



NORTON COLLEGE

Langton Road, Norton, Malton, North Yorkshire.YO17 9PT.

Tel: 01653 693296

Email: ls@nortoncollege.net

Key Stage 3 Subject Leader for Science TLR 2.1 (£2873)

Required for January 2022. Full time - Permanent

We are looking to appoint a well-qualified, enthusiastic and motivated Teacher of Science who is able to teach across the age and ability range up to and including A 'Level.

The successful candidate will be responsible for the leadership & management of all aspects of Key Stage 3 Science and will deputise for the Curriculum Leader for Science in cases of absence. You will create and lead a purposeful and successful learning environment which maximises student progress across Key Stage 3 and where the faculty functions as a co-operative, happy and successful working team. This will be consistent with the aims of the school and the unique needs of each individual learner.

Norton College is a 'Good' and rapidly improving school, which was graded "Good" in October 2017 in all categories. The College has a clear vision for continued improvement which is centred on an excellent curriculum and high-quality teaching.

Prospective candidates are encouraged to visit the College for a tour. Please organise this via the e-mail address noted above.

Closing date for receipt of applications is: 9.00 am Monday 4th October 2021

Anticipated Interview date is: Week commencing Monday 11th October 2021

Please download the application form and information pack from the Norton College website at: www.nortoncollege.net

The school is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced Disclosure & Barring Service check.





NORTON COLLEGE

Beyond Expectations

Our Ref: TJ/LS

September 2021

Dear Applicant

KEY STAGE 3 SUBJECT LEADER FOR SCIENCE – JANUARY 2022

Thank you for your request for information and the interest you have shown in the post of Key Stage 3 Subject Leader for Science.

I do hope that you will apply to join our College and, if you do, please complete the application form including a letter of application of no more than two sides of A4, addressing these issues:

- the experience you have that fits you for the post;
- your suitability for the post, particularly the qualities mentioned on the enclosed person specification.

Interested candidates are positively encouraged to speak to the Headteacher, Tim Johnson. The College telephone number is 01653 693296 and the following information is enclosed for your information:

- Job Description & Person Specification;
- Advert;
- Why work at Norton College?
- Science Faculty Details.

The closing date for receipt of applications is 9.00 am on Monday 4th October 2021. We anticipate interviews will take place during week commencing Monday 11th October 2021 and shortlisted candidates will be contacted to confirm arrangements for the day.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced Disclosure & Barring check.

Thank you for the interest you have shown in this post. I look forward to receiving your application in the near future.

Yours faithfully

Mr Tim Johnson
Headteacher

Key Stage 3 Subject Leader for Science

Job Description



JOB TITLE:	Key Stage 3 Subject Leader for Science
GRADE:	TLR 2.1 £2873
RESPONSIBLE TO:	Curriculum Leader for Science
RESPONSIBLE FOR:	Leadership & management of all aspects of Key Stage 3 Science. Deputising for the Curriculum Leader for Science in cases of absence.
JOB PURPOSE:	The main purpose of the Key Stage 3 Subject Leader for Science is to create and lead a purposeful and successful learning environment which maximises student progress across Key Stage 3 and where the faculty functions as a co-operative, happy and successful working team. This should be consistent with the aims of the school and the unique needs of each individual learner.

KEY RESPONSIBILITIES:

- To establish and lead the strategic development of Key Stage 3 Science with regards to self-evaluation, development planning and performance management, consistent with the agreed aims and policies of the school.
- To lead and be accountable for student learning, progress and development within Key Stage 3 Science, using audit information to set clear goals for others and holding them accountable.
- To take corrective action when activities fail to deliver the expected results. To use performance data to identify where improvements can be made. To offer and evaluate a range of solutions based on sound analysis of the facts.
- To devise and review Key Stage 3 schemes of work and to ensure that all faculty members are following programmes of study and schemes of work.
- To ensure that programmes of study and schemes of work at Key Stage 3 offer effective cohesion with the Key Stage 2 and Key Stage 4 National Curriculum, programmes of study and schemes of work.
- To develop pedagogy within the faculty to ensure best practice is embedded within and across the teaching team.
- To be a model of professional conduct and practice across the Teachers' Standards.
- To develop effective working relationships with all colleagues.
- In liaison with the Curriculum Leader for Science and where appropriate, to delegate tasks to other members of the faculty, particularly those staff on UPS.
- To have well developed strategies to ensure that all pupils and adults are actively engaged in the learning process, inspiring others and driving a vision of continuous improvement.

