



Shaftesbury School

TEACHER OF BIOLOGY

START DATE: SEPTEMBER 2023



SCHOOLS ACHIEVING SUCCESS TOGETHER

SAST

SHERBORNE AREA SCHOOLS' TRUST

February 2023

Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Biology at Shaftesbury School.

This is a key time in the development of Shaftesbury School; we are looking for a Teacher of Biology to join our team from September 2023. This is a permanent, full-time role.



We are delighted that we have been judged by Ofsted as being “Good” in all categories, with the inspectors expecting the school to be “Outstanding” at its next inspection. Our SIAMS inspection also highlighted that we have areas of excellence across the school community and we are a place where children thrive.

It is a privilege to be the Headteacher at Shaftesbury School. The school we are building together is based upon our three core values of aspiration, action and achievement and are underpinned by the Christian foundation centred on Galatians 5:22-23, which is communicated and lived out through the Fruit of the Spirit. This is a school where every member of the community is encouraged ‘to be the best they can be’. These core values, along with the staff having the highest expectations of every student, guide my desire to ensure that we are able to inspire confident learners, who will leave Shaftesbury School with a really good level of knowledge, skills and experience to flourish in an ever-changing world.

We are pleased to be part of the Sherborne Area Schools’ Trust (SAST). There is real strength in coming together with a collective responsibility for all of the children’s development and progress between 0-19 years. We believe in preserving schools in their local community. This means that there will be considerable local expertise to support the school and staff with the chance to make a contribution to wider developments.

Shaftesbury School is a great place to work and is a beautiful town itself; most students come from Shaftesbury and the surrounding area. The school is set on the edge of the town, close to the A303 and within easy commuting distance of the south coast of England, Bath, Salisbury, Yeovil and beyond.

We are looking for someone with high expectations, who is able to motivate and organise, and also laugh and enjoy the challenges of this role. We are looking for someone who will go the extra mile and can make substantial and sustained contribution to the school support team and beyond. In return, you will join a School and Trust that is full of activity, opportunity and optimism.

We look forward to reading your application and we will contact all applicants following shortlisting.

There is further information about the school on our website www.shaftesburyschool.co.uk and the trust at www.sast.org.uk

You are very welcome to visit us in advance of an application or please contact the school office for any further information. On behalf of the staff, children, and governors we look forward to meeting you.

Very Best Wishes,

Donna London-Hill
Headteacher

THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, Tuesday 28th February 2023**

The interviews will be held on **Monday 06th March 2023**

Salary: Main Pay Range Teachers Pay – M1-M6

Contract: Permanent, full-time

We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of Science, specialising in Biology to join our team. This is a full-time, permanent post, commencing in September 2023. This is a wonderful opportunity to join a large, successful, and supportive team. This is a great opportunity to join a fantastic school community with a very dedicated and hardworking staff team, excellent facilities, and wonderful students in a beautiful part of the world.

The successful candidate will:

- have a passion for science
- have a passion for working with students
- be able to plan and deliver high quality teaching
- have excellent communication have the ability to embrace and contribute to the vision of the Department and school
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the School
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

You are asked to provide the following:

- A completed application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned either by post, marked 'Confidential' to HR Recruitment Team, Shaftesbury School, Salisbury School, Shaftesbury, Dorset, SP7 8ER or by email to:

recruitment@sast.org.uk

Should you wish to arrange a visit to view the School, please do not hesitate to contact the school office at office@shaftesburyschool.co.uk and they will be happy to arrange this for you.

SAST will conduct online searches of shortlisted candidates. In line with KCSIE guidance, this will be part of safer recruitment checks, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern.

Shaftesbury School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The Trust and School follows the national and Somerset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted for references as part of the verification

process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

Sherborne Area Schools' Trust (SAST) recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex or sexual orientation.

This role is UK- based and your right to work will need to be established as part of the appointment process.



PERSON SPECIFICATION

Teacher of Science

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mindset

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.

Welcome from Shaftesbury Science team.

We are delighted to have the opportunity to welcome a new team member with whom we can grow together and continue to deliver high quality teaching and learning to our students.



Teaching

We are offering the successful candidate the opportunity...

- To teach up to A-level and Oxbridge entrance.
- To strengthen and advance our science curriculum through opportunities beyond the national curriculum and exam specifications.
- To continue building upon our innovative teaching and learning strategies.
- To develop professionally through department led professional learning and a team that believes in coaching one another to 'be the best they can be'.

