



HAILSHAM COMMUNITY COLLEGE  
ACADEMY TRUST

*'Be the very best you can be'*

# Teacher of Science

## APPLICANT INFORMATION PACK



**Battle Road, Hailsham, East Sussex, BN27 1DT**

**Tel: 01323 841468**

E-mail: [job.vacancies@hccat.net](mailto:job.vacancies@hccat.net)



## Teacher of Science

**Please find enclosed:**

- **Letter from the Executive Principal**
- **Job Description**
- **Person Specification**
- **Department Information**





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Dear Applicant

Thank you very much for your enquiry for the post of Teacher of Science at our College. We hope that you will decide to apply for the opportunity to play a key role in the development of education in Hailsham and we hope that the information below will be helpful to you.

Hailsham is an historic market town close to the large and vibrant towns of Eastbourne and Brighton, with some of the most spectacular scenery in England on its doorstep.

Hailsham Community College has been on an incredible journey over the past few years. Since becoming a Converter Academy in 2012 the college has grown significantly and in 2019 we became a 2-19 all-through school, with our Primary and Pre-school provision situated approximately a mile from the Secondary site.

The Academy has benefited from significant investment over recent years. New facilities include a state-of-the-art three-storey teaching block containing 22 classrooms and SEND hub, a fully refurbished Post 16 Learning Centre and a floodlit all weather sports pitch to complement our already extensive sporting facilities.

The college motto, 'Be the very best you can be!' is very simple but encapsulates everything we believe in for the entire college community, learners and staff alike.

You will find our values and principles put into practice in a busy, cheerful community based on friendly relationships; the atmosphere is positive and full of purpose and endeavour. Our focus is on learning; we take pride in nurturing and supporting the personal, social and academic development of each individual.

The college underwent inspection by Ofsted on 1 March 2017 and was judged to be 'good' throughout.

We hope that you will decide to apply. We have always actively encouraged candidates to visit the Academy prior to completing an application form. Please call us on 01323 841468 if you would like any further information or would like to arrange an informal visit.

I hope to have the pleasure of meeting you soon.

Yours faithfully

Phil Matthews  
Executive Principal



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## Job Description

<b>Job Title:</b>	Teacher of Science
<b>Line Managed by:</b>	Director of Learning
<b>Date:</b>	November 2022

### Teaching and Learning

- To have a direct teaching input to all year groups and ability levels where appropriate within the whole-school timetable
- To assist in developing and implementing a whole-school policy for the teaching and learning of Science
- To assist and work with the teacher responsible for this curriculum area (and other colleagues) in promoting high standards of teaching and learning
- To help maintain and develop the teaching resources within the curriculum area
- To assume an active pastoral role and to promote and encourage high standards of work and behaviour
- To assist with the identification of training needs of both self and others and to contribute to in-service training with particular regard to this curriculum area
- To participate in subject specific testing and assessment of students in all Key Stages and to carry out more detailed assessment as needed
- To assist with an efficient system for monitoring, recording and reviewing the progress within the curriculum area
- To assist in establishing strategies to deal with under-achievement or disciplinary problems within the curriculum area
- To assist with the integration of cross-curricular skills, themes and dimensions both within and outside the curriculum area.
- To co-operate with any support services which may be available both within the academy and from external sources paying regard to the role of other staff and their specific responsibilities
- To ensure that appropriate targets are set, monitored and fully reviewed with individual students on a termly basis.
- To uphold and develop the high standards of care, support and discipline which are crucial to the well-being of the individual students in Hailsham Community College
- To take a lead in their own CPD
- To actively engage in self review as part of Performance Management cycle
- Any other such duty as the Principal may determine within the remit of the National Pay and Conditions Document or within any other national or local agreement which it may supersede

**Main Duties**

- To teach science throughout the Academy across the age and ability range
- To implement the staff responsibilities as laid out in the science policies
- To assist in the ongoing review and development of schemes of work
- To work closely with the other members of the science and, where required, with colleagues from other departments
- To support the college ethos and Aims & Objectives.
- To take on the duties of Mentor
- To adhere to and fully implement whole college policies as laid down by the Principal and Governors

**Communication**

- To attend college briefings, full staff meetings, subject area and House meetings
- Ensure student information is transferred to appropriate staff



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Person Specification	
<b>Job Title:</b>	Teacher of Science
<b>Line Managed by:</b>	Director of Learning for Science

