



Teacher of Science at Ratton School



SOUTH DOWNS
— LEARNING TRUST —

APPLICANT INFORMATION PACK CONTENTS

INFORMATION FOR PROSPECTIVE CANDIDATES

- Terms of employment
- Deadline and interview dates
- How to apply
- Further information

WELCOME LETTER FROM THE HEADTEACHER AND EXECUTIVE HEADTEACHER

OUR VISION AND ETHOS

CULTURAL FIT STATEMENT

JOB DESCRIPTION

PERSON SPECIFICATION

EXPLANATORY NOTES

LIVING AND WORKING IN EASTBOURNE AND THE SOUTH EAST

INFORMATION FOR PROSPECTIVE APPLICANTS

Terms of Employment

Grade: TMS/UPS
Hours: Full time
Contract: Permanent

Deadline and Interview Dates

Closing Date: 9.00am on Monday 17th April

Interviews: Thursday 20th April

Early application is encouraged as we reserve the right to consider applications on receipt and to appoint before the deadline.

How to Apply

If you would like to apply for this post please use the application form available at [Vacancies | Ratton School](#) which should be emailed to Lorraine Barrow, Trust Executive Assistant, at lbarrow@ratton.co.uk by the closing date. Please remember your supporting statement should set out how your experience to date fulfils the criteria set out in the person specification for this post.

Further Information

If you require any additional information or have any questions, please contact Jay Chaundy, SAHT, at jchaundy@ratton.co.uk

WELCOME LETTER FROM THE HEADTEACHER AND EXECUTIVE HEADTEACHER

Dear Applicant,

Thank you for your interest in Ratton School and for considering us as your next career move. We hope our application pack is clear and informative and gives you a sense of our high aspirations for all our students.

Ratton School became a converter academy on 1st of August 2012 and joined with Ocklynge Junior School on the 1st of December 2017 to form the South Downs Learning Trust. The aim of our trust is to provide an outstanding educational experience for all students in our schools. We want both schools to retain their own identity whilst working together to support the learning of everyone in the Trust community.

Our aim is to develop a sustainable and exciting educational experience that places our students at the centre of all that we do.

We are looking for an imaginative and skilled Teacher of Science who is committed to our vision and virtues and driven by the desire to improve the life chances of young people. We are passionate about delivering high quality education to every student through challenging and stimulating teaching and learning. We encourage the development of an enquiring mind and the ability to become an independent learner and are eager to promote awareness, knowledge and understanding of Science both in and beyond the classroom setting. An excellent knowledge and understanding of the subject is essential as is a passion for Science. You must possess the skills and determination to make a significant difference to the lives of our students with a relentless drive to ensure they gain the best possible outcomes.

Applications are invited from both newly qualified and experienced professionals.

You will be joining an ambitious and highly supportive organisation which offers:

- An excellent induction programme for teachers joining the school.
- A strong commitment to professional development and putting staff first, which will improve your leadership skills, develop your understanding of whole school issues, and prepare you for the next stage in your career.
- Motivated, enthusiastic and well-behaved learners who respond very well to active and engaging teaching and work well independently.
- A strong team ethos across the department and whole school.

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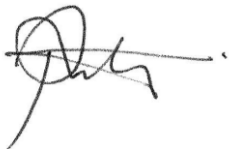
To help you learn more about our school and this role please see the job description and person specification in the job pack. The person specification contains the criteria that the selection panel will use in the selection process, and they will be particularly interested in the unique qualities that you possess.

We offer an incentive package which includes:

- A comprehensive induction programme for new staff to the academy.
- On-going investment into your career development through appropriate CPD.

- Support and mentoring by a strong Senior Leadership Team and other experienced leaders.
- Access to the Bike 2 Work scheme allowing up to 42% discount on the cost of bikes and equipment.
- Full use of an employee assistance programme supporting wellbeing.
- Free breakfast of bagel/cereal/porridge/tea/orange juice.
- Staffroom with complimentary tea and coffee.
- Subsidised membership of Benenden Healthcare (affordable alternative to private health insurance).
- On-site parking.
- Free Breakfast Club/After School Club place for staff children at Ocklynge Junior School.
- Envious setting and extensive grounds.

We look forward to receiving your application and hearing why you believe you have the passion, commitment and talent to join the South Downs Learning Trust.



Paul Murphy
Executive Headteacher



Gavin Peevers
Headteacher

OUR VISION AND ETHOS

Our Trust aims to providing an outstanding educational experience for all students and children with both schools retaining their own unique identity and working closely together to help develop a sustainable and exciting educational experience that places our students and children at the centre of all that we do.

Weblink for Ratton School: www.ratton.co.uk

To see the school in action: <https://www.youtube.com/watch?v=Xskyb2JIR-0>



The vision of 'achieving excellence' is underpinned by six virtues:

Compassion – Showing kindness and caring for other people and the environment.

Respect – Acting with respect to others both in and out of school. Valuing diversity and avoiding discriminatory language.

Creativity – Being curious about the world, solving problems and asking thoughtful questions.

