



Shaftesbury School

# TEACHER OF SCIENCE

START DATE: SEPTEMBER 2024



**SAST**  
SCHOOLS ACHIEVING SUCCESS TOGETHER

June 2024

Dear Applicant,

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

We are looking for a Teacher of Science to join our team from September 2024. This is a fixed-term, full-time role until 31<sup>st</sup> August 2025.

In our most recent inspection in March 2023, we were delighted that we were judged by Ofsted as being “Good”. The report reflects the wonderful quality of education we provide, the nurturing environment we have cultivated, and the positive impact we make on the lives of our students. The inspectors commended our commitment to excellence, the strength of our teaching and learning, and the exceptional progress our students have made under the guidance of our team. Our SIAMS inspection also highlighted that we have areas of excellence across the school community and we are a place where young people thrive.

At Shaftesbury School we hold an educational vision close to hearts of everyone “being the best they can be”. Just as Jesus used the parable of The Good Samaritan to explain, “love thy neighbour as thyself”, we too have this at the root of our ethos. This vision and ethos is brought to life through our core values; Belonging, Empathy, Service and Thrive. Staff have the highest expectations of every student and guide them to ensure they become confident learners, who will leave Shaftesbury School with an excellent level of knowledge, skills and experience to flourish in an ever-changing world.

We are pleased to be part of 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 the local community. This means that there will be considerable local expertise to support staff with the chance to make a contribution to any 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 from the south coast of England, Bath, Salisbury, Yeovil and Wimborne.

We are looking for someone with high expectations, who is able to motivate and organise. We are looking for someone who will go the extra mile and can make substantial and sustained contribution to the school team and beyond. In return, you will join a school and a trust that is full of activity, opportunity and optimism. You will join a school that has a centralised behaviour management system, supporting staff workload. The school has an Alternative Provision on site for students who struggle with the mainstream lesson setting and these are fully staffed. Shaftesbury is a school which has a thriving 6<sup>th</sup> Form and fantastic facilities, including a staff gym, an industrial hospitality facility for our Catering courses, five ICT suites, a 6<sup>th</sup> Form and Staff Café, a fully resourced Library, staff refreshments every day, a multi-faceted Steps to Support programme for our young people, a staff well-being charter and staff counselling.

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](http://www.shaftesburyschool.co.uk) and the trust at [www.sast.org.uk](http://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.

With our very best wishes,

**Donna London-Hill**  
Executive Headteacher

**Stephanie Bowen**  
Head of School

# THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, 21<sup>st</sup> June 2024**

The interviews will be held on **Thursday 27<sup>th</sup> June 2024**

**Salary:** Teachers' Main Pay Scales

**Contract:** Fixed-term until 31.08.2025, full-time contract

We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of Science to join our team. This is a fixed-term, full-time post, commencing in September 2024 until 31<sup>st</sup> August 2025.

## **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 by email to: [recruitment@sast.org.uk](mailto:recruitment@sast.org.uk)

Should you wish to arrange a visit to view the School, please do not hesitate to contact Shirley Yeo, Office Manager on [Shirley.yeo@shaftesburyschool.co.uk](mailto:Shirley.yeo@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.*

*Safeguarding responsibilities associated with this role may include engagement in regulatory activity, such as administering first aid or supporting an upset child. It will have contact with young people on a day-to-day basis. SAST 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 candidate will have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the*



*Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.*

*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.*

*(Internal ID Number: RAF445)*



# JOB DESCRIPTION

**Job title:** Science Teacher

**Grade:** MPS

You are required to carry out the duties of a School Teacher as set out in the School Teachers' Pay and Conditions Document.

## **Main Job Purpose**

Under the co-ordination and direction of the Line Manager, to contribute to the teaching and other work of the Science Department.

