

**WLD High School**

 **Science Teacher**

**(1-year fixed term contract)**

**Job Application pack**

Dear Applicant

Thank you for your interest in the post of Science Teacher at Walton-le-Dale High School from 1st September 2022.  I hope that our website [www.waltonledale.lancs.sch.uk](http://www.waltonledale.lancs.sch.uk/) will give you a good overall “flavour” of the school.

Walton-le-Dale is a relatively small school which gives us a distinctive atmosphere. Many visitors comment on the warmth and friendliness of the school.  It is a school where the students and staff know each other well.  Our smaller size allows us to see each child as an individual and to cater for them individually. We are proud to be one of only a few secondary schools in Lancashire with the Inclusion Mark, achieved in 2008 and renewed many times since. We currently have Flagship status for the Inclusion Mark, and this reflects the importance of this to our ethos.

This is, and will continue to be, a student-centred school. Everything we do must have the interests of our students at the heart of it.  The strengths of Walton-le-Dale lie in the relationships within the school. Our challenge is to ensure that we make use of these strong relationships to get the best out of our students in terms of achievement. A great education is more than exam results and I believe our success is also reflected in the way our students turn out after 5 years at Walton-le-Dale. Everyone in the school works hard to make this happen.

Our students come from a wide catchment area. Around a third of the students come from the Blackburn area, whilst the rest are local or from the Preston area. We have a large number of feeder schools. We are truly a comprehensive school, with a mixed ability intake. It is noticeable that we have a significant number of students who join the school late. These are often vulnerable students with a wide range of educational, social, and emotional needs. We believe they are attracted to us because of the quality of care and learning support that we offer.  We place a strong emphasis on trying to deliver a curriculum which is relevant and appropriate to our students.  The school offers Key Stage 4 students a wide variety of options for a relatively small school.   These curriculum developments are matched by a very strong focus on teaching and learning as part of our current school improvement plan (<https://www.waltonledale.lancs.sch.uk/about-us/school-improvement>).

There is a strong team of staff across the school – all staff, not just teachers. They are incredibly supportive of each other, both in a personal and professional sense. Lesson planning is often shared and cross-department sharing of expertise is also common.  Our team of pastoral and learning support staff is exceptionally strong, with Progress Co-ordinators responsible for year groups across the school.  We have a team of 14 teaching assistants at various levels and we are extremely proud of the work that we do to support our students based on need.  Individual continuing staff professional development is a strong focus for us, underpinned by a core belief that individuals matter and that the strength of any school is based on the quality of its staff.

The Science department has flourished over many years under the long-standing leadership of the current Head of Department.  A strong team of specialist staff teach their specialisms of Chemistry, Biology and Physics. We are seeking a strong teacher, focused on brilliant teaching, and learning with excellent pedagogical and subject knowledge, to take the department forward in the next stage of its development.

Ofsted found that our school "requires improvement" having been "good" for a decade.  As you will see from our website, we have taken this judgement to heart, and we are absolutely focused on ensuring that consistently brilliant teaching is the cornerstone of our community.  We care about our school and what we do, and we are determined to regain our "good" or better status in the shortest possible timescale. See <https://www.waltonledale.lancs.sch.uk/about-us/school-improvement> for an overview of our direction of travel.

You will receive high quality support and encouragement from Governors, myself, the senior leadership team, and other middle leaders. If you feel you are up to this challenge and believe you have the same educational philosophy as us, we would welcome an application.   If not, I wish you good luck in your future career.

Closing Date: Friday 20th May 2022.

Interview Date: Thursday 26th May 2022.



James Harris

Headteacher

**SCIENCE TEACHER**

**Required September 2022**

**1-year, fixed term contract**

**REPORTING TO: HEAD OF DEAPRTMENT AND LINE MANAGER FROM THE SENIOR LEADERSHIP TEAM**

**CLOSING DATE: Friday 20th May 2022**

Walton-le-Dale is a very distinctive school. Many visitors comment on the warmth and friendliness and the strong relationships between students and staff.  Our smaller size allows us to see each child as an individual and to cater for them individually. This is, and will continue to be, a student-centred school. Everything we do must have the interests of our students at the heart of it. In order to make the best provision for our students we recruit and develop exceptional staff.

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| **The successful candidate will:** |

* Be a brilliant teacher with a strong commitment to the individual development of each young person
* Be an intelligent, people-centred leader able to support and lead others to develop the best possible provision for our students

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| **Why work at Walton-le-Dale?** |

 **will:**

Everyone who applies to work with us does so because of the ethos of the school (<https://www.waltonledale.lancs.sch.uk/about-us/vision-and-ethos>). We trust staff, whatever their role, to do their very best for our students and we focus on individual professional development as the best way to develop exceptional provision.

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| **How to Apply** |

Walton-le-Dale is committed to the safeguarding of all students. The successful candidate will be required to undertake the Enhanced Disclosure process via the DBS.

