



## Teacher of Science



## Candidate Information Pack



*"Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school"*

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## Welcome from the Chief Executive Officer

Thank you for your interest in the position of Teacher of Science at Linton Village College, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact [humanresources@lintonvc.org](mailto:humanresources@lintonvc.org)

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin  
Chief Executive Officer



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## Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the absolute best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17<sup>th</sup> school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure.





We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely with other trusts to provide professional qualifications in addition to our own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

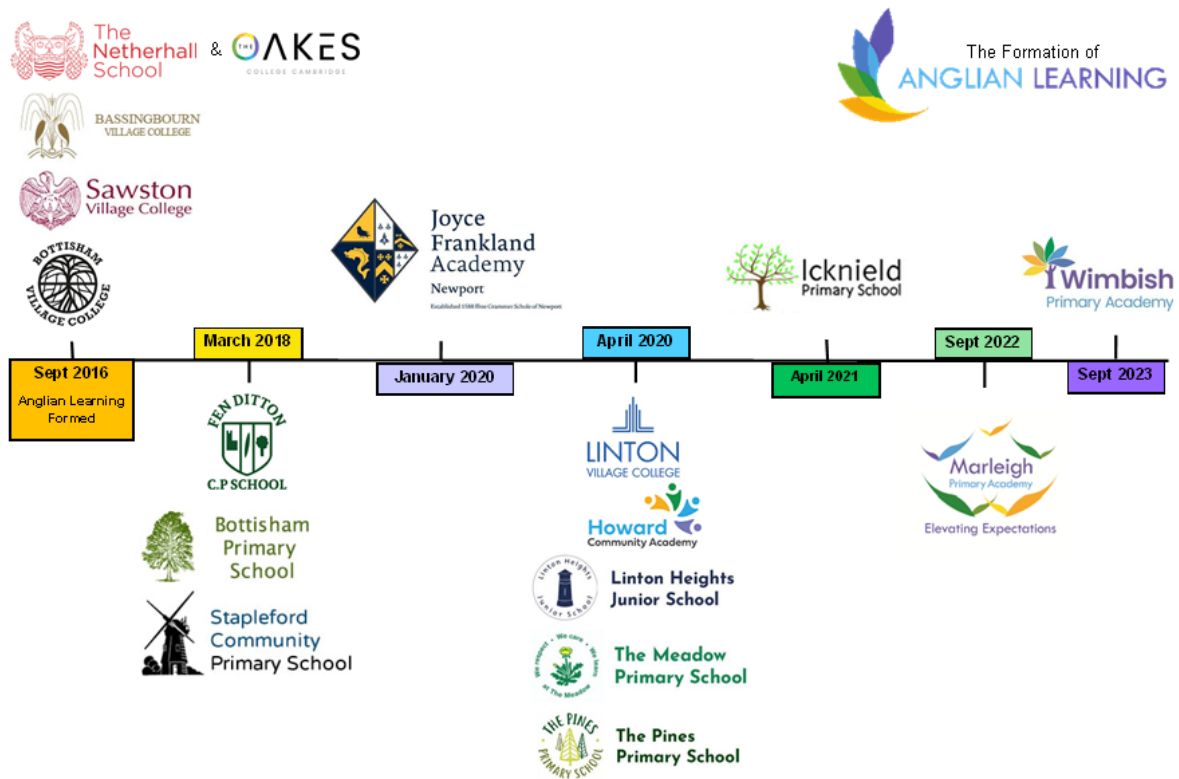
### Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work

Almost all staff who responded to the survey feel part a team within their school and can rely on colleagues for support when needed.

|                                                                                     |                                                                                                                                                               |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <b>Aspiration</b><br>We are ambitious for ourselves and all those in our community to be the best we can be                                                   |
|  | <b>Community</b><br>We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together                          |
|  | <b>Empowerment</b><br>We enable our academies, staff and learners to embrace new ideas and think creatively                                                   |
|  | <b>Inclusivity</b><br>We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds |

**It is an exciting time to join our growing Trust.**



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

## **Linton Village College**

Thank you very much for your interest in this position at Linton Village College. I hope that the information enclosed will encourage you to apply to join our dedicated team of staff and helps you to appreciate what makes Linton Village College a special place to work and learn.

