



The John of Gaunt School  
*A Community Academy*

Excellence Every Day

APPLICATION PACK





# The John of Gaunt School

*A Community Academy*

## Our Mission

Our mission is to make sure that all our students, regardless of their circumstances, discover their personal best and thrive academically, individually and socially.

We are relentless in driving high expectations and make no apology for ensuring high standards across the school. We will continually ensure every student achieve excellent results, with high-quality teaching and a first-class curriculum, underpinned by outstanding cultural capital experiences and exceptional pastoral care.

## Ethos and Culture

We are a highly inclusive school that blends nurturing individual care with high standards and expectations.

Our students are proud of their school and are happy, ambitious, inquisitive learners. They thrive on a curriculum and character education programme that takes place in classrooms, and includes clubs, trips and activities. Our ethos is underpinned by strong relationships between students, parents, carers, staff and governors, who all work tirelessly together to ensure students develop their individual characteristics to be successful at school and beyond.

## Values

- **Excellence**  
We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.
- **Respect**  
We treat others in our diverse, inclusive community as we wish to be treated. We acknowledge individual differences yet join together in an uncompromising respect for each other.
- **Responsibility**  
We understand that we own our actions. We work hard to understand our emotions and manage them effectively, whilst ensuring we put any mistakes right.
- **Resilience**  
When we encounter challenges, we persevere and bounce back. We see setbacks as stepping stones to success and always give 100%.
- **Ambition**  
Our ambition knows no limits. We will push ourselves to be the best version of ourselves to ensure success.







**The John of Gaunt School**  
*A Community Academy*

**Science Teacher**  
**Full Time, Permanent Contract**  
**Part Time will be considered**

Dear Applicant

I am delighted that you have shown an interest in this post at The John of Gaunt School which will start 1<sup>st</sup> September 2022. You will join a committed and highly talented staff team with a supportive Governing Body who share high ambitions and the desire of excellence for our students. This is a truly exciting time to join our growing, forward thinking school.

We are looking for a talented and passionate practitioner, whether experienced and looking for a fresh challenge or new to the profession. We run a very strong ECT programme for those new to the profession.

You will have the drive to inspire our students, the skills and knowledge to teach Science across the age and ability range. You will share our commitment to raising the achievement of every student and bring a sense of energy to the role and a desire to continually improve.

You will find several documents within this pack. The John of Gaunt Teachers' Application Form can be accessed via our website by clicking the following link. [Link to Vacancies](#)

The John of Gaunt School is large and dynamic school with approximately 1200 students on roll. We are a single Academy and actively promote collaboration with our feeder primary schools through the Trowbridge Schools' Social Enterprise - Collaborative Schools Ltd and the West Wiltshire Alliance; a partnership of 8 secondary schools and Wiltshire College. Our school roll is rising significantly each year and our reputation has accelerated over the last two years. We are now at the forefront educational practice and we are delighted that our recent changes are accelerating the progress of our students.

In your covering letter, which should be no longer than 2 sides of A4, please provide examples of how you meet the requirements of the person specification and outline how your experiences have prepared you for this role. Your application form and covering letter should be addressed to Paul Skipp and returned via email to [vacancies@jogschool.org](mailto:vacancies@jogschool.org)

The closing date for applications is Thursday 7<sup>th</sup> July 2022 at 10am. If you haven't heard from us by 15<sup>th</sup> July, please assume that you will not be called for interview.

Thank you, once again, for your interest in this post. I look forward to reading your application.

Paul Skipp  
Headteacher

Excellence Every Day



## The John of Gaunt School

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### At The John of Gaunt School

We are committed to safeguarding and promoting the welfare of students and expect all staff to share this commitment. A copy of the school's Safeguarding Children in Our School Policy and our Policy and Code of Conduct for Safe Practice are included in this pack for your reference. Further related policies will be included in the induction process. The interview will seek clarification on information you provide on your application form, assess your suitability for the post and assess your suitability to work in an environment where you will have contact with students. It will include questions relating to safeguarding and promoting the welfare of children.

