

# North Cornwall Learning Trust



**Teacher of Science**  
**Fixed Term for 1 Year with a few to becoming permanent**  
**Sir James Smith's School**

North Cornwall Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

March 2021



**Re: Appointment of a Science Teacher**  
**Fixed Term for a year with a view to becoming permanent**  
**Full time to commence 1<sup>st</sup> September 2021**  
**Salary: NQT/TMS - £25,714 to £36,961 per annum**

Thank you for your enquiry regarding the post of Science Teacher at Sir James Smith's School.

We are looking to appoint an enthusiastic and motivated professional to work in a successful and innovative Science department held in high regard by students, staff and governors. We are looking to appoint a great classroom practitioner regardless of age/stage. No specialism is required but applicants must be able to teach KS3 and KS4. The successful candidate can look forward to joining one of the best Science departments in the County.

This post is an excellent opportunity for an ambitious colleague to join a small but perfectly formed team. There is a strong emphasis on literacy and creativity within the department. We take pride in delivering active lessons that can demonstrate progress and students are frequently given opportunities to produce work in many different ways.

The Science department at Sir Jim's is a pupil centric department and the team will welcome an application from a similarly minded scientist committed to making a real difference to the lives of our young people.

Thank you for your interest in the post. The appointment procedure will be:-

Closing date for applications: Wednesday 28<sup>th</sup> April 2021  
Interviews: Thursday 6<sup>th</sup> May 2021

If you have not applied electronically via eteach, your application should be sent to either:

Post: Michelle Kirk/Personnel Officer  
Email: [jobs@sirjamesmiths.cornwall.sch.uk](mailto:jobs@sirjamesmiths.cornwall.sch.uk)  
Fax: 01840 212189

We look forward to hearing from you.

Yours faithfully

**Kristien Carrington**  
**Headteacher**



## Application Closing Date

Wednesday 28<sup>th</sup> April 2021

## Interviews will be held

Thursday 6<sup>th</sup> May 2021

## Starting Date

1<sup>st</sup> September 2021

## Salary

Salary: NQT/TMS

£25,714 to £36,961 per annum

## How to Apply

Applications should be returned to Michelle Kirk, Sir James Smith's School, Dark Lane, Camelford, Cornwall, PL32 9UJ or [jobs@sirjamesmiths.cornwall.sch.uk](mailto:jobs@sirjamesmiths.cornwall.sch.uk) by Wednesday 28<sup>th</sup> April 2021. The interview date is Thursday 6<sup>th</sup> May 2021

### Important information for candidates

Candidates should ensure that they state all their activities since leaving school (e.g. if there has been a 'gap year' or career break).

### References

References will only be requested for those candidates shortlisted for interview – **could you please warn your referees.**

**Protection of Children:** disclosure to criminal background to those with access to children.

In accordance with Circular LAC(86) 10 and the Rehabilitation of Offenders Act 1974 (Exemptions) (Amendments) Order 1986 all applications for posts where there will be substantial opportunity for access to children will be required to declare any previous or pending convictions, bind over orders or cautions that are 'spent' under the terms of the rehabilitation of Offenders Act 1974. Appointment will be subject to an enhanced Disclosure and Barring Services (DBS) check.

### Medical/Canvassing

If the successful candidate comes from another Authority she/he will need to satisfy the Occupational Health Medical Adviser as to her/his state of health by completing a confidential medical questionnaire.

### Job Descriptions

There is a copy of the job description contained separately within the job details.

Canvassing, directly or indirectly will disqualify.



## SCIENCE DEPARTMENT INFORMATION

We are looking to appoint an enthusiastic and motivated professional to work in a successful and innovative science department held in high regard by students, staff and governors. No specialism required but must be able to teach KS3 and KS4. We are looking to appoint a great classroom practitioner regardless of age/stage. The successful candidate can look forward to joining one of the best Science departments in the County.

The department at present has 4 full time teaching staff; Andy (physics specialist), Ed (biology specialist), Georgie (Subject Leader for Science, specialist in chemistry and biology) and Polly (Chemistry specialist).

- Andy has been teaching with us for 13 years and has an infectious enthusiasm for his subject and all things data orientated! Andy is also Year Director for Year 9.
- Ed has been with us for 8 years and has a keen interest in extra curricula activities, he runs a successful camping trip during activities week and has set up numerous opportunities for experiences outside of the classroom and values visitors coming into the department. Ed is also Year Director for Year 11.
- Georgie has been with us for 14 years, having first started with us as an NQT, she has progressed to Subject leader within this time and has been in post for 8 years. Being local to the area, Georgie has a special interest in the school and the role it plays within the close-knit community; this is shown by her unwavering drive to get every student to do the best they can. Georgie is also Year Director for Year 10.
- Polly has been with us for 5 years and fitted into SJS life immediately. She is a skilled practitioner who has the interests of her students at the centre of everything she does. Polly is also a tutor and runs the show jumping club.
- Sam is our amazing technician and took over the running of the prep room 3 years ago when our long-standing technician retired. The Science prep room has been transformed and Sam is essential in the running of all things.

This post is an important appointment for the department. The science team works collaboratively – this is the secret of its success. The post holder must be a team player and be able to motivate, enthuse, engage and challenge students. The applicant will be determined to make a difference to progress and attainment outcomes in science and have evidence to support this in the form of good or better results in a previous post. They must be prepared to contribute to the wider community of the school and embrace the literacy and numeracy aspect of science.

A special feature of the team is their commitment to primary-secondary transition. The post-holder must subscribe to working with our MAT primary schools.