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Educated to degree level or equivalent</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development</li> </ul>
<b>Experience and Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate experience of improving student outcomes</li> <li>• Understanding of effective approaches to teaching and learning</li> <li>• Understanding of the National Curriculum and Ofsted Framework</li> <li>• Demonstrable experience of high-quality teaching and learning</li> <li>• Positive effective strategies for behaviour management</li> <li>• Experience of optimising the attainment and progress of students</li> <li>• Ability to use data and ICT effectively to assess performance and raise achievement</li> <li>• Experience of working with children with significant barriers to learning</li> <li>• Knowledge and understanding of schools' statutory responsibilities regarding safeguarding and the needs of students with SEN / D</li> <li>• Well-developed interpersonal and organisational skills and the ability to work collaboratively, leading to the achievement of department aims</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of having made a significant contribution to the success of a setting through its student outcomes and ethos</li> <li>• Experience as a form tutor /mentor and/or pastoral work</li> <li>• Experience of organising subject-based activities and visits</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Outstanding learning secured for students through outstanding teaching and a calm, orderly environment where students can demonstrate excellent engagement with their learning</li> <li>• The need for all students needs to be</li> </ul>	

	<p>addressed and for teachers to be able to take risks which facilitate stretch and challenge</p> <ul style="list-style-type: none"> <li>• Effective, rigorous and sensitive relationships with students that secure positive emotional health and an excellent culture for learning</li> </ul>	
<b>Visions and values</b>	<ul style="list-style-type: none"> <li>• Vision and values aligned with the Academy's high aspirations and high expectations for children, staff and families</li> <li>• Willingness to engage with parents / carers in order to encourage their close involvement in the education of their children</li> <li>• Resilience and motivation to support the academy through day-to-day challenges while maintaining positivity and professionalism</li> <li>• Ability to lead and inspire all students with a sense of the intrinsic joy of learning and their own ability to succeed</li> <li>• Rigorous use of data to inform and shape teaching and learning in order to secure outstanding outcomes for all students</li> <li>• Strong organisational skills</li> <li>• A deep commitment to the safeguarding and wellbeing of all students</li> </ul>	<ul style="list-style-type: none"> <li>• Clear understanding of the ethos and strategies to establish high standards of outcomes and attitudes and behaviour in an area of socioeconomic challenge and commitment to relentlessly securing those standards</li> </ul>
<b>Relationships with Stakeholders</b>	<ul style="list-style-type: none"> <li>• Commitment to working with others to secure the best outcomes for children</li> <li>• Skilful management and understanding of how to secure strong relationships with other academy staff, families and other external relationships</li> </ul>	
<b>Work-related personal qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrate personal enthusiasm and commitment aimed at making a positive difference to children and young people and raising standards</li> <li>• Demonstrate personal and professional integrity, including modelling values and vision</li> <li>• Commitment to support the aims of the HCC Academy Trust</li> <li>• Flexible and able to manage workload and competing deadlines, prioritising appropriately, using initiative and maintaining good humour</li> </ul>	

	<ul style="list-style-type: none"><li>• Evidence of commitment to and understanding of collective responsibility</li></ul>	
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## **Science Department – November 2022**

Hailsham Community Academy Trust Science Department is a dynamic, enthusiastic department. The Department is committed to continually reviewing and updating units of learning and developing our teaching with reference to latest developments nationally and locally. We place a large emphasis on linking science to the world around us and ensuring students can make links between the classroom and their own experiences.

We are a proper team, and you will find a group of 13 teachers and 4 technicians all working together to the common goal of ensuring our students make excellent progress and develop a love for science. Our department motto is "Passionate, Professional and Pupil-centred".

We have 13 laboratories, each equipped with the latest interactive Promethean ActivPanel. 4 of these laboratories are situated in our new teaching block, opened in September 2022. The technical support is fabulous, and we aim to make science as engaging and exciting as possible.

We try to provide a balance of support and autonomy in terms of teaching and learning. Our curriculum has been developed to take account of recent advances in the profession's understanding of cognitive science. We have updated our Key Stage 3 curriculum to ensure a high-quality start to students' science here. We currently deliver GCSE AQA Combined Science (Trilogy) and Separate Sciences, with healthy numbers choosing Triple as an option. At Key Stage 5 we run AQA Physics and Chemistry, and OCR Biology A2. We have also started BTEC Level 3 Extended Certificate in Forensic and Criminal Science.

Tom Kelly, Director of Learning for Science

[KellyT@hccat.net](mailto:KellyT@hccat.net)