If you are shortlisted references will be sought from your current or most recent employer and any issues arising from a reference will be discussed at interview. If you have worked with children in the past, but do not do so at the moment, a reference will be sought from this employer as well. If you have been self-employed, please provide statements or evidence from your clients/accountant or solicitor. References will be required which cover the past 5 years.

The application form asks you to give the contact details of a 'personal referee'; this should not be a relative or friend. Please give names and email contacts for all referees. The post will only be offered once two satisfactory references have been received.

Due to the nature of this post, you will be required to apply for an enhanced disclosure with barred list from the DBS (Disclosure and Barring Service) if you are offered the post. Disclosure will contain details of formal cautions, reprimands and final warnings, as well as convictions. The school will apply on your behalf and will pay the necessary fee. This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 Exceptions Order 1975, 2013 and 2020.

Having a criminal conviction will not automatically exclude you from employment, this will depend on the nature of the position and the circumstances and background of the offences committed. However, an offer of employment will be conditional until DBS and medical clearance have been received.

*"A Good School"*

OFSTED, JUNE 18

*"A highly inclusive school... committed to the success of every pupil"*

OFSTED, JUNE 18

# Excellence Every Day

Headteacher: Mr P Skipp



**The John of Gaunt School**  
*A Community Academy*

**SCIENCE TEACHER  
FULL TIME, PERMANENT CONTRACT  
Part time will be considered**

Starting 1<sup>st</sup> September 2022, to meet our growing student numbers, we are seeking a dynamic and committed Science Teacher to join us. You will have the skills and drive to inspire our students, coupled with high expectations and strong interpersonal skills. You will be joining a team of enthusiastic and dedicated teachers who care passionately about their students and are committed to raising standards and enjoyment in the subject.

We are looking for a colleague with:

- a commitment to raising student achievement at all levels
- an imaginative and creative approach to teaching and learning
- a shared belief in our inclusive ethos.

A commitment to help all young people and staff to achieve their best is expected of all staff.

As an employer we are committed to offering equal opportunities to all. We particularly welcome applicants from Black, Asian and minority ethnic (BAME) backgrounds as they are currently underrepresented in our school. All appointments will be made on merit and take account of the skills and experiences required for the role.

**Closing date for applications is 10.00 am on Thursday 7<sup>th</sup> July 2022**

**Excellence Every Day**



## **Science Teacher Job Description Permanent Contract**

- Start Date:
- 1<sup>st</sup> September 2022
- Working Hours:
- Full time, part time will be considered
- Accountability:
- Accountable to the Headteacher.
  - Under the daily leadership of Director of Learning
- Safeguarding:
- The John of Gaunt School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and individually take responsibility for doing so.
  - The postholder must hold enhanced DBS clearance with barred list checks.
- Comment:
- This job description will be reviewed annually as part of our Performance Management process and may be subject to amendment or modification at any time after consultation with the post holder. It is not comprehensive but sets out the main expectations of the school.



## **Job Description cont.**

### **Teaching & Learning:**

- To manage student learning through effective teaching in accordance with subject schemes of work and policies.
- To embrace whole school initiatives.
- To teach across the full age and ability range, as required.
- To deliver small group intervention sessions, as required.
- To teach a second subject, as required.
- To plan differentiated lessons which meet the needs of all abilities, including those with SEN and most able students.
- To set homework regularly in accordance with the school's policy.
- To encourage independent learning.
- To promote learner self-esteem and a positive academic self-concept.
- To work effectively as a member of the subject team to improve the quality of teaching and learning.
- To deepen learner knowledge and understanding and to maximise their achievement.
- To use positive behaviour management techniques based on mutual respect and recognising that every child matters.

