

# **BISHOP RAWSTORNE**

Church of England Academy



**FORTITER ET FIDELITER**  
*Bravely and Faithfully*

**TEACHER OF SCIENCE (ECT/MPS/UPS)**  
Job Application Pack

# TEACHER OF SCIENCE

## Required from 27th August 2024

### Full Time – Temporary or Permanent



REPORTING TO: CURRICULUM AREA LEADER OF SCIENCE  
SENIOR LEADERSHIP TEAM LINE MANAGER

CLOSING DATE: TUESDAY 7TH MAY 2024, 12 NOON.

Bishop Rawstone Church of England Academy has been providing high quality Christian education for over 60 years and we are now welcoming applications for a committed and suitably qualified candidate to join our talented, friendly and well-established Science Department. The curriculum area of Science is innovative, high-achieving and ambitious to improve further, and the team strives to consistently provide outstanding outcomes for our students. The role has arisen as we look to enhance our capacity to deliver further our Triple Science programme at KS4.

#### The Successful Candidate Will:

- Hold Qualified Teacher Status and be able to take students to the next level of participation and attainment within a very high-attaining school.
- Be able to teach two of the three Science specialisms, and be either an experienced teacher or an ECT (who would be supported through the DfE's Early Careers' Framework).
- Be passionate about the outcomes for young people and contributing to the on-going development of Science at Bishop Rawstone.

#### Why Work at Bishop Rawstone?

We recognise the contribution our valued staff make to the success of our school as a whole and strive to foster a culture where staff feel valued and supported. We offer:

- A calm, purposeful working environment with very low staff turnover and where staff are given opportunities to pursue a high level of professional development.
- Modern dining and sporting facilities set in an attractive rural, but accessible location.
- Outstanding behaviour from students who want to learn and progress.
- Free on-site parking and complimentary medical, counselling and wellbeing support services.
- Personal mentor to support your induction and ongoing developmental journey.

#### Further Information

Bishop Rawstone is committed to the safeguarding of all students. The successful candidate will be required to undertake the Enhanced Disclosure process via the DBS. The recruitment process is subject to safer recruitment safeguarding guidelines.

We are a vibrant Christian school committed to equality and diversity, welcoming colleagues from all backgrounds into our community irrespective of their religion or belief, ethnicity, age, gender, gender identity, disability, sexual orientation, marital or pregnancy status.

Please see the advert for further details on how to apply. Interviews will be scheduled to take place week commencing Monday 13th May 2024.



## JOB DESCRIPTION

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JOB ROLE:	TEACHER OF SCIENCE
SALARY GRADE:	MPS/UPS
REPORTING TO:	CURRICULUM AREA LEADER OF SCIENCE SENIOR LEADERSHIP TEAM LINE MANAGER

### OVERALL RESPONSIBILITIES

- To plan and deliver high quality lessons and schemes, using a variety of approaches, to continually enhance teaching and learning.
- To teach students effectively according to their educational needs and level of ability.
- To assess, record and report the achievement, progress and attainment of students in line with whole school procedures.
- To maintain a purposeful and orderly atmosphere in which students are able to work effectively.
- To work as an effective team member, undertaking delegated responsibilities at the direction of the Curriculum Area Leader of Science.
- To implement and actively promote whole school policies, procedures and approaches.
- To make a positive and pro-active contribution to Continuing Professional Development by building upon the standards achieved in the award for QTS.
- To undertake any other reasonable duty delegated by the Headteacher.

### GENERAL TEACHING RESPONSIBILITIES

#### Teaching and Learning

1. Manage student learning through effective teaching in accordance with the subject area's schemes of work and policies.
2. Ensure continuity, progression and cohesiveness in all teaching.
3. Use a variety of methods and approaches (including adaptive teaching) to match curricular objectives and the range of student needs, and ensure equal opportunity for all students.
4. Set and mark homework regularly, (in accordance with the homework policy), to consolidate and extend learning and encourage students to take responsibility for their own learning.
5. Work with Learning Support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
6. Work with others and through professional development to improve the quality of teaching and learning.
7. Set high expectations for all students, to deepen their knowledge and understanding of English and to maximise their achievement.
8. Use positive management of behaviour in an environment of mutual respect, which allows students to feel safe and secure and promotes their self-esteem.

#### Monitoring, Assessment, Recording, Reporting, and Accountability

1. Be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
2. Contribute towards the implementation of any plans for students with additional needs, as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
3. Assess students' work systematically and use the results to inform future planning, teaching and curricular development.

4. Be familiar with statutory assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents.
5. Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

## Subject Knowledge and Understanding

1. Have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses at KS4.
2. Keep up-to-date with research and developments in pedagogy and the subject area.
3. Have a thorough and up-to-date knowledge of current issues and developments in secondary education.

