

# Briefing Pack for Applicants Teacher of Science



STOCKSBRIDGE  
HIGH SCHOOL

— This is Just the Start —

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

**The school will undertake stringent and rigorous checks of identity and qualifications to ensure that we maintain the very highest standards of child protection for our students.**



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**May we take this opportunity to thank you in anticipation of your application. If, however, you have not heard from us by the proposed date for the interview you should assume that on this occasion your application has not been successful. In that event we wish you every success in any future applications you make.**

## Section 1: Post Advertisement

**Post:** Teacher of Science  
**Location:** Stocksbridge High School  
**Pay scale:** Teachers Main/Upper Pay Range (MPR/UPR)  
**Contract:** Permanent, Full time  
**Start date:** Easter 2025

**Suitable for NQTs: Yes**

Minerva Learning Trust is an expanding Sheffield based multi-academy Trust with a vision of providing outstanding education for all the students within our schools. The Trust is passionate that all students should see their time at school as happy and fulfilling with their potential developed to the utmost. Stocksbridge High School is an ambitious and inclusive 11 to 16 comprehensive school firmly rooted in our local community. We are open, friendly and welcoming with great students and a dedicated staff. Stocksbridge High School is part of Minerva Learning Trust and together we have a vision of providing outstanding education for all the students within our schools.

The successful candidate will be expected to teach all sciences across KS3 and KS4. You should be committed to student progress, be passionate about teaching and learning and have the ability to inspire young learners with innovation, challenge and engagement. You will be joining a dedicated, hard-working and enthusiastic Science team who are committed to working together to produce resources, share innovative ideas and approaches to the teaching of science.

**The closing date is 9am on Thursday 06 February 2025 and interviews will take place week commencing 10 February 2025.**

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment, further information can be found in our child protection and safeguarding policy on our statutory information page on our website Statutory Information - Minerva Learning Trust. The successful candidate will be required to complete an Enhanced Disclosure and Barring Service (DBS) check. In line with KCSIE, the trust/school will be carrying out online searches on shortlisted candidates as part of their due diligence.

Further information is available by contacting Hannah Taylor- Headteachers PA, via email- [htaylor@stocksbridge-mlt.co.uk](mailto:htaylor@stocksbridge-mlt.co.uk).

The application form and information pack are available on Minerva Learning Trust website [www.minervalearningtrust/vacancies](http://www.minervalearningtrust/vacancies) **Please ensure that you do not fill in a Sheffield City Council application form in respect of this vacancy as your application may not be considered. CV's are not accepted.**

## Section 2: Letter from the Chief Executive – Bev Matthews

Dear Candidate,

Thank you for your interest in this role within Minerva Learning Trust. Minerva Learning Trust was established in October 2014 with the vision of providing outstanding education for pupils who are from a wide variety of backgrounds across the city of Sheffield. During 2017-18 the Trust expanded and brought together four secondary schools across Sheffield to create a new partnership of schools which supports the education of over 5000 pupils. In September 2020, Chapelton Academy joined the Trust and enhanced the post-16 provision within the Trust in the north of the city and in September 2021, we were delighted that Woodthorpe Community Primary School became the first primary school to join the Trust. We resolutely believe that we are stronger together and that each school within the MAT has individual strengths and we celebrate the diverse and unique qualities of each particular school.

As a Trust our mission, vision and values are central to our work and are the driving force behind all that we do. Our vision of Outstanding Together, Working Together and Learning Together is underpinned by our core values of Inclusion, Independence, Respect and Success. Through our values we foster an ethos of collegiality, we ensure inclusion is at the heart of all we do and we work hard to ensure that every child succeeds, no matter what their background or circumstance.

We recognise that the commitment and care shown by all our staff is fundamental to the success of our young people. As such, we work hard to ensure that staff are supported, encouraged, developed, respected and listened to within an enjoyable and rewarding working environment. Our culture is one of professional trust, respect, honesty and integrity and we want our staff and students to work and learn within an environment that enables them to flourish and to work at their best.