### **Monitoring, Assessment, Recording, Reporting and Accountability**

- To ensure all students receive regular, effective feedback on their work which promotes learning.
- To be immediately responsible for learner tracking, recording and reporting.
- To work with the Individual Learning Department (SEN) where necessary eg to effectively use IEPs to match curriculum materials and approaches to meeting learner needs.
- To assess learners' work and use findings to inform future planning, teaching and subject development.
- To produce informative, helpful and accurate reports to parents.
- To plan lessons and keep an accurate record of learner progress.



## **Job Description cont.**

### **Knowledge and Understanding**

- To have a thorough and up-to-date knowledge of all the national curriculum and examination courses.
- To keep up-to-date with research and development in pedagogy both within the subject and as a teacher/learner.

### **Professional Standards and Development**

- You are expected to be a role model to learners through personal presentation and professional conduct.
- To be punctual to lessons and meetings.
- To support school policies.
- To strive for personal and professional development.
- To be involved in extra-curricular activities, including trips and exchanges abroad.
- To liaise effectively with parents and other stakeholders involved with education and welfare.
- To undertake any reasonable task requested by the Head of Subject or Director of Learning.
- To demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.

### **Pastoral Duties**

- Every subject teacher is expected to be a tutor.

### **ECTs only**

- To aim to pass the standards at the end of the induction period to maintain QTS.
- To take full advantage of the school's induction programme.
- To seek advice and guidance.
- To engage in reflective self-analysis of professional practice.
- To play an active part in the everyday life of the school.





## Science Teacher Person Specification

	Essential	Desirable	Assessed by
Qualifications	<ul style="list-style-type: none"><li>• DfES recognised Qualified Teacher Status</li><li>• Graduate in a relevant subject</li></ul>	<ul style="list-style-type: none"><li>• Further relevant qualifications</li></ul>	Application form
Experience	<ul style="list-style-type: none"><li>• Successful teaching experience at secondary level</li><li>• Contribution to effective curriculum planning</li><li>• Teaching Science in a secondary school</li></ul>	<ul style="list-style-type: none"><li>• Extra-curricular activities</li><li>• Teaching an additional subject</li></ul>	Application form, interview and references
Knowledge and Understanding	<ul style="list-style-type: none"><li>• Knowledge and understanding of the National Curriculum requirements</li><li>• The ability to recognise outstanding classroom practice</li><li>• Competence in using student data to monitor and improve performance</li><li>• Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students including SEN, EAL and high achievers</li><li>• Understanding of how to differentiate learning activities</li><li>• Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement</li><li>• Confidence in using ICT to support teaching</li><li>• Aware of current trends in Science teaching</li><li>• Knowledge of the role of, and understanding the importance of, being a form tutor</li></ul>	<ul style="list-style-type: none"><li>• How to foster extra-curricular involvement</li><li>• Removing barriers to learning</li></ul>	Application form, references and interview

## Person Specification cont.

	Essential	Desirable	Assessed by
Professional Skills	<ul style="list-style-type: none"> <li>• An excellent classroom practitioner</li> <li>• Evidence of delivering effective lessons which lead to at least 'good' progress</li> <li>• Good level of ICT skills</li> <li>• The ability to inspire, develop and motivate students and raise their aspirations through a range of strategies eg assessment for learning</li> <li>• Clear and effective communication in both writing and speaking</li> <li>• Ability to manage young people effectively</li> <li>• Excellent organisation and management of resources</li> <li>• Ability to set targets for students in order to raise achievement</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with young people</li> <li>• Ability to engage effectively with parents to support learning</li> <li>• Ability to converse at ease in accurate spoken English</li> </ul>		Interview and references
Requirements	<ul style="list-style-type: none"> <li>• A positive role model for students</li> <li>• Enthusiasm for and commitment to the achievement of the school's overall vision for success at all levels</li> <li>• Energy and drive</li> <li>• Commitment to contributing to school life as a whole and willingness to be involved with clubs and community projects</li> <li>• Ability to work as part of a team and to develop and maintain positive relationships with teaching and support staff</li> <li>• Willingness to seek further professional development</li> <li>• Share high expectations of achievement, teaching and behaviour</li> <li>• The ability to establish and maintain personal credibility amongst staff, students, parents and governors</li> <li>• A commitment to continual improvement and excellence</li> <li>• Ability to work effectively as part of a team</li> <li>• Solution focussed</li> <li>• Committed to safeguarding and promoting the welfare of children</li> <li>• Committed to anti-discriminatory practice</li> <li>• Follow confidentiality protocol</li> <li>• Hold enhanced DBS certificate with children's barred list check</li> </ul>	<ul style="list-style-type: none"> <li>• A healthy sense of perspective</li> <li>• Ambitious to further career</li> </ul>	Interview



