

# BISHOP RAMSEY SCHOOL



## TEACHER OF SCIENCE/STEM BISHOP RAMSEY SCHOOL

CANDIDATE INFORMATION • MARCH 2023

Part of the Veritas  
Educational Trust



# INTRODUCTION FROM OUR EXECUTIVE HEADTEACHER

Dear Colleague,

**I am delighted that you are interested in a position with us at Bishop Ramsey School which is part of the Veritas Educational Trust (VET).**

This is a really exciting time to be considering joining Bishop Ramsey which is an extremely successful and consistently oversubscribed Church of England school. Our staff team is supportive and considerate and our caring ethos makes Bishop Ramsey a rewarding place to work.

We are committed to ensuring high standards and high aspirations, of active participation and of creating emotionally rich learning environments. This is an important part of the character of our school. We value our close local partnerships and genuinely collegial way of working.

We recognise that an excellent working environment requires excellent support and we are committed to providing exceptional training as well as support for staff wellbeing. I also appreciate that members of staff have families, personal commitments and lives beyond school and we go above and beyond what is expected in many schools to ensure that staff can fulfil these responsibilities also. Recognising and supporting our staff to get a good balance is very important to me.

As a Church of England school we have a caring Christian ethos and we value inclusion and diversity highly and actively celebrate our differences as a staff body and as role models for our students. We recognise that it is not necessary to be a practising Christian in order to support our Christian ethos and therefore we welcome applications from candidates from any background.

I do hope that the information enclosed here inspires you to make an application and look forward to welcoming successful applicants to our learning community for interview.

**Dr Hilary Macaulay**

Executive Head, Bishop Ramsey School  
CEO, Veritas Educational Trust



**"THIS IS A REALLY EXCITING TIME TO BE CONSIDERING JOINING BISHOP RAMSEY WHICH IS AN EXTREMELY SUCCESSFUL AND CONSISTENTLY OVERSUBSCRIBED CHURCH OF ENGLAND SCHOOL"**

# OUR VALUES AND AIMS

## OUR VALUES

Bishop Ramsey School is a Christian Learning Community. We recognise that every individual is created in the image of God. We seek to nurture each member of our community to develop his or her skills and abilities in a positive and ordered learning environment, so that students mature into responsible and caring adults, and that all members of the school community recognise the value of every individual in God's eyes.

As a Church of England School we wish students to grow in the Christian faith. While being firmly committed to this, we encourage an understanding of and a respect for other faiths.

The principle of Christian stewardship underpins our approach to the use of the school's resources. Our approach to our relationships is based on the Christian view of God's love for each of his human children and of Jesus' command to forgive and love our fellows.

We base our approach to achievement and the provision of opportunities for development on Jesus' statement that he came to offer 'life in all its fullness' (John 10.10).

## OUR AIMS

- Every learner is an empowered learner.
- Every lesson is an excellent lesson.
- Every day at school is a rich experience.
- Every relationship is a positive encounter.
- Each school community looks outwards and beyond.

We achieve our aims by:

- **Learning** so that every learner is an empowered learner and every lesson is an excellent lesson.
- **Loving** so that every day at school is a rich experience and every relationship is a positive encounter.
- **Living** so that students learn to look outwards to the world and beyond to God.



# HILLINGDON AND THE SURROUNDING AREA



HARRISON149



HARRISON149



AIMEE\_ATKINSON

- 1 Pathway in Ruislip Woods
- 2 Manor Farm House in Ruislip, built in the 16th century
- 3 Hillingdon Court Park
- 4 View across Ruislip Lido
- 5 Windsor Street in Uxbridge town centre

MALC McDONALD



JACK HILL



**The name 'Hillingdon' appears in the *Domesday Book (1086)* and Veritas Educational Trust has its offices at Ruislip in the northern part of the London Borough of Hillingdon.**

Hillingdon is a large borough and borders the London Boroughs of Harrow, Ealing and Hounslow to the east and the counties of Buckinghamshire and Berkshire to the west and Hertfordshire to the north.

With excellent transport routes, including being the home of Heathrow airport, and with easy access to the A40, M4 and less than half an hour by train or tube into the centre of London, the borough benefits from many first-class schools, a wide variety of restaurants and different types of housing.

With a wealth of green spaces and parks, Hillingdon enjoys the advantages of being a London borough but has the feel of a suburban oasis.

A short drive or train ride across the northwest boundary into Buckinghamshire leads to the uncrowded, beautiful rolling green English countryside of the Chiltern Hills, most of which is designated an Area of Outstanding Natural Beauty (AONB), and a little further north west is Oxfordshire.

Many of our staff live in the surrounding Home Counties and choose to travel the relatively short distance into London to work.