The professional development of staff, including opportunities for research, is a key priority of Minerva Learning Trust. As such, we seek to enrich employee capability and maximise the strength and contribution of each individual who works with us. The Trust believes in investing in the learning and development of its employees through a range of opportunities which are aligned to the needs of the organisation and its young people.

This is an exciting opportunity to join the Trust. If you choose to apply you will be choosing to work alongside a team of dedicated professionals who passionately believe in the power of education to change the life chances of young people.

If you believe you have the experience, skills and ambition to support our aims and contribute to the delivery of the very best for our pupils then we look forward to receiving your application.



Bev Matthews  
**Chief Executive Officer**

## Section 3: Letter from the Headteacher

Dear Candidate,

I am delighted that you are considering making an application for this position at Stocksbridge High School. We are an ambitious and inclusive 11 to 16 comprehensive school firmly rooted in our local community. You will find us to be open, friendly and welcoming with great students and a dedicated staff.

Every one of the young people we serve is entitled to thrive at school so that they may leave skilled, qualified and confident to make a success of their next steps in life. This is achieved through high quality leadership, teaching and support from our staff so that all students learn and progress well. Working at Stocksbridge High School means that you will always hold young people in high regard and have nothing but the highest of expectations for their learning, conduct and aspiration. This is reflected in our core vision of 'Believe, Achieve, Succeed' and felt by our values of:

- Be Positive
- Be Kind
- Be Confident
- Be Reflective

We are here to make a difference to the young people and families of Stocksbridge and we aim to be recognised as outstanding in this endeavour. It is an exciting time to join our school and if you share that ambition and determination, I look forward to receiving your application.



Ben Gilder  
**Headteacher**

## Section 4: About Stocksbridge High School

...THIS IS JUST THE START...



### Our Mission, Vision and Values

#### Our Mission:

All pupils have the opportunity to grow academically, socially, morally and spiritually to ensure that when they leave our care every door to a potential future remains firmly open.

#### Our Vision:

Our vision is based upon our core principles of **'Believe, Achieve, Succeed'**

#### Believe

We generate **belief** in students through personal development, raising aspirations and self-respect, and encouraging all students to pursue their dreams.

#### Achieve

We have a relentless and unapologetic focus on the outcomes of students to ensure that they **achieve** their dreams.

#### Succeed

We recognise and celebrate **success** for students on a daily basis with a positive learning culture.

#### Our Values:

#### Be Positive

We smile, we accept compliments, we are polite, and we are respectful

#### Be Kind

We are caring, we show empathy, we have good manners, and we are considerate

#### Be Confident

We develop our self-esteem, we show resilience, we are ambitious, and we set high standards for ourselves

#### Be Reflective

We learn from our mistakes, we identify our targets, we always look to improve, and we celebrate our successes

#### Our Beliefs:

We drive our Mission through the school by believing in the pupils, staff and community to work together. To do this we:

- Develop **belief** from the community by engaging key stakeholders in every aspect of school life and working together to create a world-class learning environment for their children.
- **Believe** in the staff we have to develop professionally and encourage a culture of succession and personal aspiration.
- **Believe** in a solutions-focussed continuous improvement cycle to drive change and raise standards.