Teamwork - Achieving together by working as part of a team. Understanding that we all have to do our fair share and get along with different people.

Effort - Putting effort into all aspects of school life. Demonstrating resilience when faced with a challenge.

Responsibility - Taking responsibility by being in the right place, at the right time, doing the right thing.

Based on this vision and these virtues we tirelessly strive to ensure that:

- Students are happy and confident.
- Students develop their potential.
- We provide for students' wellbeing.
- Teaching is outstanding.
- There is a powerful community spirit and bullying is prevented.
- Communication between school and home is excellent.
- Discipline and values are strong.

RATTON SCHOOL CULTURAL FIT STATEMENT

Compassion

- We believe that you cannot just wish staff and students to be better you must create the conditions for them to grow.
- We believe that you should show kindness and caring for other people and the environment.

Respect

- We believe that putting staff first is the best way to serve the needs of students.
- We believe you should act with respect to others both in and out of school.

Creativity

- We believe an evidence-informed approach to teaching and learning helps us identify what works best in the classroom.
- We welcome diverse ideas to problem solving.

Teamwork

- We believe in a culture of the possible, where we can all make progress beyond what anyone, including ourselves, could have imagined.
- We believe we can achieve together by working as part of a team.

Effort

- We believe hard work is the key to success for staff and students.
- We believe you should put effort into all aspects of school life. Demonstrating resilience when faced with a challenge.

Responsibility

- We believe that we all have a professional obligation to improve.
- We believe basic literacy and numeracy are essential to students making good progress.

TEACHER OF SCIENCE – JOB DESCRIPTION

Main Purpose

To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Headteacher. To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has students who achieve well.

Main Tasks

Ensure that students achieve outstanding progress through:

Planning, Teaching and Class Management

- identifying clear teaching objectives and specifying how they will be taught and assessed;
- setting tasks which challenge students and ensure high levels of interest;
- setting appropriate and demanding expectations;
- setting clear targets, building on prior attainment;
- be aware of and make provision for students who have SEND, very able, LAC, disadvantaged or who have other particular individual needs;
- providing clear structures for lessons maintaining pace, motivation and challenge;
- making effective use of assessment and ensure coverage of programmes of study;
- ensuring effective teaching and best use of available time;
- maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;
- ensuring students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- evaluating own teaching critically to improve effectiveness;
- ensuring the effective and efficient deployment of classroom support;
- liaise with the Subject Leader to ensure the implementation of department policy and best practice;
- using a variety of teaching methods to:
 - match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 - ii. use effective questioning, listen carefully to students, give attention to errors and misconceptions
 - iii. select appropriate learning resources and develop study skills through library, ICT and other sources.

Monitoring, Assessment, Recording, Reporting

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor students' work and set targets for progress;
- assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving;
- undertake assessment of students as requested by examination bodies, departmental and school procedures;

- prepare and present informative reports to parents;
- undertake assessment of students and participate in the school's system reporting to parents.

Pastoral Duties

- be a Form Tutor to an assigned group of students;
- promote the general progress and well-being of individual students and of the Form Tutor Group as a whole;
- liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system;
- register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life;
- contribute to the preparation of Action Plans and progress files and other reports;
- alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;
- communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff;
- contribute to PSHE and citizenship and careers education according to school policy.

Other Professional Requirements

- have a working knowledge of teachers' professional duties and legal liabilities in line with the Teachers' Standards;
- operate at all times within the stated policies and practices of the school;
- know subject(s) or specialism(s) to enable effective teaching;
- take account of wider curriculum developments;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- endeavour to give every child the opportunity to reach their potential and meet high expectations;
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students;
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school;
- take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and events with partner schools;
- take responsibility for own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

TEACHER OF SCIENCE – PERSON SPECIFICATION

Qualities		This could be evidenced by:			
		Application	Interview/ Selection Process	Reference	Post Offer Check
Appropriate qualifications for teaching in a secondary school					
1	Graduate (or equivalent)	✓			✓
2	QTS	✓			✓
Appropriate knowledge and experience					
3	Exemplary subject knowledge	✓	✓	✓	
4	An understanding of the national developments in the teaching of your subject	✓	✓	✓	
Skills and attributes necessary to be a successful teacher					
5	Evidence of being an outstanding teacher or the potential to be	✓	✓	✓	
6	Understanding of how to assess progress in students' work and in their books	✓	✓	✓	
7	Ability to assess the needs of students and to maintain appropriate records to enable high levels of student achievement	✓	✓	✓	
8	Understand the importance of safeguarding	✓	✓	✓	✓
9	Highly developed classroom management skills		✓	✓	
10	Ability to work closely with colleagues and contribute to the work of the teams in your subject	✓	✓	✓	
11	Ability to relate to and communicate with parents/carers		✓	✓	
Personal qualities necessary to make a positive difference to the life of young people					
12	Enthusiasm for the subject	✓	✓	✓	
13	Ability to be flexible and work under pressure	✓	✓	✓	
14	Being well organised	✓	✓	✓	
15	Desire and potential for further professional development	✓	✓	✓	

EXPLANATORY NOTES

Application Procedure

- 1) Read carefully all the information about this post.
- 2) Complete the application form as fully as possible. You must use the school application form. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet.
- 3) In section 'details in support of your application' please tell us:
 - a) Why you are applying for this post.
 - b) How your experience, skills, training and/or qualifications equip you for this position and specifically how you meet the person specification and requirements of the job description.