# THE SCIENCE FACULTY

**The Science Faculty's vision is to prepare students to be responsible and competent scientists for a sustainable and moral future. We have an enthusiastic and dedicated team of subject specialists in Biology, Chemistry and Physics and work collaboratively to offer students an engaging and challenging curriculum. We have recently developed a new KS3 curriculum, with a focus on 'putting the fun back into science', ensuring that students carry out practical activities in most KS3 lessons.**

The Science Faculty is well resourced and staffed. We have 11 fully equipped labs, each with interactive whiteboards or plasma screens and two large prep rooms.

We are a large team of 13 specialist science teachers and 5 technicians. The team includes the Head of Faculty, Deputy Head of Faculty (shared), Heads of Subject and a Co-ordinator for STEM. Some of our team also have whole school responsibilities and bring a range of experiences and expertise to the Faculty.

At KS3 students study Biology, Chemistry or Physics topics as well as completing mini investigations each term. Students are taught in mixed ability groups at KS3 and class sizes are kept below 28 students. Students at KS3 also study STEM, which is taught by members of the Science Faculty.

In Year 9 students complete a 'transition unit' to develop students' skills in literacy, maths, independence and metacognition, as well as focussing on the key scientific concepts from KS3. From Year 10, approximately two thirds of students study GCSE Combined Science, with the remaining students opting to study GCSE Triple Science. There are 2 Triple Science groups and 6 Combined Science groups in Years 10 and 11. Combined Science students are taught in streamed Higher or Foundation groups and follow the AQA Trilogy syllabus. Results at GCSE are well above national average, with approximately 75% of students achieving at least a grade 4 in Combined Science. The results for Triple Science are excellent, with 99%+ of students achieving a grade 4+ and at least 50% of students achieving a grade 7 or above.

There are 2 or 3 A Level groups in Years 12 and 13 in each of Biology, Chemistry and Physics, so the Department is able to offer Sixth Form teaching to a large number of teachers in the Department. Biology students study the specifications set by the Edexcel Board, Chemistry students study specifications set by the OCR Board and Physics students study the specifications set by the AQA Board. The results at A level are excellent; with ALPS scores of 2 or 3 for the past 2 years. In the past 4 years, up to 60% of students studying A Level Biology, Chemistry and Physics have achieved a grade B or above (approximately 70 students).

We also provide extra-curricular opportunities, including a KS3 and KS4 Science Club, a STEM Club, Science Week competitions for KS3, KS4 and KS5 students, several trips (including an A Level Physics trip to CERN) and taster sessions for primary school children from local schools. We also provide opportunities for our most able students e.g. industry talks, workshops from past students and interschool competitions.

# INFORMATION ABOUT THE POST

## TEACHER OF SCIENCE/STEM

**Grade/salary** (MPS/UPS Outer London)

**Immediate supervisor** Head of Science Faculty/  
TLS Post Holder in Science

**Contacts (internal)** All teaching and support staff

**Contacts (external)** Parents/carers

### MAIN PURPOSE OF THE POST

- To teach a range of Biology, Chemistry, Physics and STEM topics at KS3/4 and classes as required by the Head of Faculty and the Executive Headteacher, in accordance with the Teacher Regulations currently in force.
- To ensure that your work within the Faculty follows the strategic direction and developments published for the Faculty.
- To manage the teaching and learning of all the students in your teaching groups by ensuring that their curriculum needs are catered for and that those students can make effective progress with their studies and achieve their full potential.
- To ensure that the teaching delivered by you is of the highest possible standard.
- To provide quality assurance by evaluating the quality of the teaching and learning of all students you teach by using the effective monitoring processes developed within the Faculty.

### KEY TASKS AND RESPONSIBILITIES

#### 1 Accountabilities

- As a teacher in the Science Faculty you are accountable for the standards achieved and the progress made by the students taught by you; for the quality of your teaching in the Faculty and the Pastoral Care offered to the students in your role as a Form Tutor.

#### 2 Key tasks

- To uphold the ethos, aims and administration of the school.
- To safeguard and promote the welfare of children and young people, and to follow school policies and the staff Code of Conduct.
- To act as a role model for the Department.
- To become involved in and to initiate activities which help the school to improve the teaching and learning of its students.

#### 3 Strategic direction and development

- To assist in developing a well-designed and well-resourced curriculum consistent with the school's aims and objectives and the requirements of the National Curriculum and Examination Boards which meets the needs of all the students taught by the Faculty.
- To evaluate and review programmes of study on an annual basis, taking responsibility for the development of Schemes of Learning as requested by the Head of Faculty.
- To show enthusiasm, motivation and a commitment to achieve the highest possible standards for the benefit of the students, the school and one's self esteem.
- To participate fully in the Professional Review Process as detailed in the Performance Management Policy.
- To discuss with the Head of Faculty, other Science TLR post holders and Year Director to ascertain suitable staff development activities.
- To treat all colleagues and students with respect with the aim of enjoying good working relationships with all members of the school community.

