Teacher of Computer Science and ICT
Required for September 2022
Full time, permanent

A well-qualified, enthusiastic and motivated Teacher of ICT and Computing who is able to teach across the age and ability range up to, and including, Level 3 Courses.

The successful candidate will join a strong and growing faculty and both ELTs and experienced colleagues are encouraged to apply. There is an opportunity for a July start for interested candidates. The successful applicant will be:
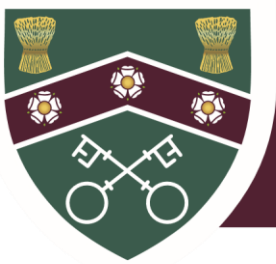
- enthusiastic and optimistic about working with young people
- able to work well as part of a small department in a larger Mathematics & Business faculty
- able to teach A level or equivalent

Norton College is a graded a consistently 'Good' school by Ofsted, most recently in Sept 2017. The College has a clear vision for continued improvement which is centred around building self-belief in students and working hard with them. Any prospective candidates are encouraged to visit the College for a tour.

Closing Date: 9am Monday 27 June

Please download your application 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.

Our Ref: TJ/LS

June 2022

Dear Applicant

TEACHER OF COMPUTER SCIENCE and ICT MPS – SEPTEMBER 2022

Thank you for your request for information and the interest you have shown in the post of Teacher of Computer Science and ICT.

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;

- how your subject equips students for life in a modern world

Interested candidates are encouraged to speak to Tim Johnson, Headteacher, but the following information is enclosed for your information:

- Job Description

- Person Specification checklist

Closing date: 9am Monday 27 June 2022

Shortlisted candidates will be contacted to confirm arrangements for the day.

Completed applications should be emailed to ls@nortoncollege.net or sent marked Private and Confidential to the Headteacher.

This 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 DBS 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 T Johnson
Headteacher

JOB TITLE: Teacher of Computer Science and ICT

GRADE: Main Scale

RESPONSIBLE TO: Associate Leader, Computer Science & ICT, Economics and Business

RESPONSIBLE FOR: Delivery of high-quality programme of study for Computer Science and ICT

JOB PURPOSE: To work as part of a team to secure and account for effective learning, appropriate achievement and educational social and personal progress of all pupils in the assigned area of responsibility consistent with the aims of the school and the unique needs of each individual learner

KEY RESPONSIBILITIES:

1. Plan and deliver high quality lessons within the agreed aims and policies of the school and the Faculty

2. Secure and sustain effective learning for all pupils through positive behaviour management and excellent classroom practice

3. Comply with the College policy on Assessment, Recording and Reporting and provide regular feedback to pupils

4. Support the pastoral development of all pupils through being an effective Group Tutor and liaising with key staff

5. Take responsibility for Continuing Professional Development as part of the performance management process, thereby helping to build a Professional Learning Community

6. Support the Curriculum Leader and Associate Leader by contributing to effective teamwork

7. Undertake any other reasonable duties as directed by the Headteacher

General:
➢ To fulfil all of the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers
➢ To meet the National Standards for QTS
➢ To achieve any performance criteria or targets related to the management post arising from the School's Performance Management arrangements

This job description will be reviewed annually.

PERSON SPECIFICATION CHECKLIST
Teacher of Computer Science and ICT

Criteria	
Teaching Qualification	E
Good honours degree in a relevant subject to the post	E
Relevant experience of working with secondary age children	D
Ability to teach GCSE	E
Willingness to teach Post 16 Courses	E
Strong focus on best practice in Learning and Teaching	E
Interest in learning programming, particularly with lower school students	E
Can model calm consistent adult behaviour at all times	E
Ability to foster positive relationships with staff and pupils by believing in the power of praise, relentless routines and restorative practice	E
Evidence of recent professional development	D
Interest in leading extra-curricular activities	D

E = essential
D = desirable

Norton College – Faculty of Maths, Computer Science and ICT, Economics and Business

The faculty delivers programmes across the subject areas of maths, computer science, economics and business. The faculty has 6 maths teachers, 1 business and economics teacher and 1 teacher of computing and ICT. These teaching staff are ably supported by the Technical IT department which incorporates a network manager and a network technician. The Faculty's Curriculum Leader is supported by two Associate Leaders who have responsibility for individual subject areas and/or key stages within the area.

