



HASTINGS HIGH SCHOOL

Maternity Cover TEACHER OF SCIENCE (Biology)

Application Pack





HASTINGS HIGH SCHOOL

Care and Excellence for All

April 2021

Maternity Cover TEACHER OF SCIENCE (BIOLOGY)

Thank you for your interest in this post. This is a full time, fixed term maternity cover for 12 months beginning in Late August 2021.

The school was judged 'Good' with 'Outstanding' features at our last Ofsted inspection, but we are not resting on our laurels. We are committed to further improvement to ensure that we provide "Care and Excellence for All" and expect to be outstanding at our next inspection.

Although the last few years have been very different we have a record of strong results and the last examined GCSE cohort achieved a progress 8 score of 0.43. Our predictions for the future year groups are that they will exceed this. These continuing improvements are down to our focus on the basics; an orderly climate for learning, engaging teaching and building positive relationships with all stakeholders.

We have a comprehensive induction programme for new staff to help you settle in and provide very high levels of support. We are a school which strives to bring out the best in our staff by investing heavily in staff development and wellbeing.

We have included some information about the school with this letter and also the requirements of the post. If you would like to apply, please include a short letter of application (no more than 2 sides of A4 in font size 11) to support your completed application form. Send your completed application to Mrs Anna Murphy am10@hastings.leics.sch.uk.

The closing date is 9am on Thursday 6 May. Shortlisting will take place that day. If you do not hear from us by 10 May please assume that you have been unsuccessful on this occasion.

Should you require any further information about Hastings, please visit our website at www.hastings.school or contact our HR administrator, Mrs Anna Murphy, who will endeavour to answer your questions. We are also always happy to show prospective candidates around if you would find that helpful. We are proud of our school and enjoy showing it off!

The school takes its safeguarding and child protection responsibilities very seriously and the post will be subject to an enhanced DBS clearance, agreeing to our E-safety policy, two supportive written references and a pre-employment medical health check.

We very much hope you will apply and look forward to receiving your application.

Yours sincerely

Claire Bradley
Co-Headteachers

Steve Shipman



HASTINGS HIGH SCHOOL

Care and Excellence for All



OUR HASTINGS FAMILY

Hastings High School opened in 1956 and is an oversubscribed, very high achieving community school within Burbage. We have recently expanded to become an 11-16 school and our first ever year 11 took their exams in 2017.

We pride ourselves on our school values, we think they are summed up by the following pupil quotes;

A LEARNING COMMUNITY – “Hastings is an amazing community of pupil’s and teachers who work together in striving for excellence”.

High quality teaching and learning is central to our mission. One of our most valuable assets is our talented and dedicated team of highly qualified teaching and support staff. Our values lead to a highly productive working environment founded upon mutual respect.

We work hard to develop and maintain excellent relationships with the families of our pupils to ensure care and excellence for all.

We are working hard to build relationships with community outside of the school gates in order to give our Hastings family the best possible opportunities.



HASTINGS HIGH SCHOOL

Care and Excellence for All

AMBITION FOR ALL – “Hastings have helped me become ambitious and try harder in lessons. They have helped me to become more motivated and want to do better and succeed”

Our pupils achieve exceptionally high results which are “significantly higher than national averages” (OFSTED) and demonstrate the continuing high standards which are being achieved by all of our children.

Students get opportunities both inside and outside of the classroom. We don't just measure success in grades, the personal progress of all students, is central to what we do as a school.

We work hard to ensure that all of our pupils, when they leave, are set up for the next stage of their education, be that at college, through an apprenticeship or vocational qualifications.

DEVELOPING RESPONSIBILITY – “Hastings High School is education for all. Provides knowledge for all. An amazing school for all”

We teach our students how to both behave and take responsibility for themselves. The behaviour of our pupils is “outstanding” (OFSTED). Visitors to the school and new staff often comment on how polite, hardworking and friendly our pupils are, demonstrating our values in everything that they do.

We have an active student leadership team led by two head pupils, deputies and the student council with representatives across all year groups.

Pupils have the chance to present ideas to improve the school through regular butterfly meetings where they present their idea to the leadership team and then are involved in bringing those ideas to fruition.

AN ENRICHING CURRICULUM – “Hastings an amazing school that has opened up my mind and taught me things that I never knew existed”

Great qualifications are important but Hastings is about much more than that. We have an outstanding curriculum which provides “an extensive extra-curricular programme which ensures that pupils’ experiences are rich and varied.” (Ofsted).

We provide many opportunities for pupils to showcase their talents and try something new. Such as: maths challenge, the Great Debate, STEM competitions and community events.

SELF DEVELOPMENT – “Hastings values have shaped how I have grown as a person”

We promote the traditional values of doing one's best, striving to succeed, the importance of good behaviour and manners and the need to show respect for others. "Relationships between staff and pupils are very positive. Staff are strong role models." (OFSTED).

Our personal development programme revolves around our Hastings CARES award that is delivered through tutor time, scheduled tutor lessons and our 6 Personal Development Days each year. By arranging our personal development curriculum in this way, we have been able to bring in outside experts to enrich the curriculum and our own staff have been able to specialise in their chosen topics.

Topics covered include health & wellbeing, debating skills, current affairs, careers, relationships education, first aid and learning to learn.



HASTINGS HIGH SCHOOL

Care and Excellence for All

THE SCIENCE DEPARTMENT

The Science Department is a well organised and mutually supportive team of enthusiastic teaching staff and 2 very efficient technicians. We have 6 modern, fully-equipped laboratories where the majority of lessons are taught and there are ICT rooms available through a school centralised booking system.