Team resources

We have:

- A team of 10 dedicated science teachers and 2 experienced technicians.
- A suite of 8 laboratories, 3 prep rooms and a workroom.
- A large shared collection of resources, where team planning is encouraged to reduce workload and support collaboration between colleagues.
- Use of VR to support the teaching of science via the future classroom.



The Curriculum

- The team have created a key stage 3 curriculum that goes beyond the national curriculum allowing students to explore how science relates to their everyday life, enables deep learning and the development of practical skills.
- GCSE Science offers the option of Separate Science and those not opting follow the AQA Combined Science trilogy syllabus. There are 3 option blocks for separate science due to its popularity; a credit to the teams teaching.

Sixth Form

- Shaftesbury offers a broad range of key stage 5 options: A level sciences, BTEC sciences, Health and Social Care and a level 2 BTEC as part of a 'pre-6th form' pathway.
- The strong uptake for each subject is a credit to the Shaftesbury science experience at key stage 3 and 4.
- There are strong partnerships with local schools and many students bus to Shaftesbury to experience A-level lessons.

The person appointed to this position will be passionate about their subject and a lifelong learner.

The Shaftesbury School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS.

The Shaftesbury School, part of the Sherborne Area Schools Trust, values the diversity of our workforce and welcomes applications from all sectors of the community

If you would like to discuss the position further, please do not hesitate to contact Clare Barrett, Head of Science-
clare.barrett@shaftesburyschool.co.uk

ABOUT SHAFTESBURY SCHOOL

Shaftesbury School is 11-18 school which also has an international boarding house facilities serving students from around the globe. Shaftesbury School is successful in gaining good results for its students at both GCSE and A-level. The Sixth Form students have an excellent record of success in gaining university entrance. We are a proud school which attracts students from around the local Dorset area.



Shaftesbury School has been a place of learning for over 300 years. The school and town have seen many changes over the years but what has not changed is our commitment to education and our core values 'aspiration, action and achievement' for all pupils.

The school is also one of 32 state boarding schools in the country and this provides a unique atmosphere to our community and one that we are extremely proud of. We value the diversity and internationalism that our boarders bring and recognise how valuable their contributions can be. We are a local school, with an international outlook.

Shaftesbury School is a wonderful place to work and has a special atmosphere and feel. It became an academy in June 2014 to sustain the quality of our outstanding provision. We joined Sherborne Area Schools' Trust (SAST) in July 2020 and are now part of a family of 17 schools in the local area.

Shaftesbury is a beautiful rural country town that has easy road and close rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast. North Dorset and the south-west of England combines the space and beauty of the Dorset countryside with a variety of famous sites, events and activities for all.



78% of all A Level Grades were A*-C

32% of all A Level Grades were A* or A

25% of students went on to Russell Group university

82% of students gained a place at their first choice University

42% of all L3 BTEC grades were Distinction*/Distinction

Details of courses offered and how to apply:
www.shaftesburyschool.co.uk/sixth-form/

Bespoke programmes of study, including Pre-Sixth Level 2, BTEC Level 3 and A Levels, with a varied enrichment programme of qualification and non-qualification courses.



SHERBORNE AREA SCHOOLS' TRUST (SAST) INFORMATION



SAST is a multi-academy trust, formed in June 2017, of seven schools serving the West and North Dorset area as well as students from South Somerset. Currently, there are 17 schools with more than 5,000 students and over 850 members of staff. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 4 secondary schools including a state boarding school and Sixth Form and a large 11-18 secondary school with a Sixth Form of over 400 students. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

Our Schools:

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-academy trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years.

What we value – our ethos:

Partnership and Collaboration

Our schools support each other, by sharing expertise and resources, to ensure improvement.

Pursuit of Excellence

We provide a high-quality education to enable all students and staff to aspire, thrive and succeed.

Holistic Lifelong Learning

We promote the personal development of every child and a love of lifelong learning for our students and staff.

Equality and Distinctiveness

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

Organisation - How we work:

All our schools are successful. Of course, we recognise that we need to continually improve and evolve. The priority is to enable every School to continue to provide an excellent education for all our students while protecting the school's role at the heart of its community, along with our unique qualities and strengths.

