



Saint GREGORY'S
Bath



An education for the whole person
Academically, personally and spiritually

Application pack for the post of:

Teacher of Science

MPS/UPS. Full time, temporary maternity cover, Easter 2024 start

Closing date: Midnight, Monday 1 January 2024

Interviews: Friday 12th January 2024

“In Christ we flourish”

Saint Gregory's, Bath
Combe Hay Lane, Bath, BA2 8PA
T 01225 832873
www.st-gregorys.org.uk

Welcome

Dear Prospective Applicant

Thank you for your enquiry regarding the post of **Teacher of Science** at Saint Gregory's, to start **Easter 2024 on a full time, temporary maternity cover basis**.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our motto is 'In Christ We Flourish' and we place great emphasis on our inclusive 'family' atmosphere where all are nurtured to develop their God-given gifts and virtues.

Our most recent Ofsted inspection judged as 'Good' with 'Outstanding' features in both 'Behaviour and Attitude' and 'Personal Development'. We are also recognised as an 'Outstanding' secondary school in our Section 48 Inspection, highlighting Saint Gregory's as a flourishing educational community where every child is valued and encouraged to grow as individuals.

We are a school community which prioritises the safety and wellbeing of our students and staff. Everyone at St Gregory's is responsible for the safeguarding and wellbeing of our staff and students and we are committed to following safer recruitment practices to ensure we provide a safe environment for our students.

At Saint Gregory's we inspire and encourage our students to fulfil their potential and flourish. We are recruiting for an ambitious, outstanding teacher who has a commitment to academic excellence and who will inspire our students to reach their potential.

This is a full time, temporary maternity cover contract and will involve teaching Science from Year 7 to Year 11. There may be an opportunity for the successful candidate to teach A level and this will be dependent on curriculum need. We are looking for a science generalist and applications are particularly welcome from those with chemistry specialism. We welcome and encourage applications from ECTs for this post.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is essential that our students are encouraged to have enquiring minds, ask questions and form their own opinions. The pastoral care at Saint Gregory's ensures that our students grow into well-rounded, reflective, caring and thoughtful young people, ready to take their place in society.

We are an inclusive school that places the student at the heart of everything we do. As a Catholic school our values are explicitly Christian, however you do not have to be of the Catholic faith to apply for this post.

There is a warm, welcoming family atmosphere at Saint Gregory's that underpins our culture as a school. By working together we aim to provide the very best opportunities for all our students and staff.

If you possess the necessary skills and experience and would like to apply for this post, please submit your application by midnight on **Monday 1 January 2024**. Interviews will be held on **Friday 12th January 2024**. If you have any further questions please do not hesitate to contact Mr Boutland-Smith, Assistant Headteacher: Wider Participation and Enrichment and Head of Science by email at boutland.smithc@st-gregorys.org.uk

Yours faithfully

Mrs M George
Headteacher

Mission Statement

“As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.

Teacher of Science

Post: Teacher of Science to start Easter 2024
Contract type: Full time, temporary maternity cover
Salary: MPS/UPS
Closing date: Midnight Monday 1 January 2024
Interview date: Friday 12 January 2024

This is an excellent opportunity for a talented and enthusiastic Science specialist looking for their next career move in a high-performing and oversubscribed school. We are seeking to appoint an inspiring colleague who can contribute to the development of the department and further extend the teaching of Science. Applications are particularly welcome from chemistry specialists and we encourage all candidates interested in applying for this post to submit their application before the application deadline.

Saint Gregory's is a popular 11-18 co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

The successful candidate will be an inspirational teacher who will maintain and enhance our very high academic standards. This opportunity is ideal for an individual committed to the highest expectations of attainment for all and capable of encouraging all students to realise their aspirations. The faculty benefits from experienced, supportive leadership and applications are welcomed from ECTs seeking an outstanding school in which to begin their career.

Candidates must be able to demonstrate:

- A track record of exceptional Science teaching
- Capable of teaching across the Key Stages
- Outstanding subject knowledge
- A willingness to participate in the wider life of the school including enrichment and PSHE delivery
- The ability to inspire excellence in students
- Enthusiasm and motivation for exemplary teaching and learning

In return the successful candidate can expect:

- A comprehensive Induction Programme
- Outstanding professional support at every stage of your career
- A strong Continuing Professional Development programme to develop you as an outstanding teacher
- A supportive Senior Leadership Team
- Opportunities to work in a dynamic and supportive faculty with excellent facilities
- Free Parking
- The opportunity to take an unpaid "career break" after five years of continuous service
- Access to the Teachers' Pension Scheme
- A positive student body who love learning

For an open conversation about the role, please contact the Assistant Headteacher Wider Participation and Enrichment and Head of Science, Mr Boutland-Smith, by email boutland.smithc@st-gregorys.org.uk to arrange a suitable time.



“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”

Parent

About Saint Gregory's

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. We are a popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

In 2022, we were rated Good overall with Outstanding Behaviour & Attitudes and Personal Development by Ofsted. We are also recognised as an 'Outstanding' secondary school in our Section 48 Inspection, highlighting Saint Gregory's as a flourishing educational community where every child is valued and encouraged to grow as individuals.