Students are taught in streamed ability groups by one teacher for year 7 and predominantly specialists from year 8. The key stage 3 curriculum has been written to prepare students for key stage 4, where the students study the AQA science suite of qualifications. Key stage 4 is started in year 9 with students opting for Separate or Combined Science in year 10. Throughout the course emphasis is put on practical work to develop the student's confidence in 'working scientifically'.

The department has strong links with the school's SEND team and selected pupils receive extensive help in terms of class support. We constantly strive to adapt our teaching styles to accommodate all students.

Our students are enthusiastic and inquisitive scientists, and many continue their study of Science through to 'A'-level. Their achievements reflect the positive relationships between staff and students, and the high quality teaching and learning in the department. We have strong links with our local primary school where our Science ambassadors from year 8 and 9 visit deliver some practical science sessions.

We are looking to appoint a member of our team who will continue to build on our positive relationships and encourage our students to question the world around them.



HASTINGS HIGH SCHOOL



PERSONNEL SPECIFICATION - TEACHER OF SCIENCE (BIOLOGY)

Criteria	Essential	Desirable	Evidence
A Learning Community	<p>Qualified Teacher Status.</p> <p>Commitment to continuing professional development.</p>	Active participation in curriculum development in current post or placement.	Application Form and letter
Ambition For All	<p>Evidence of consistently good/excellent classroom teaching.</p> <p>Evidence of commitment to our main aim of providing "Care and Excellence for All".</p> <p>Commitment to promoting the welfare of our pupils</p>	Awareness of Leicestershire and national educational initiatives / issues.	Letter, references and teaching task at interview
Developing Responsibility	<p>Well-constructed and well-written application, addressing the specific requirements of this post.</p> <p>Good attendance and punctuality record.</p> <p>Ability to work to deadlines.</p> <p>Ability to self-motivate and accurately evaluate own performance.</p> <p>Evidence of a sense of humour, enthusiasm and commitment.</p>	Evidence of successful pastoral involvement.	Letter and references
An Enriching Curriculum	<p>Understanding the importance of the extra-curricular dimension of our school.</p> <p>Willingness to contribute to our enrichment programme, including activities week and the Duke of Edinburgh Award Scheme</p>	Experience of participating in pupil residentials	Interview
Self Development	<p>Knowledge of the relevant National Curriculum requirements.</p> <p>Teaching experience at KS4.</p> <p>Well organised.</p> <p>Proven ability to develop good relationships with colleagues, pupils & parents.</p> <p>Commitment to sign and adhere to our E-safety policy</p> <p>Evidence of knowledge of current child protection procedures.</p>	Use of ICT for own administration and record keeping.	Application form, Letter, teaching task and interview



HASTINGS HIGH SCHOOL

JOB DESCRIPTION - TEACHER OF SCIENCE (Biology)

JOB TITLE

Subject Teacher

JOB SUMMARY

To exercise responsibility for the teaching, care, control and guidance of pupils in their lessons in accordance with national legislation and school policy and practice.

OBJECTIVES

- To raise continuously standards of pupil achievement in your classes
- To foster enjoyment and satisfaction in the participation of learning by pupils
- To deliver well prepared lessons that meet the needs of the class and national curriculum content

PRINCIPAL RESPONSIBILITY AREAS

A. Teaching

- To use and implement subject/department curriculum policies and in co-operation with colleagues, work toward the achievement of the school's goals and targets within the subject area.
- To set and mark homework as per homework timetable and encourage the use of planners.
- To promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you, expecting the highest possible standard for each pupil. This includes responsibility for pupils identified in the Code of Practice and responsibility for liaising with learning support staff to ensure the needs of all children with SEN are met within the SEN Code of Practice.
- To communicate and consult with the parents of pupils when appropriate and to communicate and co-operate with persons or bodies outside the school when appropriate, taking account of any departmental or school policy.
- To participate in meetings as determined in the school and departmental meeting cycles.
- To participate in the arrangements made for professional development, review and appraisal.
- To participate in staff training and development activities as required.
- To ensure that, whenever possible, appropriate work is set to cover absence. This should always be done when absence is known in advance.

B. Pupil achievement

- To develop appropriate learning experiences for each group using a variety of teaching styles (keeping abreast of current developments) and maintaining the level of discipline essential for learning to take place.
- To assess, record and report on the development, progress and attainment of those pupils for which you have a responsibility in accordance with any agreed departmental and school policies, providing or contributing to oral and written reports as required.
- To attend parents' evenings as required.
- To report on pupils' progress as required, in line with reporting procedures and timeframes.

C. Individual needs

- To teach according to their educational needs, all the pupils assigned to you, including provision for pupils with Special Educational Needs ensuring that pupils' work is regularly monitored, marked and recorded, in accordance with department and school assessment policy.
- To maintain, record and mark books as required (including electronically).
- To advise the Head of Department on recommendations for changes of group/set as and when appropriate.
- To advise and co-operate with the Head of Department on the preparation and development of courses of study, meeting N.C. requirements, teaching materials, teaching programmes, methods of teaching and assessment arrangements.
- To contribute to EHCP review meetings.

- To ensure that the school's Child Protection Policy is followed at all times and any safeguarding issues are immediately reported to the appropriate senior member of staff.

D. Miscellaneous

- To oversee the general tidiness and condition of furniture and fabric of, and equipment in, the teaching base, including where appropriate the display of pupils' work, thus creating an environment conducive to learning (reporting to the Premises Officer any issues of health and safety or damage requiring repairs).
- To carry out the duties placed on employees by the Health and Safety at Work Act 1974.
- To adhere to all policies relating to Health and Safety as determined by the Governors of the School.