



Job Application Pack



Teacher of Science

Salary:	MPS/UPS TLR Negotiable
Contract:	Full-time, Permanent
Closing Date:	Monday 17 th April 2023 at 5pm
Start Date:	September 2023



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Letter from the Head of School

Dear Colleague,

Thank you for your interest in the position of **Teacher of Science** at The Suthers School.

This is a really exciting opportunity for an ambitious, dynamic and well-qualified **Teacher of Science** to have a real impact on the educational experiences of the young people of Newark. You will join us at the earliest stages of the school's development and will therefore have a unique opportunity to contribute to our vision.

I am very proud to be building a team of staff committed to securing the very best outcomes for young people, no matter what their starting point. I firmly believe that by fostering essential character strengths, maintaining a relentless focus on meeting the needs of the individual, and in embedding the principles of 'work hard, be kind', Suthers School staff really will make a difference.

The Suthers School will grow year on year until it reaches capacity in 2025. In light of this, the post being advertised here represents an exciting chance to grow your career as the school expands as well as the opportunity to work in state-of-the-art facilities in a brand-new school building that opened in April 2020.

We may be starting small but that does not mean our ambitions should not be great. Young people deserve an education that excites and enthuses, one which prepares them for a future as global citizens who are able to think for themselves. The Suthers School is a place where character education is ranked alongside academic preparation and where students thrive in an environment which inspires ambition, compassion and a love of learning.

If you share this ambition, have the capacity to deliver outstanding learning experiences and are looking for an opportunity to have a real impact on the lives of young people, I would be delighted to hear from you. To apply for this post, please complete the application form on line by **Monday, 17th April 2023 at 5pm.**

Yours faithfully,

Nic Watkin
Head of School



Application Process

If you feel that you could contribute to the students and team at The Suthers School, we would welcome your application.

All applications need to be submitted online and can be accessed [here](#).

Wherever possible, please provide email addresses for your referees.

Please ensure your application arrives by the time and date specified on the front cover of this information pack.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.



WHAT MAKES US WHO WE ARE?

Our Mission

To empower our young people to be compassionate, self-respecting, independent thinkers with the academic, social and character strengths necessary to thrive in modern society.

Our Philosophy

At The Suthers School, we firmly believe that great education transforms lives. We know that every student has the potential to exceed even their own expectations and we know that the way we do things matters. Our motto, 'work hard, be kind' underpins everything we do, reflects our unwavering commitment to excellence and our absolute conviction that great education is about striking a balance between academic preparation and character development.

Our Values

We believe, as W B Yeats is often credited with saying, 'Education is not the filling of a pail, but the lighting of a fire'. It is our role as educators to ignite the potential within our students and that is why the following five-character strengths are so important:

Tenacity

To show the self-discipline and determination to succeed even in the face of obstacles.

Optimism

To have confidence in a future that is full of possibilities and hold onto the belief that a storm will always pass.

Respect

To value ourselves and all those we encounter by acting and speaking with compassion, tolerance and understanding.

Curiosity

To ask questions, enjoy exploring and be open to new ideas and different perspectives.

Hard Work

To recognise that there are no shortcuts and no excuses and that every member of the team has a contribution to make.



Job Description - Classroom Teacher

Reports to: Head of Department

Key purpose of the job

To teach pupils in allocated classes in order to ensure that their learning is of the highest quality.

Responsibilities of a classroom teacher

- Teach pupils within allocated classes, enhancing their learning and providing the opportunity for achievement for all pupils
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons
- Monitor the academic progress of pupils within allocated classes and implement appropriate strategies to address underachievement
- To assess, record and report on the progress and attainment of all pupils within allocated classes at KS3/KS4
- To register the attendance of pupils in class
- To set appropriate homework
- To mark pupil's work and give appropriate and constructive feedback
- To research new topic areas, maintain up-to-date subject knowledge.
- Manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour
- Communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events
- Participating in regular in-service training (INSET) as part of continuing professional development (CPD)
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

Responsibilities of a form tutor

- To address any issues concerned with the wellbeing, personal development and academic progress of pupils within the tutor group
- To check uniform and general appearance on a daily basis
- To monitor the behaviour of pupils in the tutor group.

Performance Management responsibilities

- All members of staff are required to participate fully in the school's performance management system.

Other professional requirements

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school



Person Specification: Classroom Teacher

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status - Degree or equivalent. Good Honours degree. 	<ul style="list-style-type: none"> Higher Professional qualification.
Experience	<ul style="list-style-type: none"> Relevant teaching experience or teaching practice in the subject. Experience of teaching a wide range of abilities. This role would be suitable for an ECT or an experience teacher. 	<ul style="list-style-type: none"> Experience of pastoral/tutor role.
Skills and Knowledge	<ul style="list-style-type: none"> Excellent teaching skills, including effective communication skills, ability to motivate students and the capacity to create good learning environments. A clear understanding of the characteristics of high-quality teaching and learning and achievement for all pupils. Knowledge of current issues and recent developments in the curriculum area. Capacity to use ICT as integral part of teaching. Knowledge and an understanding of the value-added agenda, including levels of progress. Ability to lead initiatives, support the process of change and work effectively in a team. Secure commitment to a clear aim and direction for the subject. Understanding of equal opportunities issues and their application to work 	<ul style="list-style-type: none"> Understanding of particular needs of pupils with SEN. Awareness of factors affecting language and learning across the curriculum. Knowledge/involvement in other cross curricular initiatives/projects or whole school developments.
Personal Qualities	<ul style="list-style-type: none"> Enthusiasm and passion for the subject. Ability to use own initiative. A commitment to the vision of the school. A commitment to inclusive education. Ability to form good working relationships with pupils and staff. High standards and expectations Ability to use pupil assessment data to raise achievement. Outstanding communication skills. Reliability and integrity. A commitment to safeguarding and promoting of welfare of children issues 	<ul style="list-style-type: none"> A willingness to contribute to extra-curricular activities. A commitment to personal and professional development

DBS:

Nova Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.