Teacher of Computer Science

Application Pack

Contents

Page 1 Welcome from the Headteacher
Page 2 Job Advert
Page 3 /4 Job Description
Page 5 Department Information
Page 6 Person Specification
Page 7 Notes to Applicants

THE COTSWOLD SCHOOL

Creating Brilliant Futures

Welcome from Will Morgan, Headteacher

Thank you for your interest in this post.

Based in the stunning village of Bourton-on-the-Water, Gloucestershire, The Cotswold School has earned an 'Outstanding' reputation as a popular and successful 11-18 comprehensive academy.

Please watch our video, Welcome to The Cotswold School, to find out more from teachers and students about what makes our school an inclusive, ambitious and happy place to learn.

I am proud to lead an incredible team of staff, who go the extra mile to provide our students with an inspiring education, fully equipping them for their future lives. The values of friendship and knowledge, symbolised on our badge, underpin all our learning and development activities and ensure that the wellbeing of our students and staff is also cared for.

At the heart of our school ethos is a commitment to excellent teaching and aspiration, which drives progress and attainment. Our students thrive academically and also personally, with opportunities to take part in musical performances and a huge range of extra-curricular clubs; writing competitions and debates; community fundraising; student leadership; and careers events.

We have an inspiring and caring school community, which includes families, local businesses, our staff, PTA and, of course, our students. Why not have a look at our website News pages, to see how we have found ways to support ourselves and others and develop our learning and talents?

Successful candidates who are shortlisted for an interview will be contacted by email or phone.

I look forward to hearing from you.

Will Morgan
Headteacher

Job advert

Role: Teacher of Computer Science
Contract: Permanent, Full Time
Pay: MPS/UPS
Closing Date: Monday 16th November 2026 at 9am (we reserve the right to interview candidates before the deadline and encourage early applications)
Start date: 1st September 2027

This is an exciting opportunity for an Early Career Teacher (ECT) or an experienced teacher to join a "truly exceptional school" where "behaviour is outstanding" (Ofsted) and make a meaningful contribution to students' learning and development.

From September 2027, we are looking to appoint a talented Computer Science teacher to join our outstanding department. The successful candidate will have a strong academic background, a secure understanding of the subject and the ability to inspire students of all abilities. Experience of teaching A-level Computer Science would be an advantage, although a willingness to develop the skills and expertise needed to teach at this level is equally welcome.

WE ARE LOOKING FOR:
·A creative and engaging classroom practitioner who can deliver a challenging, well-sequenced curriculum across Key Stages 3, 4 and 5, adapting their teaching to meet the needs of all learners.
·A teacher who builds positive relationships, establishes high expectations and creates a supportive environment in which students are encouraged to achieve their best.
·A subject specialist with strong academic and technical knowledge who can bring Computer Science to life through practical programming, problem-solving and real-world applications.
·A reflective and collaborative colleague who is keen to share ideas, contribute to curriculum development and play an active role in the continued success of the department.
·A committed professional who values learning beyond the classroom and is willing to contribute to extra-curricular activities that broaden students' horizons and nurture their interest in Computer Science.

WE CAN OFFER YOU:
·The opportunity to join a successful and supportive Computer Science department, with experienced colleagues who are committed to collaboration and sharing best practice.
·An excellent ECT mentoring programme, providing guidance and support as you begin your teaching career.
·High-quality professional development opportunities to help you grow, develop your expertise and progress at every stage of your career.
·An effective Behaviour for Learning system that promotes a positive learning environment and enables teachers to focus on delivering great lessons.
·A range of employee benefits, including an Employee Assistance Scheme and Cycle to Work Scheme.
·Free on-site parking, including electric vehicle charging points.
·A strong commitment to staff wellbeing, recognising the importance of a positive and supportive working environment.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.
This position is subject to an Enhanced DBS check.

Job description

Job title: Teacher
Responsible to: Governors, Headteacher, Head of Department

This appointment is subject to the current conditions of employment contained in the School Teachers' Pay and Conditions Document, other current educational and employment legislation and Teachers' Standards.