#### 4 Management of teaching and learning

- To be aware of school and Faculty policies and act on them.

- To act on current good practice in the delivery of the curriculum.
- To be aware of, and develop teaching and learning strategies that meet the needs of each student. This will involve an awareness of how individual students learn, the use of appropriate language which is clear and precise and by creating a stimulating learning experience.
- To encourage the sharing of good practice by taking part in a programme of classroom observations for all members of the Department each year as per the Faculty Monitoring Programme.
- To make use of the student data and learning styles of each teaching group provided, to develop appropriate teaching and learning strategies.
- To make full use of Teaching Assistants so that the teaching and learning of the students in the teaching group is enhanced.
- To ensure that cross curricular themes are taught within your subject area as required.
- To design relevant assessments, consistent with the demands of the National Curriculum and Examination Boards.
- To develop an understanding of the aims and objectives underlying the Schemes of Learning/ Programmes of Study.
- To monitor the delivery of and impact of metacognitive strategies.

## **5 Efficient and effective deployment of staff and resources**

- To maintain an attractive learning environment and displays of students' work in a designated area.
- To act as a mentor, responsible for the support and guidance of ECTs, SCITT Trainees, PGCE Trainees working within the Department as requested.
- To ensure that the reports written by you are detailed, accurate and are available according to the published timetable.
- To be part of a duty team as per duty roster.

- To ensure that the required materials are ready for each lesson.
- To keep the Head of Faculty/Subject and the Year Directors informed of all developments within each teaching group and within the Form group.
- To ensure that you carry out your duties and responsibilities under Health and Safety Regulations
- To show a willingness to work as part of a team.

## **6 Leading and managing students**

- To support the induction of students into each year within the context of a caring Christian community.
- To ensure that students in your teaching groups are aware of the standard of their work and what they need to do to progress to the next level or grade.
- To ensure that all students are aware of the standards of behaviour expected from them both inside and outside the classroom.
- To monitor the attendance of individual students by checking subject registers on a weekly basis and provide data as required.
- To promote good behaviour among the students you teach and all those you come into contact with in line with the school's Behaviour Policy.

## **7 Quality assurance**

- To ensure that relevant and differentiated homework is given according to the published timetable.
- To ensure that the marking of students' work is in line with the school's common Marking Policy and its Assessment Policy
- To take part in any procedures required to monitor and moderate the marking of students work for internal and external purposes as per the Faculty Monitoring Programme.
- To liaise with the Access and Inclusion Faculty regarding the progress of students on the SEND and Most Able and Talented register.

- To keep accurate and meaningful records of students' progress.
- To monitor the academic progress of all students taught, so that challenging but realistic targets can be set for each student.
- To keep accurate and meaningful records of assessments carried out as part of the requirements of the National Curriculum and Examination Board.
- To develop good relations with parents/carers, students and other colleagues within the school.
- To complete students' reports in line with school policy.

## **8 School responsibilities**

- To attend all meetings in line with the school's calendar within your allocation of directed time e.g. Faculty, Year team, staff meetings, consultation evenings.
- To ensure that the administration of the Faculty, and the school is carried out efficiently, as laid down in the Staff Handbook and Faculty Handbook.
- To act as a Form Tutor and carry out the functions as described in the document 'The Role of the Form Tutor'.
- To be aware of the professional and legal responsibilities required of a teacher at Bishop Ramsey School.
- To be punctual for classes and duties etc.

## **9 Other tasks**

- To undertake such teaching duties as required by the Executive Headteacher in accordance with teacher regulations currently in force.



# PERSON SPECIFICATION

E Essential D Desirable A Assessed by application I Assessed by interview process				
<b>Qualifications and requirements</b>	<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>
Honours Degree or equivalent	●		●	
Qualified Teacher Status	●		●	
Attendance at relevant Staff Development	●		●	
<b>Experience</b>	<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>
A proven record of successful classroom teaching	●		●	
Some evidence of interests outside your main teaching area		●	●	●
Experience of teaching across the full age and ability range	●		●	
Experience of school responsibilities, which have provided a thorough preparation for this post	●		●	●
Experience of school responsibilities across a range of extra curricular areas		●	●	●
<b>Knowledge and skills</b>	<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>
Knowledge of current educational issues to promote your development as a classroom teacher	●			●
To be able to use student data effectively to monitor the progress of individual students	●		●	●
A knowledge of Information Technology to carry out the key tasks outlined	●			●
Administrative and time management skills to support the work of the staff	●			●
The ability to communicate effectively with students and adults	●			●
<b>Personal qualities</b>	<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>
Commitment to the best interests of students	●			●
Willing and able to take responsibility	●		●	●
Enthusiasm and sense of humour	●			●
The ability to motivate, guide and support colleagues		●		
An ability to co-operate with colleagues	●			●
Reliability and integrity	●			●
<b>Special requirements</b>	<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>
Sympathy with the aims of a Church school and support for the ethos and mission statement of Bishop Ramsey Church of England School	●		●	●