## **Science Faculty Description**

### **Leadership and Staffing**

The Faculty comprises of 12 hard-working, dedicated and very supportive teachers and 3 wonderful technicians. The team are committed to maintaining high standards within the department and are all striving to achieve our common vision: make science enjoyable and achievable by all through enquiry-based learning and innovative teaching and learning.

### **Laboratories and Resources**

We have a dedicated block for science as well as laboratories in other areas of the schools, including one with a network of PCs. All teachers have their own laboratory, for which they are responsible and in which they do a large part, if not all, of their teaching. All rooms are designed for flexible seating, allowing for a variety of teaching activities, and are all fully equipped with the necessary services. There are also a number of preparation rooms and a large Faculty Office.

The Faculty is well resourced, and a number of on-line resources are available for use with all Key Stages. We have a wide range of reference books as well as class sets of revision texts which enable students to independently focus on their own areas for development in the form of GEM tasks. Every laboratory has a digital projector, and each member of the Faculty is provided with a laptop.

### **CURRICULUM**

#### **Key Stage Three**

The John of Gaunt KS3 science curriculum has been designed to provide a linear model of learning providing scaffolding to support individual students needs towards their journey to KS4. The curriculum corresponds with our vision, incorporating enquiry-based learning at the heart of curriculum. Schemes of learning are well organised and provide consistent MTPs, Assessments, GEM activities and KPI checklists which are used during every topic to ensure students can identify their individual targets for development and monitor progress. External trips are a vital part of our curriculum providing the opportunity to enhance students learning experience in Science. Trips often include a reward trip involving an overnight stay then a visit to Plymouth aquarium, taking students to 'We the Curious', Longleat and Bristol aerospace.

We have strong links with our local primary schools and have hosted the Primary Science Fair for three years in a row, also offering termly primary master classes. During term 6 our teachers go out to local primary schools to provide the opportunity to extend the linear curriculum into KS2.



### **Key Stage Four**

There are two pathways that students can follow, AQA combined science (Trilogy) and AQA separate science. The separate science course is always very popular, with at least two classes running each year.

From Year 10 onwards, students have 10 hours a fortnight for combined science and 15 hours a fortnight in the separate science option allowing frequent opportunities to focus on practical investigations and analysis. Students generally have subject specific teachers to encourage quality teaching and learning that stretches and challenges all students regardless of ability.

Our schemes of learning enable consistent delivery of inspiring and highly engaging lessons by supporting teachers with clear topic KPI checklists, MTPs, consistent assessments and GEM activities which support students in their journey to mastery in each topic.

### **Key Stage Five**

We currently offer A Level courses in Biology, Physics and Chemistry, and Level 3 Applied Science. The popularity of the KS5 science subjects has increased over the past years, with many students going on to study a science at University. All students have their own laboratory books for the CPAC assessments, which according to the AQA moderator are exemplary.

### **Extracurricular**

At The John of Gaunt School, we are passionate about creating opportunities that take the learning experience beyond the classroom. It is hugely important to us that we stimulate the curiosity of the students and encourage them to develop skills that they will apply to their everyday life. We also want to open their eyes to the possible career paths they might follow with a good qualification in science.

