



**Baines School**

Nil Sine Labore



## Teacher of Science Full Time

Permanent or Temporary position  
(dependent on the candidate)

**MPS/UPS**

(suitable for newly qualified or experienced teachers)

Start date: 1<sup>st</sup> September 2023

# A Message from the Headteacher



Welcome to Baines School!

Thank you for your interest in the post of Teacher of Science at Baines School. I am proud to be the Headteacher here and am delighted that you are interested in joining our team at this exciting time of change. Baines School is a special place that has great potential to be the most wonderful place for learning and personal development. There are so many positives to share, as well as a number of areas to improve. We are looking for an inspirational and driven leader to join us at a time where we want to rapidly move the school back to 'Good' and towards 'Outstanding'.

As Headteacher, I joined the school on the 1<sup>st</sup> September 2017, following the retirement of the previous long-serving Headteacher. The school has now had three Ofsted inspections that judge the school as 'Requiring Improvement'. The latest Ofsted judgement (2019) is a testament to the hard work from our whole school community. You will be aware that where a school requires a third RI judgement, this can lead to an inadequate judgement because the school has not shown the capacity to improve. This definitely does not apply to Baines School. The August results in 2017 were the worst in the history of the school and we have been working very hard to raise standards and we have an improving trend. We have wonderful students and staff and they have risen to the challenges of raised expectations, curriculum change and a focus on teaching and learning. We are now at a time where we are ready to drive our school to the next level. Please do read our latest Ofsted monitoring report; you will see that we have many things to be proud about and a few things we are working on to improve.

Our catchment serves the areas of Wyre and Fylde, and Blackpool. We have an extremely mixed intake with some pupils from Blackpool which is an area of significant coastal deprivation, with approximately 33% of students from disadvantaged backgrounds. Our populations has a prior attainment above the national average and we have a lot of students who have exceedingly high aspirations, many of whom have gone on to Russell Group Universities.

A major focus for the science department is ensuring that every student, no matter their age or ability, receives the highest quality science education possible. We want to enthuse our students to have the same love of science that we all possess and to consider carrying on science as their chosen career. We scaffold the learning to support our weakest students, whilst extending and challenging our most able learners so that all students achieve their very best. We teach, where possible through an investigative, real-world context and with our students hopefully agreeing that our teaching is "Inspiring us to solve World problems".

The ideal candidate:

- is an enthusiastic and inspirational teacher of science
  - can model excellence inside and outside the classroom
  - is flexible, resilient, has a 'can do' attitude and is relentlessly positive
  - can inspire students of all abilities to be the best they can be
  - is driven by moral purpose to serve the community of Baines School
  - has the passion to inspire young people to love science, regardless of their ability
- We will offer you:
- excellent CPD opportunities
  - friendly and vibrant staff and students
  - staff and governors who are loyal to the school
  - stretch and challenge
  - opportunity to be part of a school improvement journey and make a real difference to students' lives.

I hope this pack gives you an insight into our school and encourages you to apply for the role. Nil

Sine Labore – Nothing Without Effort



Alison Chapman

Headteacher

March 2023

# Application Details



**Teacher for Science**

**MPS/UPS**

**1.0 FTE Permanent or Temporary Position (dependent on the candidate)**

**Closing date for the receipt of completed applications: Monday 20<sup>th</sup> March 2023 at 9am**  
**Interviews will take place week of 26<sup>th</sup> March 2023**

**This post will be with effect from 1<sup>st</sup> September 2023.**

**Please note:** Receipt of an application will be acknowledged by email. Subsequently, if you have not been contacted within one week of the shortlisting date, you should assume that your application has been unsuccessful.

**It is our policy to take up references for shortlisted applicants from their present employer and one other referee. It would greatly assist the process if you were able to supply email addresses for all the referees on your application form.**

Applicants will be asked to produce original certificates for all education qualifications stated in the application form prior to the appointment being confirmed. All appropriate safeguarding and attendance at work checks will be requested.

Applicants are asked to provide an application form that must be fully completed and legible.

A supporting statement of no more than 2 sides of A4 (minimum font size 11), should be clear, concise and related to the specific post.

