



DOWNEND
SCHOOL

TEACHER OF SCIENCE

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



DOWNEND
SCHOOL

Table of Contents

Letter from Headteacher	3
About CSET	4
Role information	5-7
Job Description	8
Person Specification	9
How to apply	10





Thank you for your interest in being a teacher of Science at Downend School. This is an exciting opportunity for you to join the Science team and to be part of the exciting and vibrant wider Downend community, where every member of teaching and support staff play their part. We know just how important a decision this is for you as well as us and we hope this pack and the selection process enables us both to make the right decision.

Downend School is a mixed comprehensive school, located in Downend, South Gloucestershire, which serves years 7 to 13. The school is oversubscribed and has been for a number of years. It is a popular choice for local parents, who choose us as their first choice. Our school population currently totals around 1450 students. Standard year group sizes are 240, although due to popularity we currently have 270 in some year groups, with approximately 180 students in our Sixth Form. The Sixth Form is located in a separate building, within the same site, although Sixth Form Science lessons take place within the Science block.

By all the official ways we measure school success Downend is a successful and stable school. We are an Ofsted 'Good' school and have been for over 10 years and our [most recent report](#) from October 2024 is a lovely reflection of the quality of the education we provide. We are also very proud of our results at Key Stage 4 and 5, which can be found [here](#) and show that our young people achieve highly from a variety of different starting points.

Ofsted and examination results are important ways of measuring success but it may be that, like me, you feel that there are other measurements too. We feel strongly at Downend that education is also about character; about behaviour; about developing attributes and about values. As a community we place a huge amount of importance on supporting our students to become young people of substance with the knowledge and skills to understand and improve the world around them, and the moral substance to do the right thing. In order to do this we use our [PRIDE values](#) to ensure our young people participate, are respectful, embrace their own and others' identities, show determination and strive for excellence and these run through all we do, from [curriculum](#) content through to our [pastoral care system](#).

Downend School prides itself on being an inclusive, happy school for students and staff. We are committed to actively engaging with issues of inequality in all its forms in order to shape our school ethos and culture and ensure all of our students go out into the world and thrive in a multi-cultural and progressive society. We would encourage you to look at our [website](#) in order to understand more about the journey we are on.

With best wishes

Linda Ferris



DOWNEND
SCHOOL

About CSET

Page 04

Downend school is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst Downend retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



CASTLE SCHOOL EDUCATION TRUST

Job Title: Science Teacher

FTE: 1FTE

Working days: Monday, Tuesday, Wednesday, Thursday and Friday

Contract type: Maternity cover

Year groups: Years 7-11

Start date: 03/11/25, although a September start date would be considered.

Join us in Providing a Great Education for Every Child

Downend School is looking for a permanent, part-time Teacher of Science to join our team.

About us

At Downend School we provide a safe, supportive and challenging learning environment that aims to inspire and empower young people to grasp opportunity; to reach their potential and excel; to develop responsibility and integrity and to respect themselves and others.

We have a strong ethos based on our core PRIDE values of participation, respect, identity, determination and excellence. We set standards high and aim to nurture young people who are well equipped to become active and positive members of the school community and to develop the knowledge and skills necessary to succeed in a time of rapid change.

Our curriculum is ambitious and well taught, using [The Downend Lesson](#) to ensure a consistent approach to classroom practice and a shared language for learning. Our classrooms are orderly and disciplined but also vibrant and exciting learning spaces where an intellectual curiosity and a life-long love of learning can be fostered.

We are also proud of the care and support we offer our students. We strongly believe in the value of creating a friendly and caring school community where youngsters feel a sense of belonging and feel valued and respected. Happy and motivated students will flourish and become successful young people. Above all,

We can offer you:

- Confident, well-behaved students and calm and orderly classrooms, backed up with a centralised behaviour system
- Dedicated, friendly colleagues at all levels of the school, who have a huge amount of expertise and a commitment to working in the best interests of our students
- A clear curriculum vision and focus on evidence-based practice
- A strong commitment to CPD and development of all staff, in order to ensure continuous improvement for individuals and the school
- An inclusive ethos and a commitment to diversity, equity and inclusion for both staff, students and families
- A commitment to the health and wellbeing of our staff
- An ECT programme described as “top quality support” leading to “ECTs feeling extremely well-supported at a range of levels” by our Appropriate Body evaluation.
- An excellent benefits package including up to 30% discount with Microsoft and Dell; discounted gym membership; cycle to work scheme and a dedicated counselling service

About the role

You will be joining a Science department that aims to provide students with a varied and stimulating curriculum that encourages students to be inquisitive and independent thinkers. Our aim is not only to help students achieve great outcomes but to spark their interest and engagement so that they have the qualifications and desire to pursue further study in Science at A Level and degree level. For those students who pursue other passions in life we aim to equip them with the scientific literacy to understand and question the references to Science that occur in their daily lives.

