



**Bingley  
Grammar  
School**

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# Bingley Grammar School

Teacher of Science

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**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. You will be required to undertake an enhanced DBS check.**

**Please refer to the Bingley Grammar School Child Protection and Safeguarding Policy on our website (About/Policies)**

**Headteacher Mr Luke Weston**

Bingley Grammar School, Keighley Road, Bingley, West Yorkshire, BD16 2RS **Tel:** 01274 807700 **Email:** [school@bingleygrammar.org](mailto:school@bingleygrammar.org)



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# WELCOME FROM THE HEADTEACHER

Dear Candidate

Thank you for your interest in applying for a position at Bingley Grammar School. This is an exciting opportunity to be part of a dedicated team and to make a real difference to the lives of our students. It is our staff who drive the high standards of achievement that our students expect and deserve.

Within this Information Pack you will find;

- School History & Vision
- Staff Benefits Information
- Department Information
- Post details
- Job Description
- Person Specification

If you feel you are ready for the challenge and would like to know more about the school and its activities, please take a look at our website. If you would like to speak with me directly or arrange a visit to the school please do not hesitate to contact school on 01274 807700.

I hope the information provided will assist you in submitting your application but if you require any further information please contact our recruitment team on 01274 807720 or [recruitment@bingleygrammar.org](mailto:recruitment@bingleygrammar.org)

*To apply for the post please complete the relevant application form in full and ensure it is submitted before the closing date advertised. We do not accept CVs but please feel free to attach a copy of your CV to your application form.*

We, as a school, are extremely proud of our diverse community of staff and students and we look forward to you joining our team.

Yours faithfully



Mr Luke Weston  
Headteacher



# SCHOOL HISTORY & VISION

At around 1900 students, Bingley Grammar School is a large and high attaining 11-18 comprehensive, mixed ability and multi-cultural school and understandably that gives the school a great sense of community. All our staff are incredibly hard working and we take pride in knowing our students as individuals. We deliver a constantly evolving broad and rich curriculum along with high quality pastoral support. As a staff we are committed to high quality professional learning and as such we have a two hour CPD session on alternate Mondays as well as many other opportunities such as our programme allowing staff to study for a Master's Degree in Education and a variety of other in-house bespoke courses.

Since its foundation the School has prided itself on its motto of 'passing on the torches of learning', and this is as true today as it was in 1529. We are proud of our past but also focused on the future and aim to provide an education that combines the very best of tradition and innovation.

Constantly developing a culture of excellence is at the heart of everything we do and we do not limit our definition of achievement simply to traditional academic pursuits. We believe in developing well rounded individuals and as a result we make significant investment into the areas of sport and the creative and performing arts.

The Sixth Form at BGS is a thriving one with over 300 students following highly personalised pathways. Virtually all our learners leave us at the end of Y13 to attend their first choice university. We are currently redeveloping our sixth form building to enhance the resources available to our Sixth Form students.

Our vision is simple, we seek to develop the skills, talents and interests of all our students as individuals. No young person learns effectively unless he or she feels safe, secure and happy. Bingley Grammar School is a caring and supportive school and we try to address the individual needs of every student through a comprehensive, flexible pastoral system. As such, we work together to develop self-respect, self-discipline and self-understanding.

We look forward to our future but we value our past and particularly our traditions, believing they provide a solid and stable foundation for the whole school. Our well-established house system at the heart of the school helps to foster a strong sense of belonging.

We, as a school, are extremely proud of all our staff and students and we look forward to you joining our team.



# STAFF BENEFITS INFORMATION

**The school offers all its staff a range of benefits including:**

Appraisal – The opportunities to achieve enhanced increments for outstanding achievement and progress in lessons.

CPD – An extensive programme including the opportunity to apply for Master's Degree in Education and NPQML/NPQSL. The school also closes early on alternate Mondays in order for staff to participate in training much of which is faculty based.

Cycle to Work Scheme – lease a bike and safety equipment as a tax free benefit through our salary sacrifice scheme.

Employer Pension Scheme – Teachers Pension Scheme (Teachers). Local Government Scheme (Support Staff).



## DEPARTMENT OVERVIEW

The Science faculty at Bingley Grammar is made up of 20 teaching staff and 3 specialist technicians spread across 18 well equipped laboratories. As a teacher in our faculty you will have a dedicated laboratory. We are a hardworking and enthusiastic team working within a school that offers many opportunities and is committed to the professional development of all its' staff.

Our vision is to deliver a science curriculum that is accessible and enjoyable whilst delivering the highest possible outcomes for all of our students. To achieve this our teachers are expected to deliver inspirational lessons both within and out of specialism throughout key stage. Teachers work within specialism in key stage 5 and in the majority of key stage 4. We believe in developing our own approach to the delivery of science and are proud of our innovations and the outcomes they have delivered.