# APPLICATION AND SELECTION PROCESS

## OUR CANDIDATE CHARTER

**We want every candidate to have an informed, engaging and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.**

We will:

- provide you with clear, accurate and timely information;
- give you the opportunity to ask questions – and we will ensure you get the answers you need;
- respond to enquiries promptly, and usually within 24 hours during the working week;
- adopt a fair and consistent assessment process;
- make sure you have all the documentation and details you need for an interview, well in advance;
- provide you with real insight about what it's like to be part of our team;
- ensure all offers are fair and equitable; and
- seek feedback on your experience at every opportunity, so we can continue to improve.

In return we ask that you:

- be honest and upfront about your experience, aspirations and motivations;
- provide open and accurate information when submitting an application;
- always give yourself the best opportunity to succeed – research who we are and how we work;
- let us know if situations change in relation to your interest – and help us understand why; and
- prepare yourself for interview and let us know how we can support you.

## OUR COMMITMENT TO YOU

- **Transparency** We will treat you with respect, honesty and fairness.
- **Protecting your privacy** We will ensure your information is secure and handled sensitively.
- **Understanding** You will be given everything you need to make informed decisions.
- **Showcasing talent** We will provide a good opportunity for you to share your skills, experience and potential.
- **Feedback** We will provide constructive feedback professionally and promptly.
- **Listening** We welcome feedback and we will act on what you have to share.
- **Inclusivity** Our hiring decisions align with our commitment to create a high-quality, diverse and inclusive workforce.



**WE WANT EVERY CANDIDATE TO HAVE AN INFORMED, ENGAGING AND POSITIVE EXPERIENCE – OUR CANDIDATE CHARTER OUTLINES OUR COMMITMENT TO YOU**

# SAFER RECRUITMENT IN EDUCATION



**Veritas Educational Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.**

The aims of our Safer Recruitment Procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

## WHAT WE WILL PROVIDE

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post, including safeguarding responsibilities;
- a person specification which will include a specific reference to suitability to work with children; and
- a Veritas Educational Trust application form.

All applicants will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role.

In addition, all applicants will be required to account for any gaps or discrepancies in employment history.

## REFERENCES

References will be requested at the selection stage directly from the referee. They will be asked about:

- the referee's relationship with the candidate;
  - details of the applicant's current post and salary;
  - performance history and conduct;
  - any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
  - details of any substantiated allegations or concerns relating to the safety and welfare of children; and
  - whether the referee has any reservations as to the candidate's suitability to work with children.
- If the referee has any reservations, the Trust/school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

## INTERVIEWS

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

## PRE-EMPLOYMENT CHECKS

An enhanced DBS check is required for all successful applicants. Prohibition and overseas checks will also be completed if necessary.

## KEEPING CHILDREN SAFE IN EDUCATION (KCSIE)

KCSIE asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. If shortlisted, the following information will be asked for: Social media platforms on which you have accounts, account names/handles, websites you are featured in or named on, any other publicly available online information about you of which the school should be made aware of.

**VERITAS EDUCATIONAL TRUST IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE**

# HOW TO APPLY FOR THIS POSITION



## INFORMATION FOR APPLICANTS

### CLOSING DATE

The closing date for applications is **10.00am Monday 20th March 2023** with interviews commencing in the week beginning **Monday 27 March 2023**.

### APPLICATION FORM

An application form is available online at [www.bishopramseyschool.org/page/default.asp?pid=398](http://www.bishopramseyschool.org/page/default.asp?pid=398)

It must be completed in full and applicants should directly address the skills and experience outlined in the person specification. An Equal Opportunities Monitoring Form must also be completed and this can be found at the same link.

Once completed, both forms should be emailed to [recruitment@bishopramsey.school](mailto:recruitment@bishopramsey.school)

### EXPENSES

Veritas Educational Trust will reimburse reasonable travel and accommodation costs to candidates attending interviews. You should retain copies of all receipts in relation to expenses incurred.

### MORE INFORMATION

For more information about this position, or to have a confidential discussion about the role, please contact Liz Treadaway, PA to the Executive Head and CEO, on [01895 671 051](tel:01895671051) or at [ltreadaway@bishopramsey.school](mailto:ltreadaway@bishopramsey.school)

**We look forward to hearing from you.**

# BISHOP RAMSEY SCHOOL



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## Veritas Educational Trust

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