**We would prefer applications to be returned by email to Paula Whiteside, the Headteacher's PA: [pwh@baines.lancs.sch.uk](mailto:pwh@baines.lancs.sch.uk)**

# Job Description



**JOB DESCRIPTION:** Teacher of Science  
**GRADE:** Main Scale / UPS  
**RESPONSIBLE TO:** Subject Leader for Science  
**This post will suit either a early career teacher (ECT) or a teacher who has more experience**

<b>MAIN PURPOSE OF ROLE:</b>
<b>The post holder will responsible for delivering outstanding achievement and teaching and learning of Science in their classes.</b>
<b>Achievement and Standards</b>
<ul style="list-style-type: none"><li>• Ensure that at all key stages, and in all qualifications, students achieve above national averages</li><li>• Monitor progress against targets and devise appropriate intervention strategies to address under achievement</li><li>• To conduct assessment to monitor the progress of students to include suitable mock examinations and marking in accordance with school policies.</li></ul>
<b>Teaching and Learning</b>
<ul style="list-style-type: none"><li>• The post holder is responsible for teaching of across the age-range in the subject of Science.</li><li>• The post holder is responsible for meeting the teacher’s professional standards in all areas as set out in the person specification</li><li>• Selecting the most effective methods of teaching of all students including specific advice on the most-able and on SEN students</li><li>• The continual evaluation of the aims, content and methods of teaching and learning and their revision when curriculum development or changing social and educational circumstances make it appropriate</li><li>• Cross-curricular aspects including ICT, Citizenship, Spiritual, Moral, Social and Cultural Development, literacy and numeracy</li><li>• Maintain and up to date knowledge of best practice in an outstanding teaching and learning.</li><li>• To ensure the Ofsted priorities for teaching and learning are addressed.</li></ul>
<b>Behaviour and Safety</b>
<ul style="list-style-type: none"><li>• Monitor health and safety matters within your areas of responsibility and ensure they adhere to the school’s Health and Safety Policy</li></ul>

- Be responsible for the management of allocated resources to ensure they are maintained to a high standard.
- Be highly visible and assertive in management of behaviour.
- Ensure praise is meaningful and timely
- Safeguarding and Promoting the Welfare of Students by following the all school guidance on safeguarding and Child protection
- Liaison with SEN Coordinator about the teaching of pupils with learning difficulties and with the Co-ordinator for Able Pupils on teaching of pupils of exceptional ability
- Answering parental queries and meeting parents if required (and completion of records of meetings).

#### **Leadership and Management**

- To continuously aspire to develop, improve and embed the progress of students at Baines School
- Ensure equality of opportunity for staff and students.
- To fulfil all of the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers.
- To embrace all opportunities for CPD and to model learning and leadership behaviours to our students

#### **Wider School effectiveness**

- Demonstrate a commitment to take a leading role in the wider school community
- Have a Form tutor group, with all the duties that entails
- To positively contribute to the ethos of the school and display **Pride** in belonging to the Baines Community
- To support the Science leaders as they develop the subject across the school

# Person Specification



How it will be assessed is A (Application form), I (Interview), R (References)

## Training and Qualifications

Quality	Essential	Desirable	How this will be assessed
Good degree in Science or closely related subject (Degree classification 2.2 or better)	Yes		A/R/I
Qualified Teacher Status	Yes		A/R/I
Commitment to personal and professional development	Yes		A/R/I

## B Experience of Teaching

	Essential	Desirable	How this will be assessed
Experience of successfully teaching KS3 and KS4 students	Yes		A/R/I

## C Professional Knowledge and Understanding

*Applicants should be able to demonstrate they are able to meet the Teacher Standards as well as good knowledge and understanding of the following areas:*

	Essential	Desirable	How this will be assessed
Secure knowledge and understanding of the concepts and skills in Science.	Yes		A/R/I
Ability to teach lessons that are consistently good or better	Yes		R/I
Clear understanding of the GCSE and NC requirements of the subject and its assessment.	Yes		A/R/I
Ability to employ a range of effective teaching, learning styles and assessment methods	Yes		R/I
Ability to use assessment data to inform planning and set targets	Yes		A/R/I
Strong behaviour management skills	Yes		A/R/I

