



CARDINAL ALLEN CATHOLIC HIGH SCHOOL



TEACHER OF SCIENCE
APPLICANT INFORMATION PACK



Our Foundation Statement

Cardinal Allen is a Catholic and comprehensive school founded to serve the families and parishes of the North Fylde in the Diocese of Lancaster. The declared aims of the School are to foster a growth and commitment to the love and service of Christ through the teachings, doctrines and practices of the Catholic Church and to be a Christ-centred community in which relationships are marked by that genuine spirit of care which is present in the Christian family.

The school believes that the education and formation of our children is a responsibility shared by parent, teacher and the Church. Whilst we recognise that the parents should be the primary educators of their children, the personal influence of the teacher is of great significance during and beyond school days, for the growing child reflects the influence of those who care for and teach him or her. We accept the fact that such formation is present in all aspects of the School's life - the approach to every task, every aspect of teaching and learning, every form of order, discipline and control, every relationship.

The School willingly accepts its responsibility to provide opportunities for the formation of each person in the community through the mission of integrating human development and the values of Christ:

- + believing that all life and human talents are gifts from God and that we are all formed in the image of Christ**
- + recognising the need of all individuals for growth and development irrespective of circumstance, gender or race**
- + communicating the Christian message of love and service, and values of justice, acceptance, tolerance, respect and friendship**
- + creating a secure, caring, Christian and happy environment**
- + providing opportunities for work and learning that give a sense of satisfaction, achievement and self-respect**
- + developing the necessary life-skills of communication, creativity, problem solving, decision-making, as well as the informational framework that will prepare individuals for life in the 21st century.**



Welcome

May 2021

Dear Applicant,

Thank you for your interest in the post of Teacher of Science at Cardinal Allen Catholic High School.

This is an exciting opportunity for either somebody setting out on a career in teaching, or for someone who, having established themselves as a great teacher, wants to take that next step in their career. Either way, you will be joining a very strong team and, if you are prepared to work hard, you will enjoy developing your craft with us.

You will see from our most recent inspection reports that many aspects of our provision are outstanding, but we are not complacent, and continue to strive to make all aspects of our work outstanding.

This pack includes our Foundation Statement, a copy of the advertisement, information about the school and department, along with the job description and person specification.

I hope you find the information herein useful, and there is of course lots more information available on our [website](#), including details about our curriculum, pastoral care and all of the fantastic experiences that our pupils enjoy.

I hope that you will feel encouraged to apply for this post and I very much look forward to receiving your application. If you are interested, and would like to discuss this opportunity and our ambitions further, or even visit the school, please contact me directly at head@cardinalallen.co.uk.

Yours sincerely,

Andrew Cafferkey
Headteacher



CARDINAL ALLEN CATHOLIC HIGH SCHOOL

Teacher of Science

Possible TLR 3.5 for up to three years

Required for September 2021

The Governors of this very successful Catholic High School wish to appoint a dynamic and inspirational teacher of Science. This is a fantastic opportunity for an ambitious candidate to join our successful Science team. Governors would be delighted to offer a TLR 3.5 (£2,833) for up to three years, for an appropriately experienced and exceptional candidate.

Cardinal Allen is a great place to work and an excellent community to belong to. We receive tremendous support from our parent body and a committed group of Governors. Our pupils actively engage in all aspects of school life, and there is a culture of mutual support and openness.

The successful candidate will:

- Be, or have the potential to be, an excellent practitioner;
- Have the knowledge and capacity to teach across the full age and ability range;
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved;
- Have the skills to play a key role in the continued development of this core subject;
- Be willing to go the extra mile for our pupils.

Cardinal Allen is a forward looking, oversubscribed, “outstanding Catholic school”. Ofsted judged both leadership and behaviour as outstanding and we are determined to continue to provide the very best for the pupils in our care. We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. The successful applicant will be required to complete an enhanced DBS check.