### **College ethos**

We are a relatively small 11-16 comprehensive secondary academy with around 835 students on roll. Our culture is characterised by an inclusive and caring ethos. At Linton Village College everyone is a learner and every learner matters. Opened in 1937 as the third of Cambridgeshire's Village Colleges, the school is still true to Henry Morris' founding vision for cradle to grave learning. We operate a community sports centre and adult education provision in addition to community users.

### **Location and facilities**

Linton Village College is situated on the outskirts of Cambridge. Our students come from a large number of primary schools in South Cambridgeshire and bordering Essex and Suffolk villages, plus the town of Haverhill. There are excellent transport links and we have an expansive campus with lots of green spaces and some fabulous facilities including a beautiful library, science labs, dance studio and excellent sports amenities. Our staff and students also benefit from links with the Granta Special School that is co-situated on our site.

### **School culture**

Having been a pilot school for the Relational Schools research project, we prize the importance of developing strong relationships between all members of the College community. As a close-knit staff, there is collaboration and support across departments. We are people-centred and committed to having reasonable workload expectations of our staff (as showcased by the DfE) and access to high quality professional development. The four Linton Learner attributes are the qualities that we recognise, develop and promote in our students: independence, responsibility, curiosity and care. We have a strong safeguarding culture at the College.

### **Student profile**

As Linton Village College has grown, its student demographic has diversified. Our cohort varies year on year but is typically above national average with a significant proportion of higher-attaining students. Our intake is very comprehensive and in recent years we have attracted more students with acute SEND. The proportion of students eligible for the Pupil Premium is lower than the national average (around 15%). We have relatively few EAL students.

### **Pastoral care**

The care and support on offer to students is a strength at Linton Village College. Each student is a member of a horizontal tutor group within a vertical House. The form tutor plays an integral role in offering pastoral care and supporting educational success. A Support Hub houses the five Heads of Year and a range of other colleagues with specific pastoral expertise including an inclusion and safeguarding team. This team works in partnership with the SEND team in our Henry Morris Centre.



### **Academic success**

Year 11 students at LVC made progress in line with national expectations in 2023.

We're especially proud of progress in Maths, Science and English Baccalaureate subjects. Roughly one in five students achieved a grade higher than expected in Maths (+0.19), nearly half of students achieved a grade higher in the Sciences (+0.43), and one in three students achieved a grade higher than expected (+0.34) in Ebacc subjects (English, mathematics, geography, history, sciences and languages). We are also pleased with outstanding progress in Statistics (+0.84), Drama (+0.83), Music (+0.42) and Modern Foreign Languages (+0.48).

### **Enriching education**

We value the importance of a holistic education. Students at Linton Village College benefit from a wealth of enrichment activities including trips and visits to support the curriculum (particularly in STEM subjects and careers education) in addition to a thriving extra-curricular programme. A 5-day enrichment week in the summer term enables all students to engage in cultural opportunities beyond the classroom – the ambition is for every Year 9 student to experience a residential excursion. There are plentiful lunchtime and after school clubs on offer and we are also proud of our exceptional provision in the Arts.

### **Professional networks**

We joined Anglian Learning Trust on 1<sup>st</sup> April 2020. Membership of this local, community-focused and like-minded group of schools affords us lots of opportunities for professional development and school improvement. Our staff body benefits from accessing training through The Cambridge Teaching Hub and through membership of Whole Education. We also have close links with the University of Cambridge and other teacher training providers as well as our local primary schools.

### **College Improvement priorities**

Our current College improvement strands and leadership priorities focus on achieving consistently high-quality education in these areas:

- Empower all leaders to drive whole school improvement.
- Establish a culture of professional collaboration.
- Embed ambitious, inclusive and enriching teaching and learning and establish effective assessment practices cross the school.
- Ensure that students' behaviour is ready, respectful and safe in and outside of lessons.
- Build community relationships.

It is my ninth year as Principal and it is a privilege to lead the College. However, there is much to be done to ensure that Linton Village College continues to be a vibrant, high-performing and successful school that meets the needs of all of its learners. I hope that you feel inspired to join us and play an integral role in the College's improvements.

Thank you, in anticipation, for the time you will give to your application.

Yours sincerely



Helena Marsh  
Principal

## Teacher of Science

**Hours: Part time**

**Salary: Main Scale/UPS**

**Contract Type: Permanent**

Anglian Learning is a high-performing multi-academy trust responsible for 15 schools in West Suffolk, Cambridgeshire, and Essex, educating over 8,000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

## The Vacancy

This is an exciting opportunity for an enthusiastic and highly skilled Teacher of Science who is a specialist in Physics across the age and ability range at KS3 and KS4 within a high achieving team.