We conduct a huge range of activities such as:

- Weekly STEM club
- STEM challenge days
- Visits from UWE outreach - workshops on biology open to Year 10,11 and A level students
- Y7 sleeping under the sharks trip
- Bristol aerospace trip
- Longleat trip
- 'We the Curious' trip
- Year 10 & 11 trip to Science Live!
- A-Level live! trips to Warwick University
- STEM assemblies during Science & Engineering week
- After school dissection master classes during Biology week, along with other events





## Essentials of Teaching the JOG Way

Area	Essentials	Tools
<b>Behaviour and Engagement</b>	<ol style="list-style-type: none"><li>1. Lessons start with Meet, Greet, Stand and Seat</li><li>2. Correct use of the behaviour system results in disruption free learning.</li><li>3. Positive student choices and effort are rewarded</li><li>4. Expectations of student talk (silent/discussion) are made explicit in all activities</li><li>5. Active engagement of all students happens through Cold Call questioning</li><li>6. Students produce high quality work, including presentation</li><li>7. Lessons end with silent dismissal</li></ol>	<ul style="list-style-type: none"><li>★ Meet, greet, stand and seat</li><li>★ Thumbs up and down icons</li><li>★ Class Charts</li><li>★ Behaviour expectations flow chart</li><li>★ Cold Call Questioning</li><li>★ Routines for distributing books</li><li>★ Organised resources</li><li>★ Live marking and teacher circulation</li></ul>
<b>Quality of Instruction</b>	<ol style="list-style-type: none"><li>1. A clear learning aim and related success criteria make the purpose of lessons explicit</li><li>2. Lessons begin with a review of previous learning and links to prior learning are made explicit</li><li>3. Explanations are highly effective.</li><li>4. Student understanding is secure before learning moves on</li><li>5. Exam literacy and skill are developed through frequent guided practice and application</li><li>6. Students practise applying their learning to achieve mastery</li><li>7. Independent application follows guided practice</li></ol>	<ul style="list-style-type: none"><li>★ Low stakes quizzing with interleaving (5 current and 5 previous questions)</li><li>★ BTEOTLYW ... learning aims</li><li>★ The 3 Ps: past, present, purpose</li><li>★ Knowledge Organisers</li><li>★ Exam questions, learning trackers and PLCs</li><li>★ Visualiser</li><li>★ Flip chart and washing line</li><li>★ T4W toolkit: NHTW grids, hands-on vocabulary activities, model answers, boxing up, shared writing text, mapping, mime, thinking grids/frames, 'talking the text' questions</li></ul>
<b>Support and Challenge</b>	<ol style="list-style-type: none"><li>1. Teaching is pitched high in every lesson, providing challenge to the most able</li><li>2. It is also adaptive to the differing needs of students as they emerge</li><li>3. Learning is supported and scaffolded where needed</li><li>4. SEN-friendly teaching strategies are employed</li><li>5. All students produce work that demonstrates progress, at least at the standard expected for their prior attainment</li></ol>	<ul style="list-style-type: none"><li>★ Class Charts notes and EHCPs showing student-specific strategies</li><li>★ Alternative methods of recording available</li><li>★ Coloured backgrounds for slides</li><li>★ Sans serif text, at least size 18 on PPT, well-spaced</li><li>★ Numbered or different coloured bullet points</li><li>★ Writing frames</li></ul>