Application forms and further details are available via the school website. Candidates are more than welcome to call the Headteacher for an informal discussion or to visit the school prior to application. Closing date for applications is Monday 17th May 2021 at 9.00am. Applications should be sent to head@cardinalallen.co.uk.

Melbourne Avenue, Fleetwood, FY7 8AY ♦ 01253 872659

head@cardinalallen.co.uk ♦ www.cardinalallen.co.uk



General Information

THE SCHOOL

The school is named after William Allen, a Lancashire man, who was born in 1532 and is known to have lived as a young boy at Rossall near to the site of the school. William Allen founded the English Seminary at Douai and the English College in Rome in order that young Englishmen could be trained as priests during the Reformation and return to England to keep alive the Catholic faith.



Our 800 pupils form a friendly, open school in which discipline is good and where a high value is placed on order, respect for others and endeavour. This means that we can be rightly ambitious for all our pupils and encourage them all to have high expectations. We are once again oversubscribed for September 2021 having received nearly 400 applications for the 166 places available.

Our school is constantly striving to achieve higher standards as reported in our [Ofsted Report](#), and in our [Section 48 Denominational Inspection Report](#) which described us as an “**Outstanding Catholic School**”. We recently enhanced our status as a Fairtrade school by being designated a FairAchiever School, we are one of only twelve Eco Ambassador Schools in the country, and we were recently redesignated a Full International School by the British Council. We have held SGQM Centre of Excellence status for several years and we are a strategic partner in the Catholic Teaching Alliance. We are also the current National Eco School of the Year – a magnificent achievement.

OUR MOST RECENT INSPECTIONS

Our most recent inspection reports say great things about the school and what we provide:

“Cardinal Allen is an outstanding Catholic School” (Section 48)

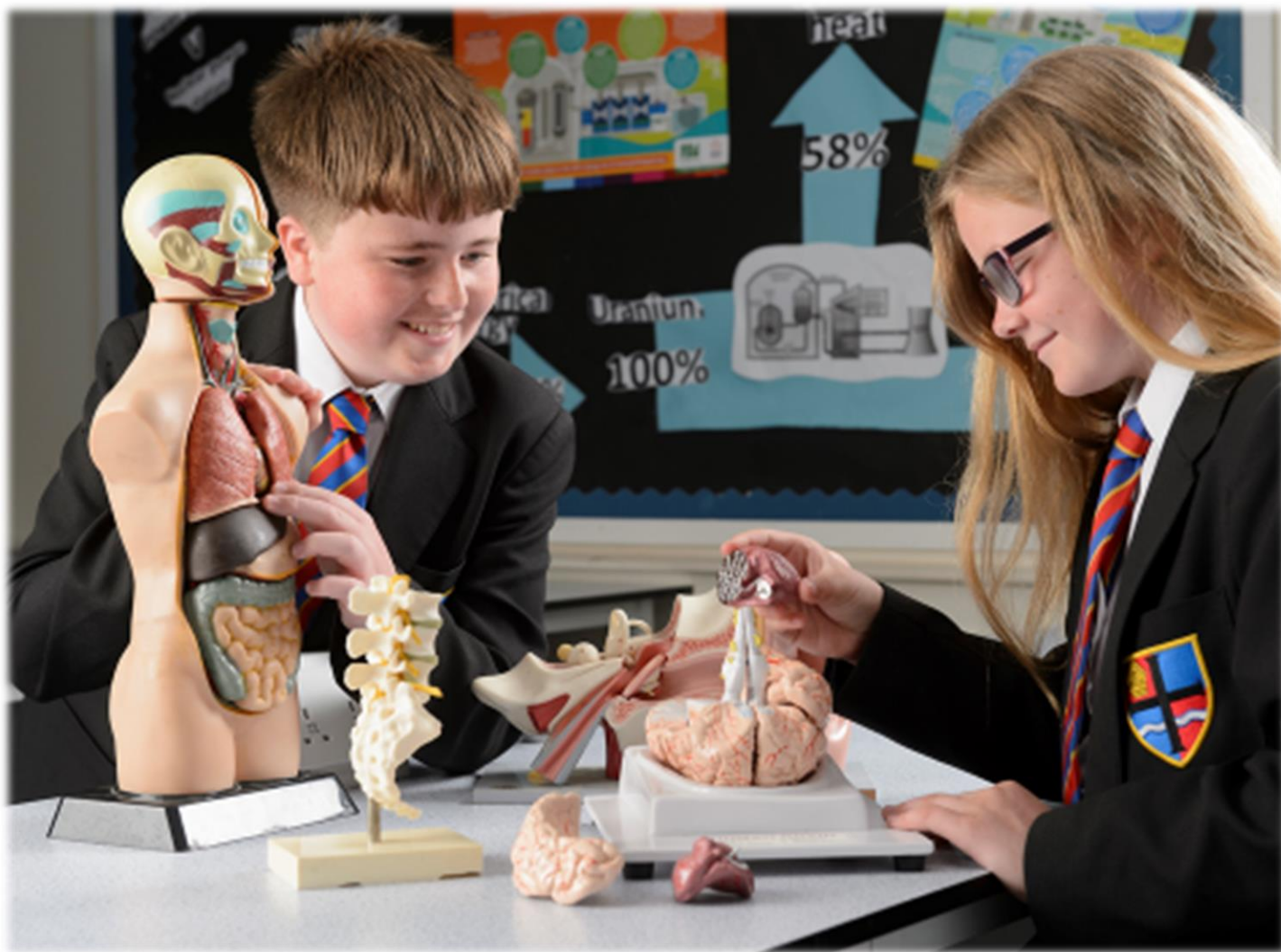
“Pupils are proud to belong to Cardinal Allen Catholic High School; they are greatly appreciative of all that the school provides and how it supports and nurtures them. They feel encouraged and inspired to live by the school motto and be all that you can be”. (Section 48)