Please consult the application pack for further information, available at [www.waltonledale.lancs.sch.uk](http://www.waltonledale.lancs.sch.uk)

Completed application forms should be submitted to vacancies@waltonledale.lancs.sch.uk

Interviews are scheduled to take place on **Thursday 26th May 2022.**

 **SCIENCE TEACHER**

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| Job Description |

**POST TITLE: SCIENCE TEACHER**

**RESPONSIBLE TO:** HEAD OF DEPARTMENT

**LINE MANAGEMENT:** N/A

**DURATION:** 1 YEAR FIXED TERMS CONTRACT

**MANAGEMENT ALLOWANCE:** N/A

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| Overall Purpose of Post |

* To plan, implement and evaluate an appropriately broad, balanced, relevant, challenging and differentiated learning experience for students
* To support and challenge students to achieve their potential within their subject area(s) and beyond
* To monitor and support the overall progress and development of students as a teacher/ Form Tutor
* To share and support the school’s responsibility to provide and monitor opportunities for personal and academic growth.

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| Specific Responsibilities |

**OPERATIONAL / STRATEGIC PLANNING**

* To plan, prepare and evaluate courses and lessons.
* To teach students according to their ability, enabling them to achieve their potential
* To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department.
* To contribute to the Curriculum Area and Faculty’s improvement plan and its implementation.
* To contribute to the whole school’s planning activities

**TEACHING AND LEARNING**

* To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
* To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required.
* To apply the Behaviour management systems so that effective learning can take place.
* To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
* To ensure that ICT, Literacy, Numeracy, and school subject specialism(s) are reflected in the teaching/learning experience of students
* To undertake a designated programme of teaching.
* To ensure a high-quality learning experience for students which meets internal and external quality standards.
* To prepare and update subject materials.
* To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus, including for those students with special educational needs.
* To maintain discipline in accordance with the school’s procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
* To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
* To mark, grade and give written/verbal and diagnostic feedback as required.
* To assist the subject leader in ensuring that the curriculum area provides a range of teaching which complements the school’s strategic objectives.
* To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students
* To maintain appropriate records as part of whole school policy, and to provide relevant accurate and up-to-date information for whole school assessment and information processes
* To complete the relevant documentation to assist in the tracking of students.
* To track student progress and use information to inform teaching and learning

**STAFFING**

* To engage actively in the Performance Management Review process.
* To take part in the school’s staff development programme by participating in arrangements for further professional development, including an evaluation on the effectiveness of the professional development
* To continue personal development in the relevant areas including subject knowledge and teaching methods.
* To ensure the effective/efficient deployment of teaching and learning assistants
* To work as a member of a designated team and to contribute positively to effective working relations within the school.

**QUALITY ASSURANCE**

* To review from time-to-time methods of teaching and programmes of work.
* To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
* To help to implement school quality procedures and to adhere to those.
* To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures

**MARKETING AND LIASION**

* To communicate effectively, both written and orally with the parents of students as appropriate.
* Where appropriate, to communicate and co-operate with persons or bodies outside the school.
* To follow agreed policies for communications in the school.
* To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.
* To contribute to the development of effective subject links with external agencies.

**MANAGEMENT OF RESOURCES**

* To contribute to the process of the ordering, allocation, management and monitoring of equipment and materials.
* To assist the subject leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
* To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department, and the students.

**PASTORAL SYSTEMS**

* To be a Form Tutor to an assigned group of students, as described in the job description for Tutors.
* To liaise with pastoral staff to support school processes in challenging students to meet their academic potential
* To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.

**OTHER SPECIFIC DUTIES**

* To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
* To promote actively the school’s corporate policies.
* To comply with the school’s Health and safety policy and undertake risk assessments as appropriate.
* All staff are expected to be courteous to colleagues and students and provide a welcoming environment to parents and other visitors.

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| **Notes** |

* To undertake any other duty as specified by STPCB not mentioned in the above.
* Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
* All staff are expected to be courteous to colleagues and students and provide a welcoming environment to parents and other visitors.
* The successful candidate must demonstrate as evidence of their ability to undertake the role and their safeguarding responsibilities.
* The successful candidate will be required to undertake the Enhanced Disclosure process via the DBS

*This job description, and associated responsibilities, is subject to annual review.*

*April 2022*

**
SCIENCE TEACHER**

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| Person Specification |

This is a summary of the skills, knowledge and attributes and should be read in conjunction with the job specification.

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Degree or equivalent in relevant subject
* QTS
 | * Evidence of further professional development / qualifications
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| **Knowledge & Skills** | * Understanding of how your subject contributes to the education of children
* Detailed knowledge of own subject
* Knowledge of how the subject can contribute to learning in other subjects
* Understanding of core skills – teamwork, problem solving, decision making etc & how they might be developed within own subject
* ICT literate
* Very good classroom teacher
* Ability to work as part of a team
* Good communication skills
* Analytical / Reflective
 | * Knowledge of skills, qualities etc developed within other associated subjects
* Knowledge of innovative practice.
* Understanding of subject provision in the primary sector
* Understanding of the needs of the tertiary / 16+ sector in respect of your subject(s)
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| **Experience** | * Teaching own subject to a variety of different age groups 11-16
 | * Experience of collaborating with other staff, including outside subject specialism
* Experience of working with primary schools
* Experience of a second subject
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| **Personal Qualities** | * Like children
* Sense of humour
* Assertive / Persuasive
* Resilience
* Self – confidence, self-reliance, Self-motivation
* Ability to prioritise & manage time effectively
* Ability to follow things through to a conclusion
* Ability to relate to students, staff, parents etc
* Healthy with an excellent attendance record
* Competencies & qualities that the successful candidate must demonstrate as evidence of their ability to undertake the role and their safeguarding responsibilities
 | * Risk-taker
* Desire to seek further promotion
* Willingness to contribute to other aspects of school life
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