The Science department is composed of an experienced team of 14 teachers and 4 technicians. Teachers work in a collaborative way, and as a result we have high standards of Teaching and Learning, subject knowledge and curriculum knowledge within our team. Outcomes in Combined Science and Separate Science at KS4 are strong across all ability ranges and around 60 students choose Separate Science in Years 10 and 11. At KS5, student numbers in each Science are between 10 and 20 students, with one class of each subject in each year in Year 12/13 this year. We offer Biology, Chemistry and Physics in our Sixth Form.

About you

You will be an excellent teacher, commensurate with your experience, with high expectations of all students, including a commitment to the most vulnerable. You will have the subject knowledge, expertise and passion to teach Science to at least KS4, and preferably KS5 level in your specialism.

You will be a team player, understanding that a common approach to certain aspects of school improvement are vital in driving up standards. You will be committed to your own and the school's drive for continuous improvement, whilst also understanding the school's friendly and inclusive ethos. You will therefore be personable and approachable and be able to quickly build effective relationships with students and colleagues in the School and across the Trust.

In order to apply for this role please complete an application form by 9am, 23rd June. Please let us know if you require any adjustments as part of the process.

Please know that depending on the number of applications received we may decide to close the advert early. If you do not hear from us by a week after the closing date then please assume that you have not been shortlisted for an interview. We wish you all the best in your future and ask that you join our E-Teach Talent Pool so as to keep up to date with all of our latest current opportunities.

Safeguarding Statement

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children's workforce and a Children's Barred List check.

Role profile

To support and challenge all students to achieve their full potential and achieve academic success in Science, through exceptional classroom practice. The postholder will be expected to act as a role model to all students upholding the school values, and at all times promoting the safety and welfare of young people in accordance with CSET/School policies and procedures and any associated guidance.

Role Responsibilities

- To teach across Key Stage 3, 4 and preferably 5
- Maintain a thorough and up-to-date subject knowledge and to take account of wider curriculum developments at KS3, 4 and preferably 5
- Plan lessons and sequences of lessons in line with relevant subject curriculum plans.
- Deliver engaging lessons that inspire and enthuse learners, drawing on teaching and learning strategies that are research based, and that meet the needs of all students, including those with specific needs.
- Carrying out formative and summative assessment, giving students clear and constructive feedback in line with the school Assessment Policy and statutory reporting requirements for parents/carers.
- Aim to ensure that students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally and in the school.
- To work with the Science Faculty and with colleagues across the Trust on curriculum development and sharing of best practice.
- Take an active part in the whole school and CSET CPD programme.
- Assume responsibility for a tutor group.
- Actively contribute to the school's extra curricular programmes and to help organise and accompany educational visits as appropriate.
- To implement the school behaviour management policy against the backdrop of the school values, promoting respectful and positive relationships within all members of the school community.
- Safeguard and promote the welfare of all students in the school.



DOWNEND
SCHOOL

Person Specification

- You will be a qualified teacher who has a clear passion for Science and a strong desire and commitment to share this with young people.
- You will have detailed working knowledge of the requirements of the Science National Curriculum, and the skills to translate this into engaging and impactful pedagogy, ensuring deep learning resulting in positive outcomes for all.
- You will be personable and approachable and be able to quickly build effective relationships with students, and colleagues in school and across the Trust.
- You will execute your duties in a professional manner, modelling and setting high standards in all areas of school life, and implementing school and Trust policies with consistency.
- You will be a proactive member of the team, demonstrating initiative and a can-do approach, as well as being agile and able to respond to the changing needs in your environment.
- You will have an up to date knowledge of safeguarding and child protection legislation and implement this in accordance with CSET wide and school policies.





How to apply

COMPLETE

An application form via Eteach, ensuring to complete your full employment history

VISIT

Downend.com for more information about our School, our values, results and much more.

To arrange a school visit please email cset-recruitment@cset.co.uk

CONTACT

cset-recruitment@cset.co.uk if you have any additional questions