Job purpose:
Under direction of the Headteacher, carry out professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions document (STPCD) and school policies.

To be an effective professional who demonstrates through curriculum knowledge, can teach and assess effectively, takes responsibility for professional development and ensures progress and positive outcomes for all students.

To promote the ethos of the school, Friendship and Knowledge, and engage with annual School Priorities.

Duties and Responsibilities:
To plan and deliver well-structured lessons in line with the school's curriculum and teaching schedule, setting goals that stretch and challenge students of all backgrounds and abilities within a safe and stimulating environment.

To support students to make the best possible progress through the use of a variety of teaching, learning and other support strategies, taking responsibility for their outcomes and planning teaching to build on prior knowledge and understanding.

To ensure that teaching is adapted to respond to the strengths and needs of all students, using differentiation to address their learning needs and overcome barriers, including those students that have SEND, are Pupil Premium etc.

To assess and record students' achievements, to prepare reports and take part in parental/carer consultations. To use assessments to support students to reflect on what they have achieved, address misunderstanding and inform future planning. To give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

To set homework and other out of class activities to consolidate and extend the knowledge and understanding students have acquired, checking completion and providing feedback as required.

To set work on-line or deliver on-line lessons as required within the framework of directed time and also within any school enforced closure period, giving feedback to students as requested.

To manage behaviour effectively to ensure a good and safe learning environment, implementing school policy and supporting this through clear and fair rules and routines for behaviour in classrooms with an emphasis on rewards and praise alongside any necessary sanctions

To contribute to the design and provision of an engaging curriculum within the relevant subject area as part of the department and at a level proportionate to the responsibilities that you hold

To observe and implement current school policies and good practice, taking heed of guidance and requirements as laid down in your department as well as in the staff handbook. In particular, to be aware of the need to avoid unsanctioned social media interactions with students.

To perform duties and attend meetings as reasonably required, including Open Days/Evenings, Parents evenings etc.

To act within the statutory frameworks which set out your professional duties and responsibilities.

To carry out such particular duties as the Principal may reasonably direct from time to time, in accordance with the current School Teachers' Pay and Conditions Document.

Continuing Professional Development:
To participate in the school Performance Management scheme, actively seeking to support your own development by undertaking internal and external training to keep abreast of developments in national and school initiatives.

Form Tutor:
To be a Form Tutor to an assigned group of students.
To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
To contribute to PSHE and citizenship and enterprise according to school policy.
To contribute to the school's pastoral system (through the role of tutor and/or mentor) by promoting equal opportunities, British values and tolerance as part of your support for students' well-being.

Other Professional Requirements:
To have a working knowledge of Teachers' professional duties and legal liabilities.
To operate at all times within school policies and practices of the school.
To liaise effectively with staff, parents, visitors and Governors.
To play a full part in the life of the school community.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

This position is subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children. This post is in regulated activity and is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975, amended 2013 & 2020).
The successful applicant will be subject to all necessary checks and be required to provide evidence of identity, right to work in the UK and professional qualifications (where relevant). In line with KCSIE, we will conduct an online search for all shortlisted candidates. Any relevant information will be discussed further with the applicant during the recruitment process.
Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified.
We are an equal opportunities employer and value and respect diversity across our whole school community. This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.
Elements of this job description and changes to it may be negotiated at the request of either the Headteacher or the incumbent of the post.

Department Information

Computer Science is an established and growing subject within the school, taught at KS3, KS4 and KS5 through timetabled lessons and option choices. We are seeking an enthusiastic and committed Computer Science teacher to join our expanding department, following the departure of a valued colleague who is relocating. This is an exciting opportunity for a teacher who is passionate about the subject and keen to inspire the next generation of computer scientists, programmers and digital innovators.
The department benefits from four dedicated Computer Science teaching rooms, supported by an able and experienced network management team based within the department. The team maintains a reliable school network and provides access to a range of online resources and facilities, enabling staff to deliver engaging, practical and technology-rich lessons.