We have designed a unique science curriculum that is flexible enough to meet the needs of all our learners. Students follow a spiral learning pathway meaning they review their learning throughout their time at Bingley and revisit key concepts across all the three sciences, developing retention and scientific skills from Year 7 through to Year 11. Our students study OCR Gateway and we offer combined and Separate Sciences from Year 10.

Our aim for key stage 3 is for all of year 7,8 and 9 students to experience engaging, memorable and contextual science lessons where learning is high. All lessons aim to provide students with the key skills they need to become lifelong learners. Our students follow a bespoke scheme which enables them to start accessing the skills for GCSE with a big emphasis on Working Scientifically Skills.

Science is a popular subject in our sixth form with around 60 students opting for Biology, 50 for Chemistry and 30 for Physics. At key stage 5 we offer traditional Physics (OCR A), Chemistry (OCR A), Biology (OCR A). We also offer a popular vocational course with a cohort of 75 students choosing this option.

### **Master Classes**

Throughout the year the department runs a series of Science "Master Classes" for Year 6 students from our local primary schools. The students visit Bingley Grammar School every week and have the opportunity to consolidate practical skills by designing and carrying out investigations. We have received great feedback from students and primary schools who feel that these sessions give students a real taste of Science at secondary school.

### **Extra - Curricular**

There is a weekly science club for Key Stage 3, we have also run a gardening club with the support of RHS and the technicians run a number of soap making activities throughout the year for students

### **Science Week**

Science week is well celebrated at Bingley we give students the opportunity to take part in a wide variety of exciting and fun activities, including: a Scientist's Treasure Hunt, a visit to the Big Bang Exhibition, a STEM visit to Leeds University, many after school demonstration activities and visiting speakers. As a department we are incredibly passionate about practical work and this underpins many of Schemes of Learning.

Our department is lively, vibrant and very supportive. There with many opportunities to further develop the learning of our students and also our own professional development.

# POST DETAILS

## **Teacher of Science Permanent role/Full time Commencing September 2023 – Earlier start available**

**We are offering a one-off recruitment incentive of £2000 to the successful candidate.**

We wish to appoint an enthusiastic and dedicated Teacher of Science with the ability to deliver excellent results. We are looking for an outstanding teacher with strong subject knowledge and classroom skills.

You will have the ability to excite and motivate young people, be committed to bringing imaginative ideas into the classroom and be able to turn students with promise into skillful, successful and independent learners.

You will join a large, well-equipped faculty that is dedicated to raising the achievement and progress of our diverse student community. We have a large uptake at KS5 on our A-Level and Applied Science courses. The Science faculty also supports teaching in our local primary schools so that pupils arrive at Bingley with an enthusiasm for the subject, which continues throughout their time with us.

### **We can offer you:**

- The opportunity to work within a friendly, dedicated and motivated team
- Proactive support for your career development
- An approachable and supportive Leadership team and Governing body

### *The role and responsibilities include:*

- Providing high quality teaching of Science
- Raising student attainment
- Assessing, recording and reporting on students' progress
- Supporting the vision and values of the school

### *To be successful in this post you will:*

- Have knowledge/experience of teaching science across all key stages
- Be ambitious for your students and your own professional development
- Have up to date teaching methodology and a commitment to reflective practice
- Be able to work confidently within a team and communicate effectively

**Closing date: Thursday 23<sup>rd</sup> February 2023, 9am**

**Interviews will be held: Thursday 2nd March 2023**

**For more information and to apply please see our website or contact our  
Recruitment team on 01274 807700 or email  
recruitment@bingleygrammar.org**

**Please note CVs will not be accepted**

*Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. You will be required to undertake an enhanced DBS check*

# JOB DESCRIPTION

## **Job Description – Teacher of Science**

**Responsible to:** Subject Leader and relevant Associate Assistant Headteacher (Science)

**Salary:** The postholder will be paid on the appropriate point of the main scale.

## **Job Content**

The basic duties of a teacher are outlined in the latest School Teachers' Pay and Conditions Document.

## **Operational Responsibilities**

- Teaching Biology, Chemistry or Physics up to and including Key Stage 5
- Plan work in accordance with departmental schemes of work and national curriculum programmes of study.
- Take account of students' prior levels of attainment and use them to set future targets.
- Set work when required for absent students.
- Maintain good discipline by following the school's student disciplinary policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all students.
- Identify and work appropriately with 'special educational needs' students and 'gifted and talented' students.