- To monitor the work of the faculty to ensure appropriate standards of teaching and learning, assessment and reporting. To support colleagues in dealing with any difficulties, advising and intervening where necessary.
- To plan ahead to anticipate developments and resource implication at Key Stage 3.
- To encourage others to assess their own capabilities objectively. To provide feedback, coaching or advice on professional development in consultation with the CPD leader.
- To work alongside the Curriculum Leader to advise on student groupings and the allocation of teaching staff and rooms in line with faculty and school policy. To ensure that suitable work is available in situations of unexpected absence.
- To work alongside the Curriculum Leader to oversee the monitoring and support of ECTs in the faculty, in line with the requirements for the completion of QTS.
- To work alongside the Curriculum Leader to support the promotion of literacy across the wider curriculum.
- To ensure that all administrative work is carried out effectively. To allocate work to support staff as appropriate. To monitor the fair use and condition of all facilities and equipment within the faculty, ensuring inventories are up to date.
- To undertake any other duty as specified by STPCD not mentioned in the above.

Key Stage 3 Subject Leader for Science Person Specification



	Essential	Desirable	Evidenced A: Application I: Interview R: References P: Presentation
Education to good Honours degree level in a relevant subject specialism within science, qualified teacher status (QTS) and a record of teaching Science successfully across the age and ability range, up to and including GCSE	✓		A
Experience and success in teaching A Level		✓	A
Commitment to raising standards of achievement and participation in Science and to promote Science across the school	✓		I, R
Ability to promote a creative learning culture which embraces new technologies and promotes skills development among pupils	✓		A, I
Line management experience or have responsibility for an area of development or specific initiative		✓	A, I
Experience of working successfully with a range of staff within school	✓		A, I
Evidence of recent CPD relevant to a leadership post and a thorough knowledge and understanding of current, relevant educational issues		✓	A, I
High professional standards in acting as a role model and ambassador for the school demonstrating excellent oral and written communication skills	✓		A, I, R
Excellent leadership and management skills with the ability to inspire, lead and work in a variety of teams	✓		A, I, R
Commitment to raising student aspiration and achievement	✓		A, I
Ability to work positively and in partnership with parents, governors and the community	✓		A, I
An agent for change and innovation	✓		A, P, R
High expectations of yourself and others	✓		A, I, R
Excellent communication skills and a sense of humour	✓		A, I, R

Able to deliver a vision but also to complete detailed plans and meet deadlines	✓		P, R
Lead by example and challenge underachievement effectively through support and accountability dealing sensitively to resolve conflicts and problems	✓		A, R
Promote Equal Opportunities and safeguarding	✓		R, I
Demonstrate understanding of the issues affecting 11-19-year-old pupils	✓		A, I
Proven record of a positive impact upon school improvement		✓	A, I, R
Record of excellent achievement in results, student progress and classroom teaching	✓		A, R
Leadership of, or contribution to, extra-curricular visits and activities		✓	A, R



NORTON COLLEGE

Beyond Expectations

Norton College Science Faculty

Within the Science Department there are five science teachers and support from two laboratory technicians. At KS3 staff teach across all three science disciplines. At KS4, staff mainly teach across their own specialisms although some staff teach across two areas of science. At KS5, staff teach according to their science specialism at A Level. The team is very welcoming and supportive and maintains an interest in new initiatives and developments in science teaching looking for extra-curricular opportunities which will enhance our students' learning.

The staff is proactive and supports a range of cross curricular activities both within and outside the school curriculum as well as for local primary schools and community groups. The faculty is strongly committed to CPD and works closely together to develop the science curriculum and resources and has close links with the National Science Learning Centre, University of York, NYBEP and local employers to support the science curriculum.

Accommodation & Resources

There is a suite of six purpose-built laboratories located around a central preparation area. All science lessons are taught in labs with interactive whiteboards and enjoy a high level of support from the faculty technical staff. The faculty has access to the school's computer suites.

Students

Science is a popular subject in school with students generally being hard working and well-motivated. Standards of achievement are consistently better than national averages in both key stage 4 and 5.

Curriculum

Schemes of Learning

We have a range of comprehensive schemes of learning which have been written by the faculty staff which challenge and stimulate the students at Norton. These are stored in electronic format. We also have an extensive range of active revision resources available for students to engage them in the learning process.

Key Stage 3

There are currently six periods of Science per fortnight in Years 7, 8 and 9. The students follow our own SoL written to be fully compliant with the most up to date assessment criteria. Students are tested regularly at the end of each topic.

Key Stage 4

There are currently nine periods of science in Year 10 and 11 per fortnight. Students currently study the AQA Combined Science course. The students follow our own SoL written by faculty staff.

Key Stage 5

We currently offer 3 A-level science courses: OCR Biology, OCR Chemistry and OCR Physics A. Curriculum time is 8 hours per fortnight. The A-levels sciences are all well-established courses at Norton and the numbers choosing to study science are increasing.

Mrs Adele Layton – Curriculum Leader of Science