Key Stage 3
Students develop a broad foundation in Computer Science, Digital Literacy and Information Technology. The curriculum introduces pupils to key concepts and practical skills through topics including Python programming, cyber security, computer systems, data representation, computer networks and algorithms. All pupils receive a weekly one-hour lesson, providing regular opportunities to develop computational thinking, problem-solving skills and confidence in using technology creatively and responsibly.

GCSE
At key stage 4, students follow the OCR GCSE Computer Science specification, developing their understanding of computational thinking, programming, computer systems and the wider implications of digital technology.

AS/A-Level
At KS5, students study OCR A-Level Computer Science, extending their programming skills and developing a deeper understanding of algorithms, computational thinking and computer systems. The course includes a programming project where pupils can choose a suitable language of their choice for a project of their choice.

Learning extends beyond the classroom through a range of enrichment activities, including a coding club and a games development club. Students are encouraged to challenge themselves and develop their problem-solving skills through national competitions such as the Bebras Computational Thinking Challenge and the Raspberry Pi coding challenge. The department also provides opportunities for students to explore the wider world of computing through educational visits, including trips to the Computer History Museum, and talks from industry professionals and former pupils. These experiences help students discover the breadth of opportunities available in computing, from university study to careers in the technology sector.
We are keen to welcome a teacher who will contribute to the continued development of the department, share their enthusiasm for Computer Science and help students develop the knowledge, skills and curiosity to thrive in an increasingly digital world.

Person specification

Qualifications

Essential
Degree Level Qualification related to relevant subjects
Teaching qualification together with Qualified Teacher Status (QTS)

Knowledge

Essential
Awareness of the strategies available for improving the learning and achievement of all students

Desirable
Evidence of continuous professional development
A good understanding of curriculum developments in the specific subject area

Experience

Essential
Recent and relevant teaching experience in employment or training
Experience of assessment at Key Stage 3, 4 and 5

Skills

Essential
Ability to use a range of teaching and learning strategies
An understanding for how Assessment for Learning can improve student performance
Ability to work independently and collaboratively as a member of a team
Creative in problem solving together with willingness to take on and try new approaches and ideas
Ability to communicate high expectations to all students
Ability to write reports, keep accurate records and communicate effectively
Professional understanding of safeguarding within a school setting
Ability to use a positive approach to promote learning and excellent behaviour
Confidence and competence in ICT
Understanding of the curriculum and assessment of pupil progress
Sharing good practice across the department
Excellent communication and organisational skills (written and oral)

Desirable
Willingness to be involved in the wider life of the academy

Evidence
Application form
Letter of Application
References
Interview
Certificate/s (to be available at interview)

Notes to applicants

• Please complete the application form in full to ensure that full consideration can be given to all candidates and to comply with legal requirements relating to recruitment in schools
• Please do not include a CV or write 'see CV' in any sections on the form
• Please ensure that you include the title of the post that you are applying for
• Please provide an explanation for any gaps in chronological dates relating to education and employment history
• Please write a covering letter or complete the Supporting Statement section.
• Please provide full details of two referees
• The closing date and time must be strictly adhered to
• All information given will be treated as confidential
•If using the application form on the school website, https://www.cotswold.gloucs.sch.uk/recruitment/ please return this by email to Mrs C Chapple, cchapple@thecotswoldschool.co.uk
• If returning by post, please send to Mrs C Chapple, The Cotswold School, The Avenue, Bourton on the Water, Cheltenham, Gloucestershire GL54 2BD

The Cotswold School is committed to equality, diversity and inclusion and welcome applications from all sections of the community. If you require additional help with our recruitment process, please contact Mrs C Chapple, HR Officer (contact details above).

The Cotswold School
The Avenue
Bourton-on-the-Water
Gloucestershire
GL54 2BD

www.cotswold.gloucs.sch.uk
01451 820554
email: admin@thecotswoldschool.co.uk