At Norton College, the Faculty is made up of a team of experienced and well qualified staff who aim to provide students with:

•   access to a broad and balanced curriculum;
•   enjoyment of lessons and the subject as a whole;
•   achievable and challenging learning objectives;
•   a range of teaching methods and styles;
•   personalised learning targets.

We continue to work together with our students to ensure everybody fulfils their potential and gains an enriched understanding of the curriculum. To implement this, we:

•   use a variety of resources to encourage all types of learning;
•   support students to enable them to gain their potential;
•   use specific intervention strategies to suit individuals' needs.

Computer Science and ICT provision within the faculty

We currently deliver OCR GCSE Computer Science (9-1) and OCR Cambridge Nationals - Information Technology (P/M/Di/Di*). These options are complemented and supported by a Key Stage 3 computing offer which is delivered to all students in years 7, 8 and 9 on a weekly basis. In addition, we offer a Level 3 IT qualification alongside a range of GCSE and A Level programme in Business and Economics.

Departmental priorities are:

• to build and develop our KS3 computer science curriculum;
• to provide varied and challenging options to cater to the needs and interests of all students;
• to ensure our students strive and maximise their progress;
• to collaboratively develop our schemes of learning and a range of resources within the faculty;
• to monitor students' progress and ensure early identification of students who require intervention;
• to support, guide and direct students' revision, where appropriate.
• opportunity to teach A Level/ Level 3 qualifications

Why work at Norton College?

Students - Our students speak of the family feel that the College generates and see this as one of our unique selling points. Staff truly feel part of a team and support the ethos and direction that the Governing Body sets.

Norton College is **highly committed** to developing all staff within their roles and creating pathways for further career progression.

Professional Development is a real feature of life at Norton College. We have a comprehensive and extensive induction programme for new staff who join us. Staff benefit from regular training opportunities. Every other Monday, school finishes early to allow for a 2-hour training time with high quality input and the time to put ideas into practice. A feature of our Professional Development is a focus on JPD (Joint Professional Development) where staff are able to work in small groups to develop their teaching practice around the ideas of 'Lesson Study'. The school has other opportunities such as Twilights, Teaching and Learning briefings and a coaching programme where staff can develop their skills alongside like-minded colleagues. Many of our staff have gone on to promoted posts, both internally and externally, as a result of the relentless focus on Professional Development. Find out more by following us on Twitter @NortonTandL.

Work-life balance - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff. Our recently reviewed HR polices promote this ethos throughout.

Strong Communications - There is an active and effective Staff Consultation Group which represents all groups of staff. In addition, the College has excellent links with all professional associations.

Employee Benefits - These have been organised internally and have been handpicked individually rather than by employing an agency organisation. Main benefits include:

- **Pension Scheme -** Every employee of the College is entitled and encouraged to join the pension scheme which is relevant to them. For teaching staff this is the Teachers' Pension and for support staff this is the Local Government Pension Scheme. The College also has a nominated person who can assist you in matters relating to pensions;
- **Cycle to Work Scheme** - run in conjunction with Halfords but not exclusively linked to them the scheme continues to provide a cost effective and healthy alternative to other methods of commute. The college also provides secure cycle storage;
- **Child care vouchers** - embedded scheme currently well used and providing excellent savings by choosing to purchase these via payroll deduction;
- **Free on site fitness suite access** - the College has its own modern, well-equipped fitness suite which is open to the public outside of College hours. All staff have access to this facility during the opening hours, as well as staff run spinning and dance classes;
- **Lifestyle support – local offers** - the College has organised a number of discount schemes with local suppliers which have been well received by current staff.

Location - The College serves the towns of Norton and Malton and the surrounding rural community, however, it also has good road access from Leeds and York via the A64. Scarborough, Thirsk, Northallerton, Harrogate and the East Riding and Hull are also within an hour's commute.

Community - Norton College has strong community links with both the towns of Norton and Malton. The College is seen as the number one choice within catchment and also has a growing number of families, as far away as Filey and Scarborough, who are accessing the consistently good education on offer.