## Our Mission, Vision and Values

Leaders at SHS	All Staff at SHS	Parents at SHS	Pupils at SHS
<ul style="list-style-type: none"> <li>• Lead with a <b>positive</b> approach</li> <li>• Are solutions focussed</li> <li>• Are highly visible</li> <li>• Are highly active and act quickly to resolve issues</li> <li>• Model expectations and never ignore problems</li> <li>• Are <b>reflective</b>, support and develop colleagues within our teams</li> <li>• Have high expectations of all stakeholders</li> <li>• Are accountable and <b>confident</b> to hold others to account</li> <li>• Are <b>kind</b> and mindful of well-being, physical and mental health</li> <li>• Communicate with clarity in a timely manner</li> <li>• Put the school's vision and values front and foremost</li> </ul>	<ul style="list-style-type: none"> <li>• Have high expectations for all stakeholders and build <b>confidence</b></li> <li>• Are <b>reflective</b> and continually strive for improvement</li> <li>• Look after their own well-being and that of others</li> <li>• Put relationships at the heart of everything they do through <b>kindness</b></li> <li>• Have a relentless focus on outcomes</li> <li>• Uphold standards <b>positively</b> and support the school's drive towards excellence</li> <li>• Use policies and guidance to provide clarity of purpose</li> <li>• Recognise achievements of all stakeholders and celebrate through a culture of success</li> </ul>	<ul style="list-style-type: none"> <li>• Be part of the decision-making process by involving themselves as part of the school community</li> <li>• Support school decisions by <b>reflecting</b> on the rationale and encourage their children to</li> <li>• Understand that pupil success is at the heart of the school's values</li> <li>• Engage with the school and respond <b>positively</b></li> <li>• Be <b>kind</b> to staff that are working hard to do the best for their children</li> <li>• Be <b>confident</b> to approach the school about how we can work more closely together</li> </ul>	<ul style="list-style-type: none"> <li>• Have high expectations of themselves and their peers</li> <li>• <b>Be positive</b> in all that they do</li> <li>• <b>Be kind</b>, compassionate and caring to others</li> <li>• <b>Be confident</b> to make choices even when they might be difficult</li> <li>• <b>Be reflective</b> and consider the impact of our actions on others</li> <li>• Understand that staff are here to help them to be the best version of themselves</li> <li>• Be part of the decision-making process by fully engaging in leadership opportunities</li> <li>• Adhere to the school's policies</li> </ul>



## Our Mission, Vision and Values

### **Believe:**

- Generate **belief** in students through personal development, raising aspirations and self-respect, and encouraging all students to pursue their dreams.
- Develop **belief** from the community by engaging key stakeholders in every aspect of school life and working together to create a world-class learning environment for their children.
- **Believe** in the staff we have to develop professionally through a comprehensive CPD package that takes into account career stage and encourages a culture of succession and personal aspiration.
- **Believe** in a solutions-focused continuous improvement cycle to drive change and raise standards.

### **Achieve:**

- Have a relentless and unapologetic focus on the outcomes of students to ensure that they **achieve** their dreams.
- Improve the life chances of the community by creating a generation of **high achieving** young people that can drive industry and entrepreneurship, both locally and further afield.
- Celebrate staff **achievements** and recognise their contributions through a morally driven and determined staff body.
- Be recognised nationally for our **achievements** in outcomes and our wider enrichment offer.

### **Succeed:**

- Recognise and celebrate **success** for students on a daily basis with a positive learning culture.
- Be an oversubscribed, **successful** school that is the choice of parents both locally and further afield.
- Have **successful** teachers that are driven to improve their own practice and develop their careers.
- Make our vision a reality, then we will have **succeeded**.



## ABOUT US

Stocksbridge High School joined the Trust in December 2017. Our aim is to create and sustain educational excellence for all young people, whilst still developing the whole person, building in them the skills they need to be confident, happy and successful.

Based in a superb new building we are proud to offer a stimulating environment for learning. As a growing school we have a unique opportunity to get to know every child individually, enabling us to develop and support them throughout their time at our school. We are driven as a school to constantly challenge ourselves and to accept the challenge of our parents to improve all that we do.

We want all students to make progress from their individual starting points and achieve outcomes that enable them to move on to the next phase of their education at the highest possible entry point.

To ensure this happens we:

- Are relentlessly positive with all students every day, believing they can and will succeed.
- Work tirelessly to remove barriers to learning for all students so that all students can be successful.
- Deliver high quality (quality first) teaching and learning experiences all day every day.
- Provide opportunities for all students to develop the skills required to be successful beyond their formal education.
- Ensure that students are safe at school.
- Work with students, parents, carers and the community to support our values of respect and tolerance.
- Celebrate the achievements of all students, recognising that achievements are personal to every child.
- Create an environment in which all staff and students' value and enjoy learning.
- Care for and support each other.

Our school is a popular, thriving 11-16 comprehensive. Our greatest asset lies in our people – a wonderful team of enthusiastic students, committed staff and supportive parents and governors. We value the contributions that each person brings. We are passionate about making school life enjoyable and challenging, providing varied opportunities for learning and securing the highest possible levels of achievement for each and every student. We believe our students deserve every opportunity to flourish, not solely in academic pursuits, but emotionally, socially, spiritually and culturally. We seek to ensure that every student develops vital transferable skills for life and work that will allow them to become active, informed and responsible citizens of the 21st century.

