



GREENSHAW
LEARNING TRUST



Science Teacher Recruitment Pack

**ALWAYS
LEARNING**

TEACHER OF SCIENCE

Start Date: 1st September 2022

Salary: Main / Upper Pay Scale

Status: Full-time, fixed term to cover a Maternity Cover

INTRODUCTION

Thank you for taking an interest in joining us as a Science Teacher. We are looking to appoint an exceptional teacher to join our team from September 2022; NQTs with strong subject knowledge are also encouraged to apply.

Holmleigh Park is an ambitious academy located in Tuffley, Gloucester. We believe that all children have limitless potential, and are proud to offer a comprehensive education to all students in our local community. We expect all staff, students and parents to embrace our three principles - **Work Hard, Be Kind, Take Responsibility** - so that our students leave school as ambitious, confident and successful young adults with the highest standards of integrity.

Why join us?

- **Impeccable behaviour:** Our centralised behaviour system is incredibly simple, meaning every minute of every lesson is disruption-free.
- **A common-sense approach to workload:** We only expect live-marking in class, and we work collaboratively across the trust to ensure all lessons are resourced centrally.
- **Our commitment to genuine development:** Our CPD is based on Rosenshine's principles of teaching, and all teaching staff (including the Headteacher) receive coaching feedback at least every fortnight.
- **The opportunity to make a difference:** Our school is improving incredibly quickly, and we're proud to offer all local students a standard of education which we fully expect to outpace the local grammar schools within two years.
- **The quality of living:** Our easily accessible location is just 15 minutes from the Cotswold Hills, and is within commuting distance from Cheltenham, Bristol and Cardiff.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, which collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive characters. Join us and see why we are one of the fastest improving MATs in the country. Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours. We welcome visits or conversations with prospective applicants. To arrange a tour or a confidential phone call, please contact Ms Harrison (l.harrison@hphigh.co.uk).

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

We are committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

I look forward to hearing from you soon.



Patrick Farmbrough
Headteacher

JOB DESCRIPTION

This job description forms part of the contract of employment of the successful applicant. The appointment is subject to the conditions of employment of Teachers contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

This is an extremely exciting time to join the Science Department. We are looking to appoint an outstanding classroom practitioner to join our team as we seek to be one of the fastest improving departments in the country.

At Holmleigh Park we see our teachers as subject experts and professionals, and with disruption-free classrooms, our staff are free to focus on high-quality teaching. Our pedagogy is based on Rosenshine's principles of instruction, with a focus on retrieval, direct instruction, and deliberate practice. Lessons are planned collaboratively, both within the department and with other schools in the Greenshaw Learning Trust. Beyond assessments, we only live mark in class.

We are also a school which loves to read; as a form tutor, you will spend 20 minutes reading a classic text to your tutor group each morning and leading your tutor group in independent reading for 25 minutes at the end of each day.

Responsible to: Director of Science

Responsible for: Teaching and supporting all designated classes in subject area

The successful applicant will:

- Believe passionately that all students can make outstanding progress, regardless of their starting point
- Have excellent subject knowledge and infectious enthusiasm for conveying knowledge
- Set exceptionally high expectations for students' behaviour and work ethic
- Reflect constantly on their own practice and welcome feedback
- Be flexible and relish the excitement of working in a rapidly improving school
- 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/Tutor.
- 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.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

The main duties and responsibilities of this post include:

- Teaching Science up to Key Stage 5
- Playing a central role in the Science department, contributing to department meetings, revision sessions and extra-curricular activities
- Working collaboratively with colleagues in the Science Department and across the Greenshaw Learning Trust to plan lessons which ensure outstanding progress for all students
- Adhering to the school's principles of teaching, learning and assessment
- Fully engaging in the Developmental Drop In (DDI) process by being receptive to both giving and receiving feedback, and working with colleagues from across the trust
- Undertaking the role of form tutor by leading a group in our Tutor Time Reading Programme
- Setting the highest standards and behavioural expectations in lessons and around the school

- Committing to and supporting the school's policy and practice in relation to safeguarding and child protection
- Undertaking such other duties and responsibilities as may be reasonably requested by the Director of Science or the Senior Leadership Team, in accordance with the relevant Pay and Conditions document.

General:

- To participate in school initiatives where every person is expected to contribute to learners' progress
- To participate in the school's professional learning programme as agreed
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff and students adhere to school expectations.

Key Contacts:

- Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Key Stages, Head of Subject Areas, other support staff and students of the school.

Other Job Requirements:

- The teacher will be part of the school's appraisal scheme. S/he will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.
- The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

The Greenshaw Learning Trust Mission Statement

- *We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*
- *We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*
- *We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

| Qualifications | Essential | Desirable |
|---|-----------|-----------|
| Hold an appropriate teaching certificate and Qualified Teacher Status | ● | |
| Hold a recognised degree with a good classification in a relevant subject | ● | |
| Willingness to undertake further CPD | ● | |
| Master's Degree | | ● |
| Experience | Essential | Desirable |
| Excellent subject knowledge and a genuine passion for teaching your subject | ● | |
| Detailed knowledge of current curriculum and pedagogical developments in the teaching of Science and the wider curriculum | ● | |
| A track record of delivering results (not expected for NQTs and early career teachers) | ● | |
| Experience teaching GCSE, A Level or BTEC Applied Science | | ● |
| Knowledge and Skills | Essential | Desirable |
| Ability to teach your subject area confidently up to Key Stage 4 | ● | |
| Ability to teach your subject area confidently up to Key Stage 5 | | ● |
| Excellent communicator – sensitive and effective | ● | |
| An ability to establish good working relationships with a wide range of people including students and colleagues | ● | |
| Knowledge of strategies to inspire and improve outcomes for students | ● | |
| The knowledge and vision to put strategies into practice to meet current and future challenges | ● | |
| Outstanding organisational skills | ● | |
| Confidence and experience in the use of ICT for learning, teaching and admin | ● | |
| Good discipline/classroom management | ● | |

| Personal Qualities | Essential | Desirable |
|--|-----------|-----------|
| High expectations for accountability and consistency | ● | |
| Ambition and vision | ● | |
| A commitment to sustaining and raising achievement, attainment and aspirations of all students | ● | |
| Strong interpersonal, written and oral communication | ● | |
| Collaborative style of working | ● | |
| Ability to work under pressure and remain positive, enthusiastic and resilient | ● | |
| Reflective and analytical | ● | |
| Unbridled optimism and energy High levels of professional integrity | ● | |
| The ability to work independently and face the challenges of managing change | ● | |
| Potential and capacity to grow professionally | ● | |
| Ability and desire to make a significant contribution to the School as a whole | ● | |
| Commitment to working within the School's Safeguarding Policy and Procedures | ● | |

The Application Process

1. Applications

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.hphigh.co.uk

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than **Sunday 21st August 2022**. Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisting will be finalised on **Monday 22nd August 2022**. Shortlisted candidates will then be invited by telephone to attend for interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

3. Interview

Interviews will take place as soon as possible.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

5. Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

6. Taking up post

The successful candidate will take up post as soon as possible.

Should you require any additional information, please contact Lin Harrison, HR Officer at l.harrison@hphigh.co.uk