Our GCSE and A Level results are excellent and not just in raw terms but also in the context of value-added. Such measures seek to identify the progress that every child makes during his or her time with us and show that our students make outstanding progress.

The achievement of our students consistently places our school as one of the top achieving state schools in the country. Students leaving Saint Gregory's progress to some of the very best academic institutions including Oxford, Cambridge and the Russell Group but, more than this, they leave having acquired the academic success, confidence and skills they need to continue their educational or career journey of choice.

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

Behaviour for Excellence



The Science Faculty

There are six labs in the main science block and two state of the art sixth form labs which are housed in the Gateway building.

Science is taught as the three distinct disciplines: Physics, Chemistry and Biology. In Key Stage 3 students have six lessons a fortnight, with a rotation of the three science subjects on the completion of a topic. We are committed to making science at Key Stage 3 exciting and engaging, allowing time for the development of investigative skills and embedding the key skills required at GCSE.

At Key Stage 4 we currently follow the AQA schemes of work and we offer GCSEs in the AQA Separate Science or Combined Science Trilogy courses. A selection of students follow the AQA Separate Science pathway with the remaining group studying the Combined Science Trilogy courses. Science is an essential part of our core curriculum offer. Achievement in science is excellent, exceeding National Average results, and we pride ourselves on the progress that is made across all groups of students.

The Science Faculty offer a variety of enrichment activities. The Faculty runs a popular weekly STEM club for KS3 and KS4 students. These are designed to allow students to enrich their learning and understanding through exciting science projects. The faculty also offers a number of opportunities for students to attend external science trips or get involved with projects and competitions. National Science & Engineering Week is a highlight of our calendar. In the past students have created their own inventions for our Dragons Den competition, Year 9 students attended the Big Bang Science Fair in Birmingham, Year 7 and 8 students enjoyed trips out to 'We the Curious' and Bristol Zoo and were involved in a number of different STEM workshops while Years 10 and 11 attended STEM careers talks, Christmas lectures and ran a debate on ethical issues in science. We also run a number of sixth form trips including a CERN trip to Geneva, Switzerland.

At Key Stage 5 we have an established and successful sixth form offer including A Levels in Biology, Chemistry and Physics. Currently we have a large number of students studying A Level in each science subject.

Cameron Boutland-Smith, Assistant Headteacher: Wider Participation and Enrichment and Head of Science



“Inspiration from the Gospel values are the ‘hallmarks’ of the education that pupils receive. Pupils reflect positively on their own beliefs and opinions, as well as those of others. Interactions between staff and pupils and between pupils are warm and respectful.”

Ofsted,

Job Description

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

Key Areas of Responsibility

1. Core Purpose

- 1.1 To actively support and promote the school's vision and values as outlined in the Mission Statement.
- 1.2 To raise standards of student attainment and achievement in his/her classes and to monitor and support student progress in his/her classes.
- 1.3 To demonstrate excellent subject knowledge, engaging and supporting learners in academic opportunities.
- 1.4 To be accountable for the safety, wellbeing, development, academic progress and attainment of each student in his/her classes.
- 1.5 To be a form tutor as deployed by the Headteacher.

2. Monitoring, Evaluation and Planning

- 2.1 To attend faculty meetings as published in the school calendar with a clear focus on quality of teaching and learning, raising attainment, monitoring, evaluation and strategic planning.
- 2.2 To ensure the effective implementation of all school policies.
- 2.3 To support the Head of Faculty in analysis of exam results.

3. Curriculum

- 3.1 To ensure the provision of an appropriately broad, balanced and differentiated curriculum for students in his/her classes in accordance with the National Curriculum Programmes of Study at Key Stage 3, exam specifications at Key Stage 4 and 5 and the aims of the school Curriculum Policy.
- 3.2 To ensure that the spiritual, moral, social and cultural aspects of the curriculum are well covered.
- 3.3 To ensure that all statutory requirements in Science are met, especially with regard to citizenship and work-related learning.
- 3.4 To promote a positive approach to Science.
- 3.5 To contribute ideas to the Head of Faculty about the formulation of aims, objectives and strategic plans for the Faculty.

4. Assessment

- 4.1 To ensure the implementation of the school's Teaching and Learning Policy and Homework Policy in his/her classes, with particular regard to assessment for Learning.
- 4.2 To follow the schemes of work at Key Stage 3, 4 and 5 in Science which are appropriately adapted to meet the needs of all students including all groups of learners.
- 4.3 To ensure effective reporting of student progress to parents/carers and to convene meetings with parents/carers outside of parents' evening when necessary.

5. Discipline

- 5.1 To be responsible for behaviour management in his/her classes, contacting parents/carers if students are persistently disruptive.

- 5.2 To uphold and implement the school's Behaviour for Excellence policy.
- 5.3 To create a positive learning environment in Science.

