLE

Teacher of Science

Permanent

SALARY SCALE

MPS / UPS

LINE MANAGER

Head of Science

RESPONSIBILITIES

To support the students within assigned classes by providing high quality teaching to raise student achievement and provide the appropriate support to students and staff ensuring provision within the our school is of the highest standard.

As a classroom teacher

Planning and teaching high quality lessons within your subject, working hard to achieve success for all in your classroom.

- 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, according to departmental 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 and departmental 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 fully engage in whole school and departmental CPD strategies;
- 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 school's 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:

- have experience of teaching A' Level Biology (Desirable);
- 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;
- Have experience of teaching A' Level Biology;
- 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.

As part of our shortlist process, Churchdown School Academy may carry out an online search on shortlisted candidates.

We welcome applications from all sections of the community irrespective of race, gender, sexual orientation, disability, religion or age.

Why Churchdown?

Click here to find out more about a career at Churchdown 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, 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.

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.

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 and share good practice and to fully support staff.

Working as part of the Science Department

Our Science department is a fantastic team, with so many different skills and specialisms to share. They are a cohesive group committed to delivering their very best in an engaging curriculum to ensure they can support our students to be curious and high-achieving scientists. This is a fantastic opportunity for a well-qualified, dynamic and inspiring teacher with a real passion for their subject. You will be motivated and enthusiastic and with the skills and determination to make a significant difference to the lives of our students. The ideal candidate will be experienced in teaching to GCSE and A Level although, first and foremost, we are looking for the candidate with the right character to ensure we can provide an exceptional educational experience for all in our community.

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, NPQSL and NPQH, 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.

www.churchdownschool.com