## Essentials of Teaching the JOG Way

Area	Aspiration	Essentials
<b>Modelling</b>	<ol style="list-style-type: none"><li>1. Models of excellent practice (demonstrations/written/drawn) are used to stretch and challenge students</li><li>2. Models and success criteria (toolkits) are co-created with students</li><li>3. Model answers/responses are deconstructed collaboratively</li><li>4. Student work shows emulation of models ('magpied' phrases, successful use of toolkits)</li><li>5. Modelling of expectations for verbal responses and discussion task are made explicit</li></ol>	<ul style="list-style-type: none"><li>★ T4W toolkit: NHTW grids, hands-on vocabulary activities, model answers, boxing up, shared writing text, mapping, mime, thinking grids/frames, 'talking the text' questions</li><li>★ Visualiser</li><li>★ Flip-chart and washing line</li><li>★ Knowledge organisers</li></ul>
<b>Questioning</b>	<ol style="list-style-type: none"><li>1. Cold call questioning is used to engage all learners</li><li>2. Questions are bounced around the room rather than back and forth between teacher and student</li><li>3. Questions are used to diagnose gaps in understanding and/or misconceptions</li><li>4. Higher-order questions are pre-planned to challenge</li><li>5. Priority students* are regularly checked on through questioning</li></ol>	<ul style="list-style-type: none"><li>★ Cold Call Questioning</li><li>★ Think-pair-share</li><li>★ Pose Pause Pounce Bounce</li><li>★ Question stems</li><li>★ Class Charts information*</li></ul>
<b>Feedback</b>	<ol style="list-style-type: none"><li>1. Formative feedback is given throughout lessons</li><li>2. Marking type and frequency matches school expectations</li><li>3. Next Steps are clear, specific and actionable</li><li>4. Students respond to Next Steps in order to fill gaps, embed and master learning (GEM)</li><li>5. Student books show consistently high-quality work and presentation</li><li>6. Students are able to articulate an understanding of what they need to do to make progress</li></ol>	<ul style="list-style-type: none"><li>★ Red pen (teachers/TAs)</li><li>★ Green pen (student RTM)</li><li>★ Live marking (teacher and TA)</li><li>★ Diagnostic marking grids</li><li>★ GEM resources</li><li>★ Presentation Essentials stickers</li><li>★ Assessment literacy tools – mark schemes/success criteria /toolkits/models</li></ul>



## The John of Gaunt School

*A Community Academy*

### Our Town

The historic woollen town of Trowbridge is the County town of Wiltshire, and situated close to the edge of Salisbury Plain. Trowbridge is a socially diverse and rapidly growing town. With moderately priced housing, the town offers a range of High Street and independent shops, supermarkets, cafés, pubs and restaurants, as well as a weekly street market featuring local stalls and traders. Situated just 25 minutes by road from Bath, with good public transport links nationally, Trowbridge provides a great base from which to explore the region, including the world famous landmarks such as Stonehenge and Avebury as well as numerous National Trust and English Heritage sites.

### Our School

As one of 3 secondary schools in Trowbridge, The John of Gaunt School is a fully comprehensive single Academy for students from the ages of 11 – 18, with approximately 1200 students on roll. We are a school for our community and strongly believe in collaboration. We actively promote this with our local primary schools through Collaborative Schools Ltd - a social enterprise incorporating all Trowbridge schools; and the West Wiltshire Alliance. Our strong partnerships with local primaries mean that most students join us already knowing the geography of the school and key staff.





## Our Leadership Structure

Our Headteacher is supported by the Strategic Leadership Team which comprises:

- 1 Deputy Headteacher
- 5 Assistant Headteachers
- 3 Associate members
- Finance and Business Manager
- HR Manager

## Our Students

We believe that every student deserves an engaging, inclusive and dynamic curriculum which prepares them for life in the 21st Century. Our curriculum is personalised and aims to meet the needs of all individuals, ensuring students are appropriately challenged.

We believe that high quality teaching is the core purpose of our school. Recruiting, developing and retaining the very best leaders and teachers is of the utmost importance to us. Our staff are hugely talented and dedicated to delivering high quality lessons, within a purposeful learning atmosphere.

We have high expectations and students expect to be challenged. We ensure that learning takes place in a calm and purposeful atmosphere. We know that learning is maximised when students play an active role in lessons and develop the independent skills required to become confident, lifelong learners. As a school we believe that effort leads to success and teachers seek to develop dedication and resilience in all students.

We believe that happy children who feel safe and well supported are more likely to succeed. We pride ourselves on how we know our students as unique individuals and how all are enabled to flourish.