We are seeking to appoint a capable, dynamic and creative individual with excellent subject knowledge and a passion for teaching Science. The appointed candidate will demonstrate excellence in teaching and learning and an ability to engage and inspire students of all ages and attainment levels.

The Science Department at Linton Village College is successful and highly regarded with a reputation for excellent standards of teaching and learning and strong academic outcomes. At Linton, we are committed to educating the whole child and offering a wide range of enrichment opportunities and STEM activities.

We welcome applications from candidates at all stages of their career and are keen to recruit a capable and motivated teacher of Science to contribute to the development of the curriculum and extra-curricular provision.

The role would be suited to an Early Careers Teacher or an experienced candidate. The successful candidate will also play a role in our highly supportive pastoral team as a form tutor. We are interested in your application if you:

- are an excellent classroom practitioner with a passion for your subject;
- have a track record or potential for securing strong academic outcomes;
- are a collaborative, organised and creative teacher;
- are keen to contribute to enrichment opportunities.

*Requests for flexibility in working arrangements/patterns will be considered.*



## Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all Anglian Learning's Sports Centres
- 20% Discount on Adult Education Classes
- Employee Assistance Programme
- Cycle to Work Salary Sacrifice Scheme
- Discounted Eye Care Vouchers
- Annual Flu Jab Vouchers
- A friendly, community environment.
- Access to free parking on site.
- A commitment to supporting healthy staff workload and wellbeing.
- Access to staffroom with free tea and coffee.

## Application

If you would like to arrange a visit to our school please contact Rachel Drennan, HR Officer [humanresources@lintonvc.org](mailto:humanresources@lintonvc.org).

To apply for the vacancy please complete the online application from our website: <https://anglianlearning.org/join-anglian-learning/vacancies/>. Please note that CVs will not be accepted.

**Closing Date:** 09/12/2024

**Interview date:** W/C 09/12/2024

**Start date:** September 2025

***We reserve the right to close this vacancy early if we receive sufficient applications for the role.***

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*Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.*

*This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org)*

*We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.*

*As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be 'business critical'. Do contact us to discuss further.*

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## **The Science Department at Linton Village College**

The Science Department is a highly successful and collaborative team. We are based in a well-equipped suite of seven laboratories and a prep room.

### **Staff**

The Science Department currently has eight committed and enthusiastic teachers, all of whom teach across the age and ability range. They teach general science to Key Stage 3 students and usually their own subject specialism at Key Stage 4. The department is serviced by two exceptional technicians, who support our investigative approach to teaching science.

There is a strong commitment to professional learning for all staff within the department and at any time there are usually a number of student teachers training with us. We also have a great tradition of developing the careers of Early Careers Teachers and more experienced staff.

### **Students**

Our aim is to foster a love for learning within our students through dynamic and engaging teaching by committed, highly skilled experts. As a result, our students have performed extremely well in national examinations. In terms of value added, the department is regularly in the top 10% of all schools. GCSE pass rate at all levels are consistently high for separate and combined sciences. We were very pleased to find this remains true with the return of GCSE exams in 2023 and 2024.

The success of the Science Department is also reflected in the large numbers of students taking triple award at GCSE and in the take up of science courses at Post-16 level.

### **The Curriculum**

Science is taught as an integrated subject in Years 7 and 8, and as separate disciplines in Years 9, 10 and 11. Students are taught in mixed ability learning groups in Year 7, and then in sets for Years 8 – 11.

Key Stage 3 classes are taught for 6 lessons per fortnight. At Key Stage 4 students can opt to take double award, for which they have 10 lessons per fortnight and triple award, for which they have 12 lessons per fortnight. The College teaches the AQA Trilogy specification for all courses.

### **Extra-Curricular Activities**

We are able to take advantage of abundant out-of-school resources available to us being situated near Cambridge University, and with many science-based industries in the local area. We take students on a number of trips, enjoy a rich supply of excellent speakers and are able to provide many enrichment activities, for both staff and students. We also provide a full range of activities during Science Week.

### **The Role of the Form Tutor**

The successful candidate will be required to take on the role of form tutor.