## **Relationships:**

The post holder:-

- is ultimately responsible to Headteacher in all matters and through the appropriate Head of Department and Year Progress Leader for academic and pastoral matters within a given tutor team;
- interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them in order to promote mutual understanding of the subjects in the school curriculum and cross-curricular links, encouraging development and improving the quality of teaching and learning in the School.

## **Key Tasks:**

- To teach Science and, if necessary, subsidiary subjects for which qualified to teach, and to participate in the development of appropriate syllabuses, materials and schemes of work in these subject areas, attending team meetings as necessary.
- To control and oversee the use of and storage of books, stationery, sporting equipment and other teaching materials related to their teaching and ensuring that relevant Health and Safety Regulations are observed.
- To carry out a share of supervisory duties in accordance with published rosters or as detailed by the Headteacher.
- To participate in appropriate meetings with colleagues and parents as required in respect of duties connected with the post.
- To keep abreast of trends and developments in education, relevant to the post.
- To undertake other tasks/responsibilities specific to the post holder's subject area or work.
- To assist the Head of Year in his/her work through delegated key tasks and carry out the duties of a group tutor (if required) in respect of the students in the tutor group to include:-
  - the maintenance of discipline and acceptable standards of conduct and appearance of students;
  - the establishment of rapport with students to develop their social and academic potential and be a main source of reference for their problems;
  - the marking of the tutor group register (a legal document), ensuring that all information therein is kept up to date and that absences and lateness are accounted for and taking appropriate action where they are not;
  - the compilation of reports and references on the students as required, the maintenance of and conversance with the contents of the tutor group's students' files;
  - the monitoring of homework, student planners and the academic progress of students;
  - the effective use of mentoring and tutor periods through activities/tutoring, supervising movement to and from assemblies with the tutor group, and attending tutor team meetings and briefings

- The post holder will be responsible for promoting and safeguarding the welfare of children and young people that they are responsible for/come into contact with, in accordance with the school's safeguarding and child protection policy.

### Other Duties

- To have due regard for safeguarding and to follow child protection policies and procedures adopted by SAST.
- Understand the importance of inclusion, equality and diversity and to promote equal opportunities for all.
- Uphold and promote the values and ethos of the academy.
- Take a proactive approach to health and safety to minimise and mitigate potential hazards and actively contribute to the security of the school.
- Participate in workplace learning and development opportunities and work continually to improve own and team performance.

The job description is **NOT** necessarily a comprehensive definition of the post. It will be reviewed as required and may be subject to modification or amendment after consultation with the post holder.

### Safeguarding Responsibilities for this post

Safeguarding responsibilities associated with this role will include engagement in regulatory activity, such as administering first aid or supporting an upset child. It will have some contact with young people on a day-to-day basis. SAST 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 candidate will have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

This is not a comprehensive list of all tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. The duties of this post could also vary from time to time as a result of new legislation, changes in technology or policy changes.



# PERSON SPECIFICATION

## 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 mind-set

## 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



# ABOUT SHAFTESBURY SCHOOL

Shaftesbury School is 11-18 school with just fewer than 900 pupils. Shaftesbury School has been 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

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. Our intention is to deliver a broad and balanced school curriculum which is dynamic and challenging for all learners and to reflect our school's rich cultural diversity.