## **Assessment, Recording and Reporting**

- Keep appropriate records of pupils' work.
- Mark and return work set, including homework within an agreed and reasonable time.
- Use the school's marking scheme at all times.
- Carry out assessment programmes, as agreed by the school, faculty or department.
- Complete records of achievement in line with school policy.
- Complete pupil reports in line with school policy. Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

## **Student Support**

- Undertake responsibility for a form group.
- Monitor and set targets for the social and academic progress of all pupils in the form.
- Endeavour to build up a good relationship with the pupils in the form, so that they will look to you for support and advice.
- Report issues of concern to the appropriate senior staff.
- Maintain an accurate register of attendance and do everything possible to encourage good attendance.

## **General**

- To support the aims and ethos of the school ie to be the school of first choice in Bingley, where every student is valued, challenged and nurtured in order to realise their potential
- To be proactive in ensuring effective communication within and between teams
- To be a good role model for all members of the school community
- To set a good example in terms of dress, punctuality and attendance
- To uphold the school's behaviour code and uniform regulations
- To develop links with all relevant stakeholders
- To carry out any other reasonable task at the request of the Headteacher.

## **Performance Management and Professional Development**

The teacher will be part of the school's performance management scheme. S/he will have a team leader who will set agreed targets for the year subject to the ongoing review and approval by the Leadership team. The team leader and leadership team will monitor and review performance, including classroom teaching. The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Additional Responsibilities for teachers paid on the Upper Pay Range must satisfy the Upper Pay Range requirements of the School's Pay Policy for the teacher:

- To be highly competent in all elements of the relevant standards and for their achievements and contribution to the education setting or settings to be substantial and sustained.

Details of the expectations in this school are provided in the current Pay Policy document.

## **Fluency duty**

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard. For this role the post holder is required to meet the Mastery or proficiency level which requires the post holder to demonstrate that he/she can express him/herself spontaneously at length with a natural conversational flow, avoiding or backtracking around any difficulty so smoothly that the person with whom they are conversing is hardly aware of it.

## **CONDITIONS OF EMPLOYMENT**

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment).
- The postholder is required to support and encourage the school's vision and its objectives, policies and procedures as agreed by the Governing Body.
- To uphold the school's policy in respect of child protection matters.
- S/he shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.
- The postholder may be required to perform any other reasonable tasks at the request of the Headteacher.

- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the postholder.
- All staff members participate in the school's performance management scheme.

### **Safeguarding Statement**

Bingley Grammar School is committed to safeguarding, to safer recruitment practices and promoting the welfare of children and young people and expects all staff to share this commitment.

Whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings may have been used in which case all the usual associated routines are naturally included in the job description.

Staff should not refuse to undertake work which is not specified in this job description. Any additional duties should be recorded and these will be taken into account during the performance management process.

# PERSON SPECIFICATION

Attributes		Essential	Assessment
1.	<b>EDUCATION</b>	A good honours degree in any Science subject.  Qualified Teacher Status	<i>Application</i>  <i>References</i>
2.	<b>PHYSICAL</b>	In good health  Excellent attendance record	<i>Application</i>  <i>References</i>
3.	<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>- Understands the characteristics of good / outstanding teaching and learning.</li> <li>- Understands the foundations of knowledge that students must acquire at each Key Stage.</li> <li>- Ability to motivate and inspire students to learn.</li> <li>- Sound knowledge of examination framework and a record of successful student achievement at KS4.</li> <li>- Ability to (or willingness to) teach across KS3, KS4 (&amp; KS5).</li> <li>- Knowledge/experience of teaching Physics or Chemistry ideally</li> <li>- Can plan lessons strategically to ensure that progress is made.</li> <li>- Can effectively use student performance data to shape lesson planning and manage interventions.</li> <li>- Confidently use ICT as both a teaching and administrative tool.</li> <li>- Sound literacy and numeracy skills.</li> <li>- Able to work as part of a team.</li> </ul>	<i>Application</i>  <i>References</i>  <i>Interview</i>
4.	<b>CONTINUOUS PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>- Evidence of commitment to personal CPD and knowledge of forthcoming curriculum changes.</li> </ul>	<i>Application</i>  <i>References</i>  <i>Interview</i>
5.	<b>FLUENCY DUTY</b>	<ul style="list-style-type: none"> <li>- Demonstrate fluency of English language at an advanced threshold level  (Immigration Act 2016)</li> </ul>	<i>Application</i>  <i>Interview</i>
6.	<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>- A passion for education and for making a difference to young people's lives</li> <li>- Energy, enthusiasm, resilience.</li> <li>- Excellent communication and organisation skills.</li> <li>- The ability to inspire others.</li> <li>- A sense of humour.</li> </ul>	<i>Application</i>  <i>References</i>  <i>Interview</i>