Ability to plan and teach lessons that meet the individual needs of all students, including those with Special Educational Needs	Yes		A/R/I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning		Yes	A/R/I
Ability to inspire students to achieve their very best and promote lifelong learning	Yes		A/R/I

#### **D Personal and Professional Skills, Qualities and Attributes**

**Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application; however, it is more likely that they will be more fully assessed during the interview process and from the references.**

<b>Quality</b>	<b>Essential</b>	<b>Desirable</b>	<b>How this will be assessed</b>
Excellent written and oral communication skills	Yes		A/R/I
Commitment to role of tutor for a group of students and the benefits of pastoral care	Yes		A/R/I
High personal standards and expectations of students and colleagues	Yes		A/R/I
Excellent interpersonal skills and the ability to work well as part of a team	Yes		A/R/I
Commitment to the ethos of the school and proud to be part of the Baines School community	Yes		I
Contribution to the wider Baines Community	Yes		I
A sense of humour	Yes		I
Strong work ethic	Yes		R/I
Excellent role model for staff and students	Yes		R/I
Potential for leadership and further promotion in the future		Yes	R/I



## E Safeguarding

	Essential	Desirable	How this will be assessed
Displays commitment to the protection and safeguarding of children and young people	Yes		A/R/I
The ability to form and maintain appropriate relationships and personal boundaries with young people	Yes		A/R/I
Will co-operate and work with relevant agencies to protect young people	Yes		A/R/I

**F Application Form and Letter (A-Application Form, R – References, L-Letter)** The appropriate application form should be **fully completed** and legible. The letter should be clear, concise and related to the specifics of the post.

Qualities and Knowledge		Essential	Desirable	Source
1	Hold and articulate clear values and moral purpose focused on providing a world-class education for the pupils at Baines School	E		L, A
2	Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.	E		L, R
3	Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them.	E		L, A
4	Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.	E		A, L, R

## G Confidential References and Reports

Two referees should be nominated, including one from your current or most recent employer.

	<b>Essential</b>	<b>Desirable</b>	<b>How this will be assessed</b>
A positive reference from current employer	Yes		A/R/I

## Departmental Overview



The Science department at Baines School is well-resourced, with 8 specialist laboratories and a classroom. We are a professional and very supportive department which currently consists 4 fulltime and 2 part-time teachers working alongside two highly-skilled full-time laboratory technicians. There is a wealth of experience within the department as in addition to our team, both the Deputy Headteacher and the Assistant Headteacher work within the Science Department and have previously led science departments earlier in their careers.

We are looking for an outstanding classroom practitioner with high expectations and a passion for developing their students' potential. Where possible we teach in specialisms at key stage 4, but the science team regularly share pedagogy ideas and strategies to enhance teaching and learning and to develop each other's subject knowledge.

The Department contributes widely to the school's curriculum offer with the following examination specifications being offered:

Key Stage 4	AQA GCSE Biology
	Chemistry
	Physics
	AQA GCSE Combined Science: Trilogy

In Years 7 and 8 students study six lessons of Science over the two-week timetable. The department has developed a new Scheme of Learning for Key Stage 3 in line with the National Curriculum which incorporates 'Working Scientifically' skills throughout all of the topics. Students are encouraged to relate scientific explanations to phenomena in the world around them and start to use modelling and abstract ideas to develop and evaluate explanations.

From Year 9 students begin the transition to their GCSE programmes of study towards the new GCSE (9-1) specifications. At the end of year 9 students can opt to take three separate science GCSEs or continue to follow the Combined Science: Trilogy course (both qualifications can be taken at higher or foundation tier). The numbers of students choosing to study separate sciences has increased year on year and we now have three classes following the separates course and four classes studying combined. Year 9 students have 6 hours a fortnight, combined students have 10 and separate sciences have 15.

All science lessons are taught in laboratories and lessons are well resourced for practical investigations. This enables the teaching of science through regular, enquiry-based learning and allows pupils to develop the practical skills necessary for future work in science, technology or engineering.

There are many enrichment activities available for example visits to the Big Bang Fair and Chester Zoo, opportunities to enter science competitions and we host engineering and STEM workshops in school. STEM club runs weekly and has a healthy uptake at Key Stage 3 and we wish to extend our provision to include opportunities to attain CREST awards for older students.

