

## Teacher of Science

**Salary:** Teacher Pay scales – PT1 (£32850) – EPT3 (£48,050) plus benefits including: Teachers Pension, Health Care Cash Plan, Generous Staff Discount scheme, 3 extra inset days for planning, at least one late start or early finish per fortnight.

We are seeking to appoint a dynamic, enthusiastic and influential Teacher of Science. The successful applicant must have the drive and desire to be consistently outstanding. You will be someone who shares our moral purpose of ensuring that all our young people receive the best education possible in a supportive environment from people who care about them. You will be passionate about your subject and will inspire our students to be so as well.

The successful candidate must:

- Someone who is passionate about Science and who will inspire our students to be.
- Perfected skills in securing outstanding progress and attainment with all groups, particularly at KS3 and KS4.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Evidence of good to outstanding teaching and results.
- Excellent leadership skills and competencies.
- Have a commitment to support our enrichment programme by facilitating co-curricular clubs.

### Rewards and Benefits:

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support**.

More pay...	more time...	and more support
<ul style="list-style-type: none"><li>• We pay an average of 5% above national scales – the best rates of pay in the sector.</li><li>• Cash towards medical treatment.</li><li>• Generous staff discount scheme.</li></ul>	<ul style="list-style-type: none"><li>• Three extra INSET days for planning.</li><li>• At least one personal day a year.</li></ul>	<ul style="list-style-type: none"><li>• Great training for your career.</li><li>• Exceptional curriculum resources.</li><li>• Expert subject advice.</li><li>• Support for your wellbeing.</li></ul>

**Closing Date: 23<sup>rd</sup> October 2024**

### United Learning

The Hyndburn Academy is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum, and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

## JOB DESCRIPTION TEACHER OF SCIENCE

<b>Hours of work:</b>	37.5 hours per week	<b>Contracted weeks:</b>	52 weeks
<b>Supporting work/life balance:</b>	5 Inset days per year, plus an additional 3 planning days, at least one late start or early finish per fortnight.		
<b>Reporting to:</b>	Head of Department	<b>Direct Reports:</b>	None
<b>Remuneration Package:</b> Teacher Pay scales – PT1 (£32850) – EPT3 (£48,050)			
<b>Salary:</b>	Dependent on Experience	<b>Employer Pension contribution:</b>	Teachers' Pension Scheme

### Post:

- **Teacher of Science**

### Role Purpose:

- The education and welfare of a designated group of students in line with the curriculum and school timetable. To support the development of appropriate learning strategies within the subject area.
- To maintain up to date knowledge and understanding of the academies aims, priorities, targets and action plans and their impact on development and improvement.
- To ensure that allocated resources and accommodation are used efficiently to create an effective and stimulating environment to enhance teaching and learning.

### Main Duties and Responsibilities:

- Set challenging teaching and learning objectives which are relevant to all students in their classes.
- Maintain up-to-date knowledge and understanding of the characteristics of high-quality teaching and learning for students of all abilities.
- Maintain an environment that promotes excellent learning opportunities.
- Plan for opportunities for students to learn in and out of school contexts.
- Ensure that course work, class work and homework are completed to the highest standard and implement intervention strategies as required.
- Implement strategies to identify and acknowledge achievement.
- Differentiate teaching to meet the needs of students of all abilities taking into account varying interests, experiences and achievements of boys/girls, cultural and ethnic groups to help them make progress.
- Reinforce positive attitudes towards attendance and punctuality and act when necessary.
- Ensure that student reports and assessments are undertaken in line with Academy protocol and to a set timetable.
- Contribute to Academy wide enrichment programmes.
- To serve as a group tutor and actively engage in monitoring and developing the academic, social and emotional development of designated students in line with Academy policies.
- Support the professional development of own and all colleagues, liaising with Director of Professional Development as appropriate.
- Support the training role of the Academy through the involvement with ECT/ITT/GRTP and other training routes as appropriate in conjunction with senior colleagues.