6. Professional Development

- 6.1 To keep abreast of developments, including research and development in the area of effective teaching and learning.
- 6.2 To promote teamwork to ensure effective working relationships and act as a positive role model.

7. Additional Responsibilities

- 7.1 To actively participate in, and support the development of, the extra-curricular and/or enrichment activities in the faculty and across the whole school and for all groups of learners.
- 7.2 To be responsible for the implementation of the school's Health and Safety Policy and for the safety and well-being of students in his/her classes.
- 7.3 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

8. Safeguarding

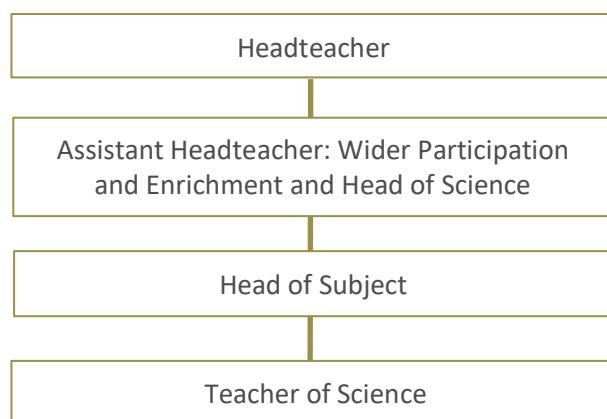
- 8.1 The Governors of Saint Gregory's are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced certificate from the Disclosure and Barring Service is required for this post prior to commencement.

9. Special Notes and Conditions

- 9.1 All employees of Saint Gregory's are expected to be supportive of the Christian ethos of the school, its aims and Mission Statement.

10. Organisational Management Chart

- 10.1 This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.



Person Specification

| Teacher of Science | Essential | Desirable |
|--|-----------|-----------|
| Qualifications and Professional Development | | |
| Qualified teacher status (QTS) or pending | ✓ | |
| Good honours degree | ✓ | |
| Evidence of relevant and recent CPD | ✓ | |
| Further study or post graduate work | | ✓ |
| Other work with young people | | ✓ |
| Experience/Knowledge | | |
| Effective Assessment for Learning | ✓ | |
| Range of teaching and learning styles | ✓ | |
| Specialist knowledge of the National Curriculum up to and including A Level | ✓ | |
| Clear understanding of, and ability to implement, personalisation | ✓ | |
| Experience of teaching Key Stage 5 Science | ✓ | |
| Skills and Attributes | | |
| The ability to analyse data, identify patterns and devise meaningful targets | ✓ | |
| The ability to promote the school's aims positively | ✓ | |
| The ability to establish and develop positive relationships with students, parents/carers, colleagues, governors and the community | ✓ | |
| Excellent IT skills | ✓ | |
| Excellent communication skills | ✓ | |
| Excellent organisation skills | ✓ | |
| Excellent classroom management | ✓ | |
| Excellent motivator | ✓ | |
| Personal Attributes | | |
| A positive role model for students and staff | ✓ | |
| Willingness to listen to, reflect and act on feedback | ✓ | |
| Supportive of Catholic (Christian) ethos of school | ✓ | |
| Emotionally intelligent | ✓ | |
| Motivated | ✓ | |
| Enthusiastic and positive | ✓ | |
| Willing to contribute to the wider life of the school | ✓ | |
| Safeguarding Children | | |
| A clear understanding and commitment to safeguarding and promoting the welfare of children and young people | ✓ | |
| Ability to form and maintain appropriate relationships and personal boundaries with children and young people | ✓ | |
| Appropriate attitudes to the use of authority and maintaining discipline. | ✓ | |



“The high quality of pastoral care shown to all members of the community, both students and staff, is outstanding.”

Clifton Diocese Section 48 Inspection Report

Applications

Closing date: Midnight, Monday 1 January 2024

Interviews: Friday 12th January 2024

Applicants are asked to submit their application to:

The HR Department by email to hr@st-gregorys.org.uk

Applications can be made online at [TES.com](https://www.tes.com)

We are not currently able to accept postal applications at this time.

No other material (such as testimonials, résumés or CVs) will be considered during the selection process.

We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory professional references, qualification verification including certificates of professional standing, overseas certificates of good conduct, right to work in the UK and a social media profile check.

All staff are expected to undertake comprehensive child protection training and must share in the school's commitment to the safeguarding and wellbeing of our students and staff.

A copy of the Safer Recruitment Policy and our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

School Creed



At Saint Gregory's, we are a family.

We believe in the living presence of God
in our school, our community and world.

We are all equal and worthy of dignity and **RESPECT**,
In a community founded on inclusion and diversity.

We support each other and recognise our potential to thrive.

ASPIRATION and quality education are at the heart of our mission.

We walk together in the footsteps of Jesus and witness to the Gospel.

Our **RESPONSIBILITY** is to always be kind and caring to all,
And to be stewards of creation.

We all have **VIRTUES** and are valued and loved in the sight of God.

Each of our lives is a gift to be nurtured

As we journey together towards our true vocation.

In Christ we flourish.

Amen.



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