There is an excellent team spirit within the Science department, supported by a well-qualified team of technicians. The school's monitoring and evaluation routinely evidences that much teaching is good or outstanding within the department.

The successful candidate will be eager for students to achieve their full potential, promote a sense of excitement and curiosity about natural phenomena and encourage students to understand how science can be used to explain what is observations, predict how things will behave, and analyse causes. You would be joining a supportive Department and school with a proven record of staff development and career progression.

## Further Information about our School

Baines School has a long and proud heritage. In 2017, it celebrated its 300<sup>th</sup> anniversary. The school is also unique in the North West in holding its voluntary-aided, non-denominational status. It is proudly comprehensive in nature and renowned in the locality for the support it offers to the social and personal development of its young people at all stages of their school career. Baines is rooted in the local community but owing to its close geographical proximity to Blackpool Authority, the intake each year is wide-ranging and diverse in nature, although ability upon intake is high.

The third 'Requires Improvement' judgement from the 2019 Ofsted inspection should not deter applicants. There are challenges facing the school but we have a clear drive to rapidly raise standards. We are working hard to strengthen the typicality of high quality teaching and learning that leads to consistent pupil progress and several active partnerships that have been supporting this drive. We had a monitoring visit in April 2021 to assess that we are providing an appropriate education during the pandemic. I am very pleased to report that the visit was very positive. Please do read our latest Ofsted reports, you will see that we have many things to be proud about and a few things we are working on to improve.

We are proud of the many successes of our young people and of the range of opportunities that our dedicated teaching and associate staff offer them. The work of our governors and of the Former Pupil Association provides additional support and funding for the direct benefit of the pupils. They actively encourage the development of wider activities which further contribute to the enrichment and success in the lives of our young people whilst they are with us and beyond

### The area served by the school

Poulton-le-Fylde is an attractive, small town situated close to Blackpool and the Fylde Coast. We are well connected to the rest of the country by an excellent network of motorways and roads, with large centres such as Manchester and Liverpool being just over one hour away. The town has its own railway station, with regular services to Preston and the West Coast Main Line. The school is situated in a pleasant residential area and there is an extensive building plan for new houses in the area.

### The school site

We have a spacious site with a number of different buildings ranging from the very oldest which was built 300 years ago, to the most recent additions around fifteen years ago. Most recently, the science laboratories and English rooms have undergone major refurbishment and a new Independent Learning Centre and suite of classrooms were completed in 2011. It is an attractive campus surrounded by playing fields, a wooded area and open land.

### Our Students

We are an 11-16 school (having previously been an 11-18 school). Students start school in Year 7 with overall levels of attainment that are above the national average.

Our students have a positive attitude to school. The vast majority attend regularly, enjoy lessons and the wide range of other activities provided. In and around school there are high standards of the pupils' behaviour and politeness. The students speak warmly of the support they receive at Baines and the great majority are confident, polite and friendly young people. They are demanding in that they expect and want to do well, and come to the school with high expectations supported by their parents/carers. Our older students are role models who are thoroughly and actively engaged in the work of the school, the quality of what we do and contribute to supporting us in our aim of continual improvement.

The young people of Baines School undertake significant work for charities and there is a varied offer of enrichment activities in which all staff and pupils are actively encouraged to take part. We are the largest school contributor to the Teenage Cancer Trust in the country (over £100,000 so far) and hold the national record for the largest team entry in the Race for Life.

Our skilled and dedicated support staff represent a further strength within the school. These colleagues offer wide-ranging and expert support to some of our most vulnerable young people and they actively engage in the full spectrum of school life both in the classroom and beyond. fixed-term exclusion provision and work closely with the Lancashire Authority Advisory Team. Baines is also a registered centre with the Duke of Edinburgh scheme and has strong links with HE providers and employers in the region. We were very proud that 10 of our community were finalists in the Blackpool Gazette Education Awards 2021. We were winner in the Secondary Student of the Year, Careers Aspiration and Unsung Hero Award. There are so many successes to be proud of, the fortnightly Headteacher Update shares these with parents and carers.