Early application is encouraged as we reserve the right to consider applications on receipt and to appoint before the deadline.

Appointment Process

- 1) Suitable applicants will be shortlisted for an interview.
- 2) If you are successful, you will receive an email inviting you to attend an interview. It is therefore important that you give us your email address.

Pre- Employment Checks

The successful applicant will be required to:

- 1) Provide details of two referees who know you in a professional capacity, one of whom must be your current or most recent employer (for teaching staff this includes the Headteacher or mentor at your placement if you are still training). It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory.
- 2) Provide proof of all relevant qualifications (GCSEs and A levels or equivalent), degree and teaching qualifications.
- 3) Provide proof of eligibility to work in the UK.
- 4) Undertake an Enhanced Disclosure and Barring Service check and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.
- 5) Complete a Health Declaration form

Conditions of Service

Employment is subject to a number of pre-employment checking procedures – these are given above.

For teaching staff, this post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply.

The job description may not necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

Salary

Teachers, whether full or part time, will automatically be a member of the Teachers' Pension Scheme unless they elect to opt out.

Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position. The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour, which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

The School is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

LIVING AND WORKING IN EASTBOURNE AND THE SOUTH EAST

With 150 kilometres of coastline and acres of countryside, there are thousands of things to do in East Sussex, whether you're a thrill-seeker, a shopaholic, a nature lover or a foodie - and since you're never far from London, the capital's delights can play a part very easily.

The South East is one of the most desirable places to live in the UK and is home to a number of vast National Parks, including the New Forest, a 500 square kilometre forest where wild ponies roam, the South Downs, the Seven Sisters Country Park and the Ashdown Forest. 300 kilometres of beautiful coastline run from Southampton all the way round to North Kent, varying from buzzing Brighton to sleepy fishing ports, via the striking snow-



white chalky cliffs of the Isle of Wight and Dover with Eastbourne being a very good base to explore the wider region. Find out more about it [here](#). Eastbourne is steeped in Food and Nutrition while recent investments (and more regeneration on the way) gives the place a gleaming modern charm. As such, the ever-popular seaside town is rich in affordable housing options, top local amenities, and reliable transport connections. Bursting with local colour and serene seaside views, it is nestled between the vibrant city of Brighton and the historic town of Hastings and is a great place to live, ranking number 20 on the happiest place to live in the South East in 2019. It is just an hour and a half to the centre of London by train and is great for those wanting to

have the amenities, employment and culture of London on their doorstep, but who equally want to escape the hustle and bustle and enjoy the fresh air and space of the countryside.



From high street stores, markets and independent shops you will be sure to find what you need and then some. At its centre, the



town is bursting with high street classics and is jam-packed with independent businesses dotted around the town, offering

a wide range of shops and services including various fashion boutiques, delicatessens, florists, butchers, bakers, interiors and kitchen shops, barbers and hairdressers, gyms and even a couple of country and farm markets. Eastbourne boasts great recreation potential: at the town's borders is plenty of countryside that's ideal for relaxing strolls. If you are an avid hiker, head to the white cliff trail for a very serene and beautiful hike across the South Downs Way with hilltop views of Beachy Head Lighthouse. Take a trip down memory lane by visiting Eastbourne Pier.

This seaside pleasure palace was built in the Victorian era and embodies the spirit of that age.

If piers aren't your thing, you can enjoy an impressive show at Eastbourne Bandstand. This landmark has a sea-blue terracotta tiled roof and plays host to some of Europe's best tribute acts. Every year, the Eastbourne calendar tends to get bigger and better and includes such events as the Aegon International women's tennis at Devonshire Park and the Eastbourne Airshow (held on the seafront), which is free to attend and includes a live music stage and fireworks display.

Eastbourne is also a centre for culture, with the town's local theatres playing host to some of the UK's top talent as well as food festivals, music events and seaside people-watching - it makes for a great day out.

Top 10 things to do in Sussex

- [Drusillas Park Zoo](#), Alfriston
- [Royal Pavilion](#), Brighton
- [British Airways i360](#), Brighton
- [Harbour Park](#), Littlehampton
- [1066 Battle Abbey and Battlefield](#), Battle
- [Rathfinny Wine Estate](#), Polegate
- [Fishers Adventure Farm Park](#), Billingshurst
- [Borde Hill Garden](#), Haywards Heath
- [Herstmonceux Castle & The Observatory Performing Arts \(Dance and Drama\) Centre](#), Hailsham

Sources: Keytek, Great British Life, Zoopla, visitsoutheastengland, Yopa, World Guides 1