We look forward to your application and thank you for your interest in our school.

Further information about the school including access to the full Ofsted Report can be found on our website: [Stocksbridge High School](#)

## Section 5: Job Description



# Minerva Learning Trust Job Description



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

<b>POST TITLE</b>	Teacher of Science
<b>GRADE/SALARY</b>	Teachers Main/Upper Pay Range (MPR/UPR)
<b>HOURS/WEEKS</b>	Full time, Permanent
<b>LOCATION</b>	Stocksbridge High School
<b>RESPONSIBLE TO</b>	Subject Leader/SLT Link
<b>RESPONSIBLE FOR</b>	N/A
<b>PURPOSE OF THE JOB</b>	Teacher of Science
<b>RELEVANT QUALIFICATIONS</b>	QTS/Relevant degree

### **SPECIFIC DUTIES AND RESPONSIBILITIES**

The post-holder, must at all times, carry out his/her duties and responsibilities within the spirit of Minerva Learning Trust and School policies and within the legislative framework applicable to academies.

### **MAIN DUTIES**

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/Form Tutor.
- To facilitate and encourage 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.

## **Staff Development**

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To engage actively in the Performance Management Review process.

## **Teaching & Learning**

- The provision of a full learning experience and support for students.
- To teach groups of students in the school as determined by the curriculum needs of the school.
- To ensure the effective/efficient deployment of classroom support.
- To mark and assess work carried out by students and use the information to inform teaching and learning. To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus. Planning and preparing activities which deliver appropriate challenge to students.
- 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 report on student progress in line with the School Policy by maintaining appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To support the development of cross curricular initiatives with other colleagues and subjects.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students.
- To communicate effectively with the parents of students as appropriate.
- To be a Form Tutor to an assigned group of students. To record the attendance of the tutorial group, monitor absences and punctuality and report concerns to Head of House/Assistant Headteacher where appropriate.
- To support pupil progress by utilising data contained in the tracking system.
- Participate in meetings within the agreed 1265 time budget at a level commensurate with the post.
- To comply with the schools Health and Safety Policy and undertake risk assessments as appropriate.
- Any other reasonable duties commensurate with the post e.g. Preparing information for Quality Assurance and Inspection.

This Job Description will be reviewed on an annual basis as part of the Performance Management cycle. It may also be reviewed outside of this cycle at the request of either post holder or the Head teacher.

To support the Post holder in the fulfilment of the terms of this job description, High Storrs School undertakes to provide, within the limitations of available resources

- A full and appropriate induction programme.

- Ongoing professional development opportunities, as identified within the context of the improvement plan and the performance management process.
- Personal and professional support as appropriate.

## **SAFEGUARDING**

- To be aware of and work in accordance with the schools child protection policies and procedures in order to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.

## **OTHER SPECIFIC DUTIES**

- To play a full part in the life of the school community, to support its mission and ethos and to encourage staff and students to follow this example.
- To actively promote the school and Trust policies.
- To be courteous and provide a welcoming environment.

## **GENERAL**

1. To be aware of, and comply with, Trust and school policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
2. The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher and Local Governing Body.
3. This job description will be kept under review and may be amended via consultation with the individual, Headteacher and Local Governing Body as required. Trade Union representatives will be welcome in any such discussions.