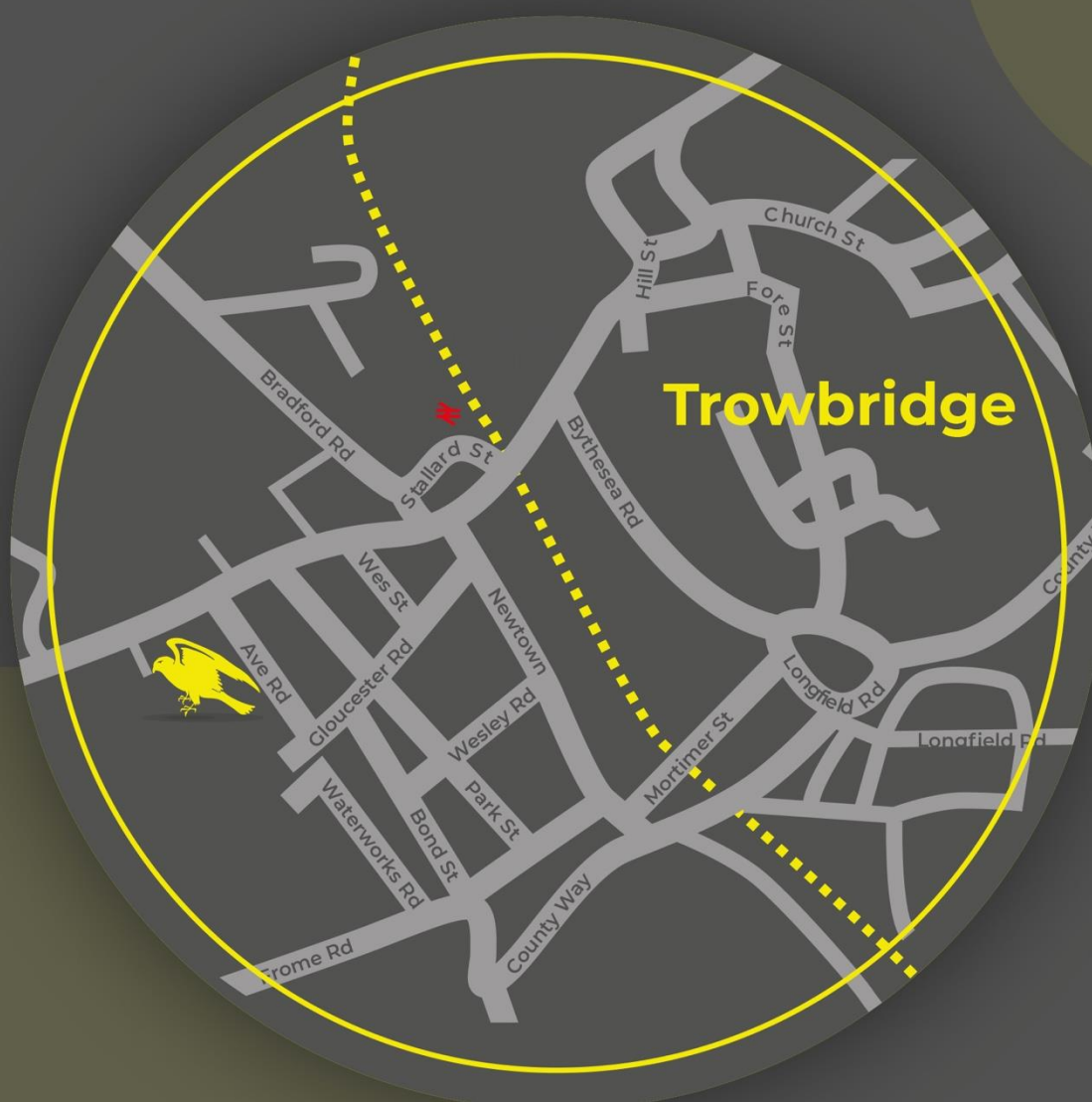




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