



The
3-18
Education
Trust

Applicant Information Pack

Teacher of Science



Believe • Endeavour • Succeed



Headteacher Letter to Applicants

Thank you for your interest in Bridgnorth Endowed. As Headteacher, I am delighted to welcome you to our thriving and successful school.

We place great value on our students' pastoral and academic development, and we aim to create a genuine and positive atmosphere that can be felt and that resonates throughout each day, and in every part of the school.

We aim to ensure that every young person achieves their personal best by providing an education that challenges them intellectually and offers them a wide range of opportunities to develop and stretch their unique talents and interests.

We are incredibly proud of our school and our community. We have dedicated and happy students and staff, both of whom work together to achieve excellent results. Bridgnorth Endowed students thrive during their time here and visitors frequently comment on students' outstanding manners and behaviour.

We expect and give the very best education to every child as it is our mission to challenge and support our young people to achieve their potential. We believe that the academy's values of trust, enthusiasm, fairness, and hard work ensure that every student develops into a confident, successful and happy young adult, ready to face the future.

We are a small school and students in each year have an academic education that is student-centred and tailored to their individual needs. We have high expectations of positive learning behaviours of all our students and expect all to uphold the school standards. We have a dedicated team of teachers and support staff who will work tirelessly to provide pupils with the support they will need to be successful in their education.

If you share our values and aims and are interested in a rewarding career at Bridgnorth Endowed then I invite you to pay us a visit, meet some of our inspirational staff and students, and spend some time with us in school. I look forward to receiving your application.

For further information about Bridgnorth Endowed School, please visit our website:

<https://www.bridgnorthendowed.co.uk/>

You can also find the latest news via our social media pages:



<https://www.facebook.com/bridgnorthendowed>



https://twitter.com/bes_school



Michael Penn, Headteacher

About our Trust



The 3-18 Education Trust is currently made up of five schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

Our Vision:

To ensure every individual is in a great school.

Our Mission:

To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

Our Values:

- Accomplished: to provide high quality education and training for all
- Resilient: to be solution focused and able to intelligently manage challenges
- Compassionate: to show care and understanding towards others

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details. For further information about our schools, please click on the links to their websites below:



<https://www.3-18education.co.uk/schools/bowbrook-primary/>



<https://www.3-18education.co.uk/schools/coleham-school/>



<https://www.3-18education.co.uk/schools/the-priory-school/>



<https://www.3-18education.co.uk/schools/st-martins-school/>



<https://www.3-18education.co.uk/schools/thomas-adams-school/>



<https://www.3-18education.co.uk/schools/william-brookes-school/>

Faculty Information



The Science Department at Bridgnorth Endowed consists of five teachers. We are looking to recruit an enthusiastic and outstanding teacher to join our team.

Mission

In science, our mission is to deliver an engaging curriculum that focuses on development of both science knowledge and practical skills. Our curriculum will enable students to learn within a clear and progressive framework, develop new skills through a variety of interesting contexts, develop a rich and deep science subject knowledge and understand what they are doing well and how they need to improve.

We are committed to raising standards of achievement and promoting a lifelong culture of learning through an education in science. These crucial aspects of our teaching will provide the knowledge and skills required for high achievement at GCSE. We also strive to build engagement with STEM and to raise levels of science capital amongst young people, through discussion of careers and linking lessons to real life world issues.

Aims

Our key aim in science is to fully engage all students in order to help them to identify and understand the science in everyday life and the world around them. We seek to provide learners with a variety of transferable skills, gained through our diverse science curriculum, that can be utilised in the workplace across a range of careers.

We endeavour to evaluate and develop our curriculum as an ongoing process, to ensure that the knowledge and skills of students are developed in a logical and incremental way, which is vital for a thorough understanding of complex scientific concepts.

We seek to inspire, engage and support young people in their science education, including supporting students to understand the careers possibilities within and from STEM subjects.



Job Description



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Title of Post	Teacher of Science
Post Status	1.0 FTE, Permanent
Salary/TLR/ Allowance	MPS (Suitable for ECTs)
Reporting to	Head of Science
Responsible for	N/A

Main Purpose

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students in a designated curriculum area.
- To monitor and support the overall progress and development of students as a teacher and tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Duties & Responsibilities

Core Duties

- To assist in the development of appropriate syllabi, resources, schemes of learning and teaching strategies in the curriculum area and faculty.
- To contribute to the school's and department's development plan and its implementation.
- To plan and prepare medium- and short-term programmes of learning.
- To contribute to the whole school's planning activities.
- To assist the Head of Faculty to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
- To assist in the process of curriculum development and change to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's aims and objectives.
- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective and efficient deployment of classroom support.

- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To apply the Behaviour Management systems so that effective learning can take place.
- To adhere to the teacher standards and school's code of conduct.
- To fulfil the professional responsibilities outlined in the current School Teachers' Pay and Conditions Document.

Teaching

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, and to contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching / learning experience of students.
- To undertake a designated programme of teaching and learning.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To implement the schools' behaviour and rewards policies / programme.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written / verbal and diagnostic feedback as required.

Quality Assurance

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To seek and implement modification and improvement when required.
- To review from time to time methods of teaching and programmes of learning.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for reports, progress checks, exam entries, registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings etc. and liaison events.
- To contribute to the development of effective subject links with external agencies.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Head of Faculty to identify resource needs and to contribute to the efficient and effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students.

Other Specific Duties

- To play a full part in the life of the school community and to support its policies and ethos.
- To promote actively whole school policies.
- To continue professional development as agreed.
- To comply with all school policies including Safeguarding and Child Protection and Health & Safety undertaking risk assessments as appropriate.
- Whilst every effort has been made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.
- The job description is current at the date issued, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in job commensurate with the grade and job title.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified within this job description.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Professional development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school

Other Responsibilities

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the School and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review, in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Person Specification

Criteria	Essential	Desirable
Qualifications	• Relevant degree • QTS • Evidence of personal and professional development	• Higher level or postgraduate qualification
Work or relevant experience	• Be or have to the potential to be an outstanding classroom practitioner • Monitoring standards – acknowledge excellence and challenge poor performance • Setting and achieving ambitious goals and challenging targets • An up to date knowledge of ICT and its use within the classroom. • Proven track record of ensuring high attainment and progress scores with students • An outstanding form or house tutor • Successful engagement in trainee teacher target setting or performance management process	• Participation in whole school initiatives • Experience of successfully running extra-curricular activities e.g. STEM clubs • Specialist teaching ability at KS3 and 4 but ability to teach outside of specialist field too.
Knowledge and understanding	• Knowledge of the characteristics of good and outstanding teaching and learning • Understanding and commitment to safeguarding procedures • High expectations of students and the ability to ensure that all students needs are met • Understanding of a broad range of current relevant education issues/initiatives	• Knowledge of successful intervention strategies • Extensive curriculum knowledge • Experience of planning, implementing and evaluating successful strategies for school improvement with regard to the [subject] curriculum. • Experience in a range of different contexts

Skills and Abilities (relevant to post)	• Sufficiently fluent in spoken English to ensure effective performance in the role • Ability to interpret and analyse class data to track and monitor student performance. • The ability to build positive relationships with colleagues, students and parents	
Personal Qualities	• Enthusiastic and passionate about specialist subject • Sets high standards for themselves and their students including safety • Is able to motivate and encourage students of all abilities • Is able to work collaboratively as part of a team • Is able to organise and meet deadlines • Is able to work under pressure • Has ambition • Has the capacity to evaluate their own performance and strive for excellence • Ability to research, disseminate and deliver innovative approaches to teaching and learning across specialist subject.	
Special Conditions	• Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check.	

Additional Information about Bridgnorth Endowed School



Believe – Endeavour - Succeed

Founded in 1503, Bridgnorth Endowed School has a rich and long history in education.

Today, it is a vibrant, non-selective, co-educational secondary school that offers great facilities, high quality teaching and an exciting choice of extra-curricular activities.

The school benefits from a thirty-acre campus and its own on-site leisure centre with all the convenience of a town centre location.

What We Offer

In addition to exclusive access to a reward and discount scheme, comprehensive induction, commitment to your ongoing training and career progression, paid for enhanced DBS, we also offer:

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contribution)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)
- Collaborative working culture and professional development opportunities across our Trust schools

The Appointment Process

An application form is available to download from the school website:

<https://www.bridgnorthendowed.co.uk/information/job-vacancies>

Please send completed applications to: vdober@bridgnorthendowed.co.uk

Interviews will be offered to those applicants who best demonstrate how skills, abilities and experience match the person specification, taking into consideration the job description.

Closing date for applications: 12.00 noon, Friday, 19 May 2023

Interviews will take place week commencing Monday, 22 May 2023

Please note:

- It is essential that all elements of the application form are completed in full.
- We do not accept CV's in support of an application.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website <https://www.bridgnorthendowed.co.uk/about-us/policies>