The tutor serves as the first point of contact between the College and home and has an important pastoral responsibility in supporting students to maintain high standards of behaviour and academic achievement. Form tutors are expected to ensure an ordered and organised start to the College day. Tutor time involves the sharing of key messages and expectations, as well providing care and oversight of individuals and their welfare and progress. It's important that effective professional relationships are fostered through a high-quality tutoring experience. Key strands of the PSHE/RSE curriculum are also delivered through tutor time.

## Teacher of Science

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Salary</b>           | Main scale/UPS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Hours</b>            | Part time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Pension</b>          | LGPS is a salary-related, defined benefit scheme and is not affected by stock market changes or performance of investments                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Disclosure Level</b> | Enhanced DBS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Location</b>         | The post holder will be based at Linton Village College                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Responsible to</b>   | Head of Science                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Job Purpose</b>      | <p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.</p> <p>To monitor and support the overall progress and development of students.</p> <p>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</p> <p>To contribute to raising standards of student attainment.</p> <p>To share and support the College's responsibility to provide and monitor opportunities for personal and academic growth.</p> |

## Main Responsibilities

| <b>MAIN DUTIES</b>                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Operational/strategic planning</b> | <p>To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work.</p> <p>To contribute to the curriculum area and department's development plan and its implementation.</p> <p>To plan and prepare courses and lessons.</p> <p>To contribute to the whole school's planning activities.</p> |
| <b>Curriculum provision</b>           | To assist the Head of Department and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives.                                                                                                                                                                                                                                                                                                                    |
| <b>Staffing</b>                       | To take part in the school's staff development programme by participating in arrangements for further training and professional development.                                                                                                                                                                                                                                                                                                                                                       |

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Staff development</b>                    | To continue personal development in the relevant areas including subject knowledge and teaching methods.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Recruitment/<br/>deployment of staff</b> | To engage actively in the appraisal process.<br>To ensure the effective/efficient deployment of classroom support.<br>To work as a member of a designated team and to contribute positively to effective working relations within the College.                                                                                                                                                                                                                                                                                                                                                      |
| <b>Quality assurance</b>                    | To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy.<br>To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures.<br>To seek/implement modification and improvement where required.<br>To review from time to time methods of teaching and programmes of work.<br>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 College. |
| <b>Management information</b>               | To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMS, registers etc.<br>To complete the relevant documentation/online records to assist in the tracking of students.<br>To track student progress and use information to inform teaching and learning.<br>To ensure the security and confidentiality of all such information.                                                                                                                                                                                                                       |
| <b>Communications</b>                       | To communicate effectively with the parents/carers of students as appropriate.<br>Where appropriate, to communicate and co-operate with persons or bodies outside the College.<br>To follow agreed policies for communications in the College.                                                                                                                                                                                                                                                                                                                                                      |
| <b>Marketing and liaison</b>                | To take part in marketing and liaison activities such as open evenings, parents' evenings and liaison events with partner schools.<br>To contribute to the development of effective subject links with external agencies.                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Management of resources</b>              | To contribute to the process of the ordering and allocation of equipment and materials.<br>To assist the Head of Department to identify resource needs and to contribute to the efficient / effective use of physical resources.<br>To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, Department and the students.                                                                                                                                                                                                                 |
| <b>Pastoral care</b>                        | To take responsibility for a group of students whether as form tutor, mentor or co-mentor.<br>To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom.<br>To promote the general progress and well-being of individual students and class groups as a whole.<br>To treat all students with respect.                                                                                                                                                                                                                                                  |
| <b>Teaching</b>                             | To undertake a designated programme of teaching.<br>To ensure a high-quality learning experience for students which meets internal and external quality standards.                                                                                                                                                                                                                                                                                                                                                                                                                                  |