### Monitoring and Assessment:

- Make use of monitoring and assessment strategies to evaluate students' progress against planned objectives.
- Use monitoring and assessment information to inform planning and teaching.
- Assess students' progress accurately against appropriate levels.
- Record students' progress and achievements systematically, providing evidence of the range of their work progress and attainment over time to inform planning.



## Teaching and Class Management:

As a form tutor:

- Track and monitor attendance of form students, having initial conversations with students whose attendance falls below expected levels.
- Track and monitor progress, achievement, and behaviour of form students.
- Set high expectations for students' behaviour and establish clear guidance for classroom discipline in line with school policy to anticipate and manage students' behaviour constructively and promote self-control and independence.
- Ensure weekly routines and equipment standards are followed and high standards are maintained.
- Engage in activities and events relating to the group e.g. parents' evenings, assemblies, form group and house competitions.
- Promote active and independent learning that enables students to think for themselves and to plan and manage their own learning.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.
- Attend and participate in regular meetings.
- To participate in training, continuous professional development and other learning activities as required.

## General Duties and Responsibilities:

- This job description must be read in conjunction with the overall requirements of responsibilities identified within relevant conditions of service.
- Whilst every effort has been made to identify the main duties and responsibilities, each individual task may not be specifically identified.
- Colleagues will be expected to comply with reasonable requests from their line manager/senior staff to undertake work of a similar level that is not specified within this job description and to observe all Academy policy statements.
- Colleagues are expected to be courteous to other colleagues and provide a welcoming environment to visitors and telephone callers.
- At all times working in line with Academy policy and procedures.
- To attend staff training events as appropriate.
- To take care of own and others health and safety.
- To be aware of the confidential nature of issues relating to home/academy/parent/carer.
- The Academy will endeavour to make reasonable adjustments to the job and working environment to enable access to employment for disabled applicants or continued employment for any employee who develops a disabling condition.

**Rewards and Benefits:**

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This job description is current at the date shown but following consultation may be changed by the Head teacher to reflect or anticipate the changing demands of the post commensurate with the grade and job title.

## PERSON SPECIFICATION

Job Title: Teacher of Science

Characteristic	Essential	Desirable	How assessed
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Teaching Qualification in Science or equivalent.</li> <li>Good Honours Degree or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>Additional qualification or expertise to contribute to Academy enrichment.</li> <li>Ability to contribute to other subject delivery.</li> <li>Commitment to further professional training.</li> </ul>	Application Certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>Demonstrate successful KS3 and KS4 teaching experience in Science</li> <li>Evidence of successful relationships with learners.</li> <li>Ability to communicate effectively with young people and colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to, where appropriate, the implementation of workplace policies and practices and promote collective responsibility for their implementation.</li> </ul>	Application Interview Lesson Observation References
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Ability to teach full range of students at KS3 &amp; 4.</li> <li>Understanding and commitment to the application of new technology as a tool for learning.</li> </ul>	<ul style="list-style-type: none"> <li>Promote collaboration and work effectively as a team member.</li> <li>Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice and providing advice and feedback.</li> </ul>	Application Interview Lesson Observation References
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Good communication and organisational skills.</li> <li>Energy, ambition, and enthusiasm.</li> <li>Commitment to an inclusive ethos with the belief that every student counts.</li> <li>Commitment to making a difference with a positive 'can do' outlook.</li> <li>Ability to lead and work as part of a team.</li> <li>Adaptability and resilience.</li> <li>Commitment to health and safety.</li> <li>Commitment to child protection and safeguarding.</li> </ul>		Interview References
<b>Special Requirements</b>	<ul style="list-style-type: none"> <li>Satisfactory enhanced DBS clearance.</li> <li>Medical clearance.</li> <li>2 satisfactory references.</li> </ul>	<ul style="list-style-type: none"> <li>First Aid certificate</li> </ul>	Onboarding process

The Hyndburn Academy is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The academy is committed to safeguarding and promoting the welfare of children and young people and it expects all staff and volunteers to share this commitment.