## Professional Standards and Development

1. Be a role model to students through personal presentation and professional conduct.
2. Arrive in class, on or before the start of the lesson, and begin and end lessons on time.
3. Cover for absent colleagues as is reasonable, fair and equitable.
4. Be familiar with the school and faculty documentation and support all the school's policies, e.g. those on safeguarding, Health and Safety, PSHE & Citizenship, Literacy and Numeracy etc.
5. Establish effective working relationships with professional colleagues and associate staff.
6. Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
7. Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
8. Liaise effectively with parent/carers and with other agencies with responsibility for students' education and welfare, where appropriate.
9. Be aware of the role of the Governing Body of the school and support it in performing its duties.
10. Be familiar with and implement the relevant requirements of the current SEND Code of Practice, Disability Discrimination Act and Access to Work.
11. Consider the needs of all students within lessons (and implement specialist advice) especially those who:
  - have SEN
  - are disadvantaged or vulnerable

## Safeguarding

1. To adhere to the school's safeguarding policies and procedures and undergo safeguarding training.
- 2.. To review the current 'Keeping Children Safe in Education' guidance and undertake regular refresher training for safeguarding.

## Health and Safety

1. Be willing to undergo Basic First Aid training and update courses as appropriate.
2. Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
3. Co-operate with the employer on all issues to do with Health, Safety & Welfare

## Data Protection and Data Security

1. To ensure strict confidentiality in all areas of work.
2. To work and process personal and sensitive information in accordance with the Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
3. To ensure work is conducted in a way that protects the safety and security of information (e.g. strong passwords, reporting breaches, securing paper records, securely disposing of records) in line with all school policies relating to data protection and data security.
4. Undergo relevant induction and refresher training in regard to data protection and data security.

## Continuing Professional Development

All staff are required to take part in the process of Professional Improvement.

1. In conjunction with the line manager, take responsibility for personal professional learning, keeping up-to-date with research and developments in teaching pedagogy and changes in the school curriculum, which may lead to improvements in teaching and learning.
2. Undertake any necessary professional development as identified in the School Improvement Plan taking full advantage of any relevant training and development available.
3. Maintain a professional portfolio of evidence to support the Professional Learning process - evaluating and improving own practice, if appropriate.
4. Contribute to the professional development of colleagues, especially other ECTs and ITTs, where appropriate.

N.B: Every subject teacher will be expected to have pastoral responsibilities.

## ADDITIONAL DUTIES FOR THIS ROLE

Any additional tasks will be negotiated and agreed at the time of appointment and at annual review. These additional tasks are seen as an important part of the school's professional development programme. This includes the completion of any other reasonable task as directed by the Headteacher.

## STAFF CONDUCT

This is a Church of England Academy. All staff are expected to familiarise themselves with our Christian ethos and ensure it is maintained and wherever possible further developed.

We expect our staff to be positive role models for all students, members of staff and visitors to the school and expect professional conduct based on mutual respect, good manners, politeness and common courtesies.

The school expects staff to wear professional business dress mirroring our high expectations of the student dress code.

## GENERAL NOTES

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post-holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either the Headteacher or the incumbent of the post.

April 2024



# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<p>Qualified Teacher Status as of August 2024.</p> <p>Honours Degree in Science or related subject, with a specialism in Physics, Chemistry or Biology.</p> <p>Minimum of 5 GCSEs (A*-C / 9-4) including English and Mathematics, or equivalent.</p>	
EXPERIENCE	<p>Recent teaching experience of students of all abilities in Science, with a specialism in Physics, Chemistry or Biology at KS4 (may include as an ITT).</p> <p>Competent in effective use of a range of data for target setting, and measuring and tracking student performance.</p> <p>Ability to monitor, evaluate and review teaching, learning, and procedures. Successful strategies in raising achievement where required.</p> <p>Experience of organising and participating in extra-curricular work in Science.</p>	<p>Teaching experience of Physics, Chemistry or Biology at both KS3 and KS4 level.</p>
SKILLS AND QUALITIES	<p>The ability to organise, plan and prioritise workload effectively.</p> <p>Reliable and conscientious with the desire and ability to learn new skills.</p> <p>High expectations for all students.</p> <p>An enthusiastic, caring and supportive team player.</p> <p>Flexibility, adaptability and creativity.</p>	<p>Effective use of Microsoft Teams and integration of ICT into course content where applicable.</p>
COMMITMENT	<p>To the mission statement and aims of a serving Christian school.</p> <p>To the safeguarding of all students and staff.</p> <p>To support the development of Science as a driver in school improvement and to raise the standards and outcomes in teaching and learning.</p> <p>To support the effective leadership and management of the Science Curriculum Area.</p> <p>To school INSET days and CPD.</p>	

Evidence will be gathered throughout the application and interview process and on receipt of references.