In terms of accommodation and facilities, the science department has access to 5 laboratories which are all well-equipped. The successful applicant will have their own lab and the support of an excellent science technician to help with the day to day running of things. Each lab has an interactive white board, projector and visualiser; we have recently purchased a Motic Microscope that has wireless capabilities and has really enhanced our microscope lessons. We are also just about to get a laptop trolley full of chrome books to enhance our curriculum and support for packages for our students in Science. Science staff benefit from a dedicated science base room which is the hub of all ideas and central to the workings of the department.

All groups at KS3 have 6 lessons per fortnight. At KS4 we offer the Triple Course as part of the option blocks. The remaining 3 groups in Year 9 are then streamed into foundation or higher tiered groups to complete the combined Science trilogy course run by AQA. Our current Year 10 cohort have a fifth group that are following the ELC course in and will be then topped up with the foundation GCSE content in Year 11. This decision was made to support our students and the courses we offer are subject to change year on year depending on the students in each cohort.

All courses have a set of progress objectives already written to accompany the course; these are written in-house with the needs of our students in mind and re-designed each year in response to each new cohort. KS3 follows the AQA KS3 course, tweaked with our students in mind, and current KS4 students follow the AQA trilogy or Separate science course over 9 lessons per fortnight. Both key stages have extensive resources attached to a SoW that is laid out per lesson and provides a large bank of resources from which to work.

Outcomes for Science at KS4 have been amongst the best in County for many years and are a real strength of the school. As a school we are more concerned with how our pupils achieve the outcomes necessary to make interesting choices Post 16 rather than simply what those outcomes are and the Science department contributes to the whole life of SJS in countless, brilliant ways.

This post is an excellent opportunity for an ambitious colleague to join a small but perfectly formed team. There is a strong emphasis on literacy and creativity within the department. We take pride in delivering active lessons that can demonstrate progress and students are frequently given opportunities to produce work in many different ways. The science department at Sir Jim's is a pupil centric department and the team will welcome an application from a similarly minded scientist committed to making a real difference to the lives of our young people.

# North Cornwall Learning Trust

## Sir James Smith's School

### Job Description

<b>Job Title:</b>	Teacher of SCIENCE 12-month Fixed Term Contract with a view to becoming permanent
<b>Starting date:</b>	1 <sup>st</sup> September 2021
<b>Grade:</b>	NQT/TMS
<b>Hours:</b>	Full time
<b>Responsible to:</b>	Subject Leader
<b>Direct Supervisory:</b>	None
<b>Responsibility for:</b>	None

**Important Functional Relationships**      Internal: Subject Leaders for Science, Year Director, Headteacher, Senior Leadership Team, staff, students, Governors.

**Main Purpose of Job:**      External: Parents, Carers, and staff of partnership schools  
Teaching Science in all areas at Key Stage 3 and 4, plus the possibility of teaching some Geography and/or Maths.

#### Main Duties and Responsibilities:

You are to carry out the duties of your post as specified in the current national pay and conditions document. In particular, you will be expected to implement and promote whole school policies and ethos in class and around the school as specified in the Staff Handbook.

#### You will:

- teach your subjects in Key Stages 3-4 as required by the school timetable.
- monitor, mentor and support a tutor group of individuals and maintaining close communication with their parent/carer.
- You are expected to be responsible for your own professional development and to keep a portfolio of evidence of your experiences and achievements.

#### Standard Clauses

- To be aware of and work in accordance with the school's child protection policies and procedures in order to safeguard and promote the welfare of children and to raise any concerns relating to such procedures which may be noted during the course of duty.
- To be aware of and adhere to applicable rules, regulations, legislation and procedures including the school's Equal Opportunities Policy and Code of Conduct, national legislation (including Health and Safety, Data Protection).
- To maintain confidentiality of information acquired in the course of undertaking duties for the school.
- The post holder is responsible for his/her own self-development on a continuous basis.
- To undertake other duties appropriate to the grading of the post as required.

***This job description may be reviewed at the end of any academic year, or earlier if appropriate.***



**North Cornwall Learning Trust**  
**Sir James Smith's School**  
**Person Specification**

**SCIENCE TEACHER**

**Fixed Term Contract for 12 months with a view to becoming permanent**

Person Specification	Essential	Desirable
<b>Attitudes: The person appointed should:</b> <ul style="list-style-type: none"> <li>Value the education of every student</li> <li>Be committed to equal opportunities</li> <li>Be committed to high quality in all aspects of their work</li> <li>Have a collaborative approach towards their work</li> <li>Adopt a reflective approach toward professional decision making</li> <li>Display an awareness, understanding and commitment to the protection and safeguarding of children and young people</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li></li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> <li>✓</li> <li></li> </ul>
<b>Skills: The person appointed must be able to:</b> <ul style="list-style-type: none"> <li>Plan and organise teaching consistently to achieve clear targets</li> <li>Utilise ICT in delivery of programmes</li> <li>Communicate effectively</li> <li>Work as a member of a team</li> <li>See tasks and plans through to completion</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li></li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li></li> <li>✓</li> <li></li> <li></li> <li></li> </ul>
<b>Qualities: The person appointed will have:</b> <ul style="list-style-type: none"> <li>A sound and professional approach towards their work</li> <li>Energy and Enthusiasm</li> <li>A desire to facilitate achievement</li> <li>A sense of responsibility for both their students' and their own performance</li> <li>An accessible disposition</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> <li></li> </ul>
<b>Experience and Qualifications: The person appointed will have:</b> <ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>A good honours degree in Science</li> <li>Taken every opportunity to gain teaching experience</li> <li>Subject specialism in Chemistry/biology/physics</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li></li> <li></li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li></li> <li></li> <li>✓</li> </ul>



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Learning Trust**

Working Together for Local Children



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**Sir James Smith's School**

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