

achieving  
**SUCCESS**  
for all



Candidate Pack  
**Teacher of Physics**  
January 2020



# WELCOME

Thank you for your interest in the Physics Teacher post currently advertised. I thought it would be useful if I gave you a personal perspective of our school to help you to decide if this is an opportunity for you. A role where you would be happy, thrive and make further valuable contributions to our community.

The school 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, in addition to the impact of strong leadership at all levels. Our impressive Progress 8 score helps illustrate how well we do for our students. But will also acknowledge as a school that it is about the students of now and the educational provision and care we put in place. As a result of this relentless approach to school improvement we are seeking to appoint a dynamic and inspirational leader to help take our school to the next stage.

It is clear that our journey to becoming the best school in the country is only possible if we appoint and grow exceptional leaders. Building leadership capacity will provide strategic input, offer support to staff, add expertise and motivate staff through career progression opportunities.

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 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 Physics Teacher. For further information, please do come and visit us so you can see first-hand if Churchdown is the place for you to continue and develop your career. At Churchdown, every day is open day, so simply contact my PA, Jacqui Tilley, who will be happy to help arrange your visit.

Thank you for your interest in our school.

David Potter  
Headteacher

# Our Mission

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.

### Working as part of the Science Department

Applications are sought from enthusiastic, dedicated and well qualified teachers of physics to join a successful science department within our exceptional school. This is a fantastic opportunity for a dynamic, forward thinking, inspiring and energetic teacher with a real passion for physics. You will be a motivated, enthusiastic and driven individual who has the skills and determination to make a significant difference to the lives of our students. The ideal candidate will be experienced in teaching physics to GCSE and possibly A Level. Candidates whose specialism is chemistry but have good experience of teaching physics would be considered for the role. For the right candidate a TLR with to compensate increased responsibility would be considered.

### Teaching and Learning

This is what we are all about! As a school we constantly strive to provide excellent opportunities for learning for all of our students, regardless of ability. This can be challenging but outstanding lessons are based on high quality relationships between staff and students. We recognise that students excel when lessons are calm, positive, well-prepared and stimulating.

The students' behaviour will generally mirror the quality of the learning experience that is being offered. 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.

### **Our Commitment to Your Career**

Opportunities for staff development are broad and varied. The school is committed to sharing best practice. Staff joining us early in their career will be given a mentor or coach and we have a nationally recognised NQT programme. The school also has a strong school-to-school focus working with a large number of local secondary and primary schools 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.

# INVESTMENT IN YOU AT EVERY STAGE OF YOUR CAREER



## NQT

- NQT Programme
- NQT+1: Aspire
- NQT+2: Invest
- Peer Observation



## Middle Leadership

- NPQML
- NPQSL
- Curriculum Steering Group: 'Provide the Best'
- Middle Leaders Conference
- SSAT Leading Edge Networking
- School-to-School Collaboration



## Trainee

- PGCE Senior Mentor
- Subject Mentor
- Trainee TeachMeets
- Interview Training



## Teacher

- Talk for Teaching
- SSAT 'Leaders 4 The Future'
- NPQML
- Precision Coaching
- Coaching for Excellence
- Teaching & Learning Steering Group: 'Learn from the Best'



## Senior Leadership

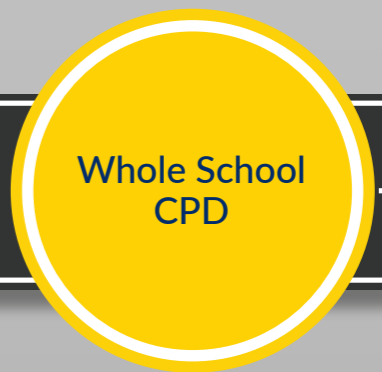
- SSAT Leading Edge Networking
- NPQSL
- NPQH
- School-to-School Collaboration



Induction:  
'The Churchdown  
Way'



360 Performance  
Management



Whole School  
CPD

ACHIEVING SUCCESS FOR ALL

# JOB DESCRIPTION AND CONTRACT DETAILS

## JOB TITLE

Teacher of Physics

## 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 and provide the appropriate support to students and staff 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.