## Section 6: Person Specification



# Minerva Learning Trust Person Specification



**Post title: Teacher of Science**

Minimum Essential Requirements	Method of Assessment
<b>QUALIFICATIONS AND TRAINING</b>	
Qualified Teacher Status	AF
Relevant Degree	AF
Ability to teach at Key stage 3 and 4	AF
Relevant teaching experience as a teacher or trainee	AF
Experience of working in a secondary education environment	AF
Prior experience with online learning environments and associated programmes	AF
<b>KNOWLEDGE AND EXPERIENCE</b>	
Subject experience and evidence of teaching within current school or as a student during teaching practice	AF/I
Experience of teaching across all key stages	AF/I
Knowledge and awareness of good practice in identifying individual needs and providing student support	AF/I
Knowledge of the Key Stage 3 and 4 subject requirements	AF/I
A thorough knowledge and understanding of the subject area	AF/I/A
Knowledge of the requirements of the National Curriculum as applied to the subject area	AF/I/A
Understanding of and experience of applying a range of appropriate assessment techniques	AF/I/A
Experience of delivering good classroom management in secondary education	AF/I
Experience of effectively using ICT in the classroom	AF/I
<b>PROFESSIONAL DEVELOPMENT</b>	
To take part in the school's staff development programme by participating in arrangements for further training and professional development.	I
To engage actively in the Performance Management Review process	I
<b>SKILLS</b>	
Ability to effectively deploy a range of teaching and learning styles to suit the nature of the course content and the ability and attainments of students	AF/I/AA
Capacity to manage the learning environment and student behaviour in a manner, which is conducive to productive learning for all students	AF/I/AA
Excellent interpersonal skills	AF/I
Ability to inspire confidence in and establish excellent relationships with pupils, teachers and parents	AF/I/AA
Excellent written, verbal and IT Skills	AF/I/AA

Ability and commitment to supporting both literacy and numeracy strategies alongside their specialism/s	AF/I
Ability to inspire confidence in and establish excellent relationships with pupils, teachers and parents	AF/I
<b>QUALITIES AND ATTRIBUTES</b>	
Flexible approach to work	AF/I
Has a positive team approach to work	AF/I
Is a role model of best practice to young people and the school community.	AF/I
High expectations of self	AF/I
The ability to act on advice and be open to coaching	AF/I
The ability to motivate others	AF/I
The ability to remain calm and diffuse situations	AF/I
A commitment to support the Trust and the school's aims, vision and ethos	AF/I
Adaptability and resilience, with the ability to cope with periods of work pressure with good humour and a sense of proportion	AF/I
Energy and commitment to professional responsibilities and to the betterment of all students	AF/I
A willingness to contribute to the wider life of the school.	AF/I
<b>EQUAL OPPORTUNITIES AND SAFEGUARDING</b>	
An understanding of safeguarding issues and promoting the welfare of children and young people.	AF/I
A commitment to safeguarding students.	AF/I
Suitability to work with children.	AF/I
A commitment to equal opportunities.	AF/I
Ability to recognise discrimination and willingness to put Equality Policies into practice.	AF/I

**Key:** AA = Assessed Activity    AF = Application Form    I = Interview    R = Reference

## Section 7: The Appointment Process

These notes are intended to guide you when making an application.

1. The Application Form  
Complete the application form neatly, fully and accurately, including exact dates. The form may be typed or handwritten but if you do write it by hand please make sure that it is legible and that you use black ink. Indicate clearly on the front page the post you are applying for. You are requested to submit a concise application.
2. Education and Training  
State your qualifications and any training you have undertaken relevant to the post.
3. Present Appointment  
Make it clear what your present post is, which establishment you work in and who your employer is.
4. Previous Appointment  
When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, and voluntary work.
5. Referees  
Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.
6. The Supporting Statement/Letter of Application  
The supporting statement or letter is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post. You should take particular care to demonstrate how you meet the person specification included as part of these details. **Please limit your supporting statement to two sides of A4 in size 11 font.**
7. Arrangements for Interview  
Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and some support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website prior to attending the interview.
8. The Interview  
Candidates will be invited to an interview process during which time they will have the opportunity to meet staff and students and see the school at work.
9. Feedback  
Feedback is offered to those candidates who are shortlisted and not recommended for appointment. It is hoped that this information will help you with future applications.
10. Selection for Appointment  
Selection is made conditional upon the successful candidate meeting the Trust's requirements for health, physical capacity and conduct.
11. Arrangements for Applications  
When you have completed your application, the completed form and covering letter should be e-mailed to [htaylor@stocksbridge-mlt.co.uk](mailto:htaylor@stocksbridge-mlt.co.uk) by the closing date.