“The headteacher, governors and senior leadership team provide outstanding leadership.” (Ofsted)

“A whole-school focus on improving teaching and students’ academic and personal development has led to significant improvements across the school. The school has an excellent ability to continue to improve further.” (Ofsted)

“Students behave outstandingly well. They are courteous and polite, relate very well to each other and to adults and are very happy at school. They are very enthusiastic about learning.” (Ofsted)

“The behaviour and attitudes of pupils observed throughout the inspection were exemplary.” (Section 48)



THE PLACE

The Fylde Coast is a very pleasant area in which to live and work. The school is situated between Fleetwood and Cleveleys in a pleasant residential area near to Rossall Beach. The school is within easy reach of the M55 motorway which allows quick access to Preston, Manchester and the Lake District. The cities of Preston and Lancaster are both just a 30-minute drive away.

THE SCIENCE DEPARTMENT

The department consists of seven teaching specialists and two laboratory technicians. The department is led by Rebecca Hoy with the support of a Lead Teacher. There are six dedicated laboratories which each have interactive screens or whiteboards and are all connected to the school network providing access to shared resources and internet. The whole department, including staff work spaces, and prep areas, have benefited from an extensive programme of remodelling and refurbishment costing in excess of £500,000.

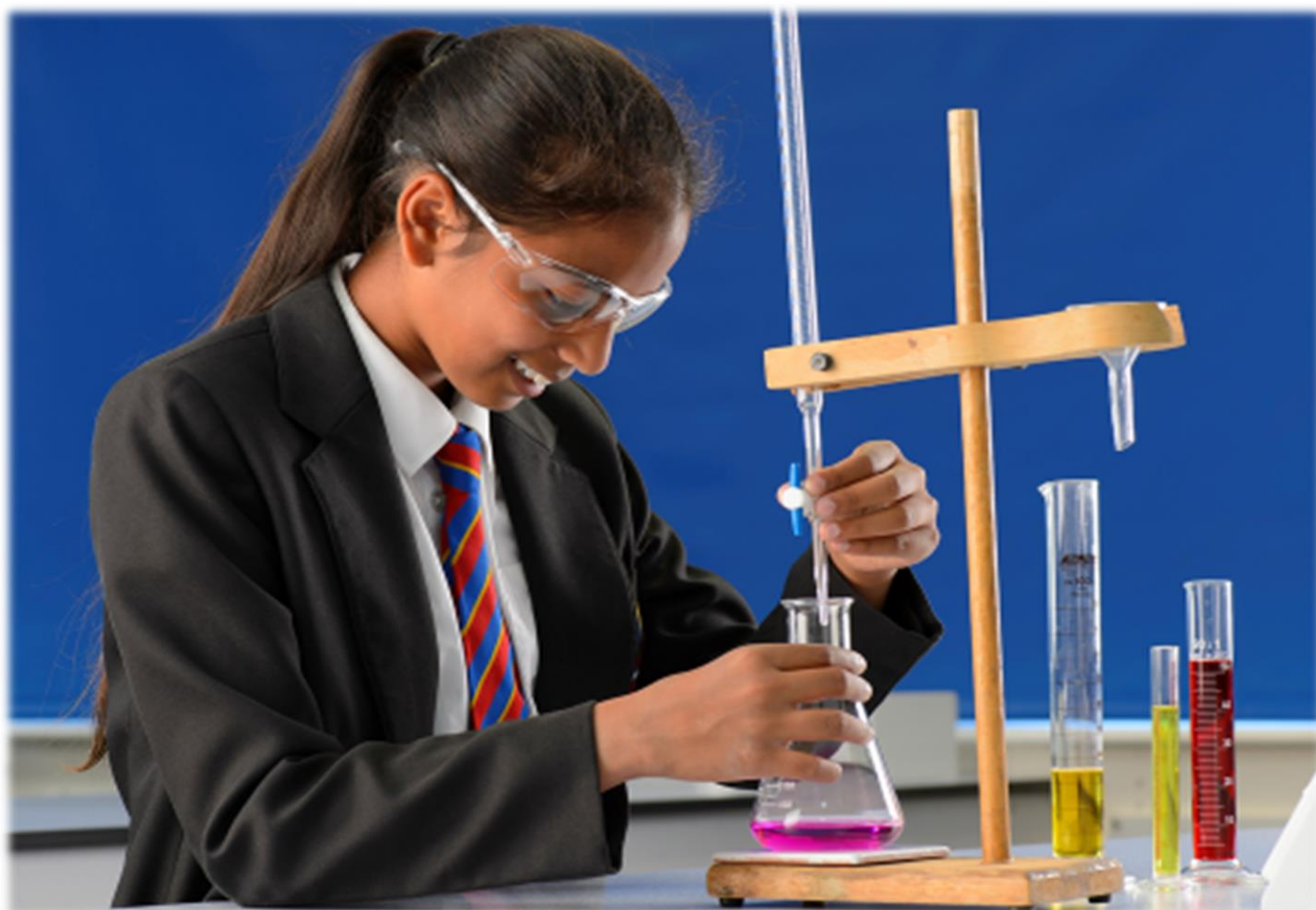
Lesson observations show that standards among the team are very high; however, this does not mean that the team is not committed to further improvements. The department has a strong sense of team spirit and mutual support, as well as a passion for their subject and a commitment to deliver a curriculum that allows each pupil to reach his or her potential. We know that even higher standards can be achieved and existing team members are very supportive of initiatives to change and improve. Our new colleague, whether an NQT or someone with experience, will receive all the support and encouragement necessary to make a difference to our pupils and develop professionally for the next stage of his/her career.

CURRICULUM STRUCTURE

The school timetable works to a 25-hour week. In Years 7 and 8 pupils are banded according to KS2 results and CAT scores. In years 9 through to 11, pupils are set by the Science department across the year group according to their ability, potential and progress. All Key Stage 4 students complete the double award Combined Science GCSE, but we also have a full group of pupils each year who opt to complete separate Science GCSEs.