|                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                     | <p>To teach students according to their educational needs, including the setting and marking of work carried out by the students in school and elsewhere.</p> <p>To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</p> <p>To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</p> <p>To ensure that literacy, numeracy and school subject specialisms are reflected in the teaching / learning experience of students.</p> <p>To ensure that students have the opportunity to further their experience of IT within the subject area and to assess their competence and progress with this skill set.</p> <p>To prepare and update subject materials.</p> <p>To use a variety of delivery methods which stimulate learning appropriate to student needs and demands of the syllabus.</p> <p>To maintain discipline in accordance with the College's procedures, and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.</p> <p>To undertake assessment of students as requested by external examination bodies, departmental and College procedures.</p> <p>To mark, grade and give written /verbal and diagnostic feedback as required.</p> <p>To contribute to the development, promotion and active use of the College's learning platform.</p> |
| <p><b>Other specific duties</b></p> | <p>To undertake duties according to the rota and discharge the responsibility proactively.</p> <p>To contribute to good order across the College by responding proactively where there is a cause for concern.</p> <p>To play a full part in the life of the school community.</p> <p>To support its aims and values and to encourage staff and students to follow this example.</p> <p>To promote actively the College's policies.</p> <p>To attend staff briefings and staff meetings.</p> <p>To continue personal development as agreed.</p> <p>To comply with the College's Health and Safety Policy and undertake risk assessments as appropriate.</p> <p>To undertake any other duties as specified in the STP&amp;CD not mentioned in the above.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

*The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or line manager to ensure efficient and effective operation of the College.*

## Person Specification: Teacher of Science

| <b>Education</b>                            | <b>Essential/<br/>Desirable</b> | <b>Application/<br/>Interview/<br/>Reference</b> |
|---------------------------------------------|---------------------------------|--------------------------------------------------|
| Good honours degree in a relevant subject   | E                               | A                                                |
| PGCE or recognised teaching qualification   | E                               | A                                                |
| GCSE grade C or higher in Maths and English | E                               | A                                                |

| <b>Experience</b>                                                                                                                          | <b>Essential/<br/>Desirable</b> | <b>Application/<br/>Interview/<br/>Reference</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------------------------------------------------|
| Recent experience of teaching Science to at least GCSE or equivalent level                                                                 | E                               | A/I/R                                            |
| Experience of teaching other relevant courses                                                                                              | D                               | A/I/R                                            |
| Experience of involvement in extra-curricular activities                                                                                   | D                               | A/I/R                                            |
| Evidence of the successful use of ICT within teaching and learning                                                                         | E                               | I                                                |
| Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders | E                               | I/R                                              |

| <b>Professional Qualities</b>                                                                                                                     | <b>Essential/<br/>Desirable</b> | <b>Application/<br/>Interview/<br/>Reference</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------------------------------------------------|
| An excellent communicator who is able to work effectively with students, parents, colleagues and outside agencies                                 | E                               | A/I/R                                            |
| Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students | E                               | A/I/R                                            |
| Ability to establish productive working relationships and work well in a team                                                                     | E                               | A/I/R                                            |
| Has excellent subject knowledge and is aware of best practice in teaching Biology/Physics, including effective use of AfL and enquiry learning    | E                               | A/I/R                                            |
| An excellent communicator, both orally and in writing                                                                                             | E                               | A/I/R                                            |
| Commitment to the promotion of equal opportunities for all                                                                                        | E                               | I                                                |
| Evidence of a commitment to the safeguarding of all young people                                                                                  | E                               | A/I/R                                            |



| <b>Professional Qualities</b>                                               | <b>Essential/<br/>Desirable</b> | <b>Application/<br/>Interview/<br/>Reference</b> |
|-----------------------------------------------------------------------------|---------------------------------|--------------------------------------------------|
| An awareness of new technologies, their use and impact                      | D                               | I                                                |
| <b>Personal Qualities</b>                                                   | <b>Essential/<br/>Desirable</b> | <b>Application/<br/>Interview/<br/>Reference</b> |
| Enthusiasm, energy and personal dynamism                                    | E                               | A/I/R                                            |
| Approachable, friendly and patient                                          | E                               | I/R                                              |
| Good humour and an ability to maintain perspective                          | E                               | I/R                                              |
| Able to prioritise and meet deadlines                                       | E                               | A/I/R                                            |
| A liking and respect for young people                                       | E                               | I/R                                              |
| Appropriate professional relationship with colleagues, parents and children | E                               | I/R                                              |
| High level of integrity, honesty and fairness                               | E                               | I/R                                              |
| Demonstrate personal enthusiasm for the learning process                    | E                               | I                                                |

| <b>Teaching &amp; Learning</b>                                                                                                | <b>Essential/<br/>Desirable</b> | <b>Application/<br/>Interview/<br/>Reference</b> |
|-------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------------------------------------------------|
| Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent student outcomes                | E                               | I/R                                              |
| Excellent use of enquiry-based strategies in teaching and learning within the classroom                                       | E                               | I                                                |
| A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes | E                               | A/I                                              |

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