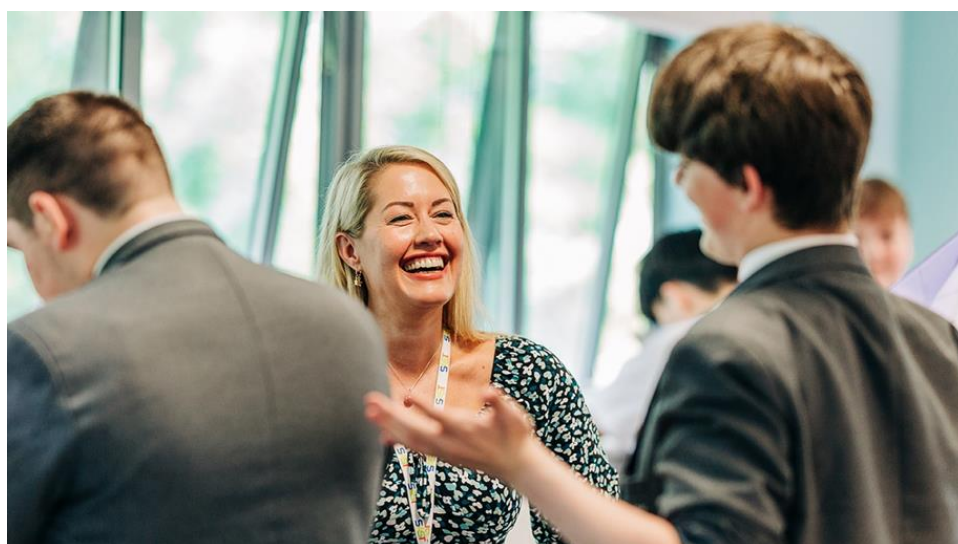
Our curriculum is built on a strongly held belief that effective learning takes place when literacy, questioning, challenge, engagement, feedback and progress are apparent and a commitment to a curriculum intent that provides for both knowledge acquisition and the development of key skills needed for their next stage in life. This is set in a Christian context that promotes inclusivity. Every student is encouraged to be an autonomous learner with high aspirations. We want our students to believe in themselves and be actively engaged in their learning, seeing the connection between the knowledge that they learn in school with the lifelong personal and academic skills that they need to fulfil what they want to become tomorrow.

We promote the highest expectations of our students and encourage everyone to be the best they can be. Our core values are **BEST - Belonging Empathy Service Thrive**. Our guiding principle, "Being the Best You Can Be," is deeply rooted in the teachings of Jesus Christ, particularly his second commandment,

"Love thy neighbour as thyself" (Matthew 22:39). This biblical wisdom illuminates our commitment to nurturing a community of compassionate, inclusive, and empathetic individuals.

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 SAST in July 2020 and are now part of a family of 18 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.





# INFORMATION ABOUT WORKING FOR SAST



SAST is a multi-school trust, formed in June 2017, with 18 schools across Dorset and South Somerset. We have more than 5,700 students and over 850 members of staff. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 5 secondary schools, some with a Sixth Form provision. 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-school 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.

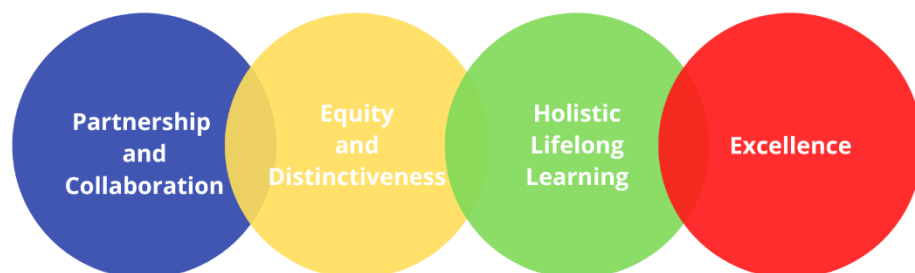
At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

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 of the children's development and progress between 0-19 years.

## **Our Vision:**

*Delivering educational excellence through aspiration and collaboration.*

## **Our Values:**



### **Partnership and Collaboration**

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

### **Equity 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.

## **Holistic Lifelong Learning**

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

## **Excellence**

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

## **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 their role at the heart of the community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

## **Partnerships:**

Partnership and collaboration is a core feature of all our schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The schools have always worked closely together across Dorset and Somerset.

## **SAST Benefits:**

As part of SAST, we can offer you a range of benefits including:

- High- quality CPD opportunities
- A strong and highly experienced network of Trust senior leaders
- Access to the Local Government Pension Scheme
- Employee Assistance Programme
- On-site nursery provision at some of our schools
- Cycle to work scheme