POSSIBLE TLR 3.5

Our children deserve the best, and so Governors would be delighted to offer a temporary TLR, for up to three years, to an exceptional candidate with appropriate experience. If you feel that your application falls into this category, Governors will be happy to discuss this at interview, along with what your additional responsibility might include.



WHO ARE WE LOOKING FOR?

We are an ambitious school and want the very best for the youngsters in our care. We would like to appoint an excellent Teacher of Science, or someone with the potential to become one; for that reason, we welcome applications from NQTs and more experienced candidates. An ability to teach GCSE Chemistry or Physics would be an advantage.

We are looking for someone with enthusiasm, energy, and the ability to contribute to the work of a very successful team. As a teacher, there must be an enthusiasm for, and commitment to, the teaching of Science. The successful candidate will be expected to teach the full ability and age range including the preparation of senior classes for GCSEs in Science. The range of duties applying to all teachers at Cardinal Allen is defined in the enclosed Job Description.



WIDER LIFE OF THE SCHOOL

The breadth of opportunities available to our pupils is illustrated on our website, but they can only happen if there is a willingness from our staff to go the extra mile in supporting our children to *be all they can be*. As such, all staff, at whatever level, are expected to make a positive contribution to the wider life of the School, and to enthusiastically engage and support the Catholic life of the school. The Science department run an extracurricular Science Club for pupils in Y7 and Y8, and take part in the annual National Science Week. Recently, GCSE pupils have had the opportunity to engage with enrichment activities provided by Blackpool Sixth form, Lancaster University, and the Institute of Physics.

HOW TO APPLY

If, having considered all of the information available, you wish to apply for the post, please take note of the following:

Visits to school

Interested colleagues are encouraged to contact the Headteacher for an informal discussion or to visit the school prior to application. Such visits are compliant with current Covid restrictions.

Applications

- Only applications made on the version of the CES application form that is available from the school website will be considered;
- Page 11 of the form invites you to write a supporting statement – Governors would like you to write your statement (no more than two sides of A4, using Calibri Size 11 font) as a separate document. This separate supporting statement should be clear, concise, and related to this specific post at our school.
- Applicants should also submit an additional three completed forms:
 - Recruitment Monitoring Form;
 - Rehabilitation of Offenders Act Form;
 - Consent to Obtain References Form;
- Completed applications should be addressed to the Headteacher, Mr A Cafferkey, and sent to head@cardinalallen.co.uk. All applications will be acknowledged;
- The closing date for applications is Monday 17th May 2021, at 9.00am. Applications received after the closing date will not be considered.

References

Candidates are required to provide the details of referees, as outlined on the application form, who will provide a positive recommendation in support of an application for this post. References will be requested immediately after short listing has taken place. To prevent any delay, and to ensure that references are available for the interviews, please inform your referees that you have applied and that we may be contacting them. If currently employed in a school, one of your referees must be the headteacher of the school.





Job Description

JOB DESCRIPTION FOR:

Teacher of Science

Main responsibilities/Purpose:

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated subject area(s) as appropriate.
- To monitor and support the overall progress and development of students as a teacher/ Form Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Line Manager: Curriculum Leader

Line Managing: N/A

Liaising with: Curriculum Leader, colleagues, any relevant external agencies, and parents.

Working Time: 190 Pupil days per year; full-time; 5 In-service days; directed time as detailed by the Headteacher

Post duties:

Relating to School Mission Statement:

- In line with the explicit aims within the School Mission Statement, all employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. Cardinal Allen places the highest value on the very positive and supportive relationships which exist between teachers and between teachers and pupils.

Operational / Strategic Planning:

- To assist in the development of resources, programmes of learning, policies and teaching strategies in the curriculum area;
- To contribute to the Curriculum Improvement Plan and its implementation;
- To plan and prepare lessons in line with the layers of the programmes of learning;
- To contribute to the whole school's planning activities.

Curriculum Provision:

- To assist the Curriculum Leader and, where appropriate, the Lead Teacher, in ensuring that the curriculum area provides a range of teaching which complements the school's strategic objectives;
- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, awarding bodies, and the school's Mission and strategic objectives.

Staffing / Staff Development / Recruitment/ Deployment of Staff:

- To take part in the school's staff development programme by participating in arrangements for further training and continuing professional development;
- To continue personal development in the relevant areas including subject knowledge and teaching methods;
- To engage actively in the Appraisal process;
- To ensure the effective/efficient deployment of classroom support;
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

Quality Assurance:

- To help to implement school quality assurance procedures and to adhere to those;
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria;
- To seek/implement modification and improvement where required;
- To review from time to time methods of teaching and programmes of learning;
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information:

- To maintain appropriate records so as to provide relevant, accurate, and up-to-date information relating to student progress.

- To complete the relevant documentation to assist in the tracking of students, and to inform teaching and learning.

Communications:

- To communicate effectively with the parents of pupils as appropriate, including the completion of reports, circulars and attendance at Progress Evenings;
- To follow agreed policies for communications in the school.

Marketing and Liaison:

- To take part in marketing and liaison activities such as Open Evenings, Progress Evenings, and liaison events with partner schools
- To contribute enthusiastically to the development of effective subject links with partner establishments and the local community.

Management of Resources:

- To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources;
- To co-operate with other staff to ensure a sharing and effective use of resources to the benefit of the School, department and the students.

Duties related to Teaching and Learning:

The [Teachers' Standards](#) document gives a full description of teacher competencies at different levels. This will be referred to when making judgements on the quality of teaching and performance generally under Appraisal regulations.

- To undertake a pro rata appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To make appropriate provision for pupils with Special Educational Needs based on the I.E.P.s produced in conjunction with the Learning Support Department.

Duties relating to Pastoral /Other/Specifics:

To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.

Other Specific Duties:

- To support the school in meeting its legal requirements for worship;
- To continue personal development as agreed;
- To undertake any other duty as specified by STPCD not mentioned in the above;
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description;
- This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.



Person Specification

Cardinal Allen Catholic High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to complete an enhanced DBS check.

The successful candidate will need to be able to articulate a clear vision for the teaching of Science and a commitment to giving their all for our children. The Governors will consider applications on the basis of each candidate's ability to meet the following criteria:

Selection Criteria	Essential / Desirable
Qualifications	
Qualified Teacher Status	E
Recognised and relevant degree or equivalent	E
Evidence of appropriate personal and professional development	E
Experience	
If a trainee or recently qualified teacher – successful placements	E
If a serving teacher - successful preparation of candidates for public examination	E
Involvement in the development of the Science curriculum	D
Knowledge and Skills	
The ability to communicate effectively, both through speaking and writing to a variety of audiences.	E
The ability to work effectively with a range of people, including pupils, colleagues and parents	E
Understand the use and application of ICT in a range of contexts	E
The purposes of the Science curriculum and relationship to the whole school curriculum	E
An appreciation as to how weak literacy skills are a barrier to success in school, and an understanding as to how they can be overcome	E
An understanding of the evaluation of standards of teaching and learning in Science	D
An awareness and appreciation of impact of effective improvement planning and target setting	D
Efficient and effective administrative and organisational skills	E
Personal Qualities	
Personal impact and presence	E
Adaptability to changing circumstances and new ideas and an ability to challenge the status quo	E

Selection Criteria	Essential / Desirable
High levels of motivation and a commitment to high standards	E
Analytical, creative and flexible thinking	E
Work under pressure: meet deadlines, prioritise, and effective time management	E
Reliability and integrity	E
An excellent attendance and punctuality record	E
Self confidence	E
The ability to promote team values and encourage others to do the same	E
Capacity to enthuse colleagues and promote an atmosphere of co-operation and mutual support	E
Commitment	
A willingness to support and uphold the Catholic ethos of the school. This would be evident in the positive contribution made to the prayer and worship life of the school.	E
To equal opportunities	E
Willing to participate fully in the wider life of the school and contribute to enrichment activities	E

