

**CARE**  
**ASPIRE**  
**INCLUDE**



# TEACHER OF SCIENCE ECT

*Join Us*

The Romsey School  
Greatbridge  
Romsey  
Hampshire  
SO51 8ZB

01794 512334

[jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

[www.romsey.hants.sch.uk](http://www.romsey.hants.sch.uk)

**#WEAREROMSEY**

# Key Information / Gateway Trust

## We have one role available.

The Teacher of Science role is suitable for ECT teachers.

### The Position

<b>Post Title:</b>	<b>Teacher of Science (ECT)</b>
<b>Academy:</b>	<b>The Romsey School</b>
<b>Pay Range:</b>	<b>Main Pay Range</b>
<b>Line Manager:</b>	<b>Curriculum Lead of Science</b>
<b>Team:</b>	<b>Teaching Team</b>
<b>Year Group:</b>	<b>KS3 / KS4</b>
<b>Start Date:</b>	<b>September 2024</b>
<b>Closes:</b>	<b>Noon Friday, 8<sup>th</sup> December 2023</b>
<b>Final Interview:</b>	<b>TBC</b>
<b>School Visit</b>	<b>Contact HR to arrange</b>

### HR Administrator - Applications & Procedure

	<a href="mailto:jobs@gatewaytrust.org">jobs@gatewaytrust.org</a>
Hazel Hampton:	01794 517007
Kiran Landa:	01794 527084



[www.gatewaymat.org](http://www.gatewaymat.org)

*'If you have the knowledge, let others light their candles in it' - Margaret Fuller.*

The Gateway Trust was established in 2019 and is a small multi academy trust consisting of The Romsey School, Oakfield Academy and Gateway Central Services, including Little Sunlights nursery. It is a trust looking to grow and develop, focussed on making a difference to the unique communities that each school / setting serves.

As the trust grows and develops, opportunities to work across settings may become available. This particular post however is based at The Romsey School.

For your reassurance, whilst we enjoy the freedom of Academy status for our school settings, we tend not to deviate significantly from STPCD and Hampshire terms and conditions. We are always very happy to answer any further questions that you may have at any stage of your application to come and work with us.

The Gateway Trust is a trust based on values underpinned by the 'common wealth' of working collaboratively to positively impact on young people and our communities. Whilst our Trust provides 'top cover', support, reassurance and guidance each of our schools is unique and serves its own community with autonomy, character and attention to detail. It is a trust focussed on its people...because it is the people that make a place.

Gwennan Harrison-Jones  
CEO- Gateway Trust

Judith Houghton  
Board Chair – Gateway Trust

# The Romsey School



Greatbridge, Romsey  
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**11-16 Comprehensive School**

**Teacher of Science ECT  
Full Time  
MPR  
Permanent contract  
Required from September 2024**

## **Looking for a supportive school to kick-start your career in teaching?**

Look no further, we are looking for ECT's who want to share their passion for Science with our students, to join the Romsey team. We want to help you on your journey as a new teacher, offering guidance and advice as you embark upon your first year as a new teacher.

The Romsey School is a high attaining comprehensive school, committed to high quality inclusive education. Staff really enjoy working at Romsey, our recent OFSTED Report June 2023 (graded 'Good'), highlights; "Staff say that senior leaders are considerate of their workload and well-being".

At the heart of The Romsey School is our mission for a lived experience of 'Compassionate Excellence', meaning that we aspire, care and include in all that we do. This set of values extends to everyone within our community and this includes staff as well as our students.

The successful candidate will:

- Be creative, inspiring and passionate about teaching and learning;
- Be able to teach across the age and attainment range at both key stage 3 and 4;
- Be an exceptional classroom practitioner, delivering lessons that engage, challenge, motivate and inspire our students to achieve
- Work collaboratively with all members of the Romsey School community;
- Be enthusiastic about their own professional development and growth in areas including subject knowledge and teaching methods.

## **The Romsey School Supports New Teachers**

We offer an excellent ECT programme and we ensure that all members of staff experience an interesting Professional Learning programme, which is grounded in research.

Teacher of Science (ECT)



### **Learn Together at The Romsey School**

We have regular professional learning opportunities which includes subject knowledge development. We are fully committed to your Growth and CPD development, offering access to The National College and working with our Research Lead Team.

### **Have Your Aspirational Career Goals Encouraged at The Romsey School**

We actively encourage pursuing your professional development through the Department for Education (DfE) '**National Professional Qualifications**' (NPQs) route. Alternatively, have you thought about becoming a Chartered Teacher through the Chartered College of Teaching? If so, The Romsey School can support you through this.

In return, The Romsey School will provide you with:

- Access to the staff benefits programme which includes the 'cycle to work' scheme
- Focus on staff wellbeing, including 24/7 Employee Assistance Programme, free flu vaccination and eye care vouchers.
- Opportunities to be included within the school community by joining one of several groups of staff within the school that lead on significant initiatives such as:
  - Student leadership
  - Extracurricular sports clubs
  - Duke of Edinburgh Award
  - A variety of trips and educational visits, which includes international trips to places such as Kenya, Iceland, Spain, Paris and the Ski Trip in Austria.
- Discounted lunches from our excellent in house kitchen.
- Access to and an Employee Discount to our on-site nursery, Little Sunlights
- On-site, free staff car parking.

If you are interested in this position, we would love to hear from you. Please submit your application as soon as possible as we reserve the right to interview exceptional applicants before the closing date.

Please see the school website <https://www.theromseyschool.org> for an application form. Applications should be on Romsey School forms; individual CV's will not be accepted.

The Gateway Trust is an equal opportunity employer and is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and Disclosure and Barring Service.

Closing date: Noon Friday, 8<sup>th</sup> December 2023

Interviews: TBC

# Job Description – Teacher of Science (ECT)

<b>Area:</b>	Science Faculty
<b>Responsible to:</b>	Curriculum Leader – Science Faculty
<b>Responsible for:</b>	To participate fully in the teaching of Science within the school.
<b>Principal Purpose:</b>	To teach Science to classes from Year 7 – Year 11 covering all levels of ability.

## **Main Duties**

1. To carry out the duties of a teacher as outlined in National agreements.
2. To assist the Head teacher in delivering the school's policy in respect of legal, moral and educational obligations placed upon it by Education Acts.

## **Specifically**

- a. To participate in the school's pastoral programme
- b. To work within agreed school and Faculty policy guidelines regarding teaching, record keeping and assessment of pupils.
- c. To teach throughout the age and ability range, following appropriate schemes of work for all years and ability levels.
- d. To attend various school meetings as required within directed time.
- e. To participate in relevant INSET activities and review methods of teaching and learning, and programmes of work.
- f. To participate in the development of schemes of work and resource material for the faculty.
- g. To participate in cross-curricular developments within the school.

## **Community activities**

To contribute and promote community activities within the ethos of the Community School.

## **Extra-Curricular activities**

To contribute to the programme of extra-curricular activities taking responsibilities for groups or events as delegated by the Curriculum Leader.

## **Additional Duties**

To undertake additional duties under the reasonable direction of the Head teacher.

Individuals have a responsibility to promote and safeguard the welfare of children and young persons that they are responsible for, or come into contact with.

# The Science Department

We are seeking an inspirational, enthusiastic and innovative science teacher to join our talented team in this high achieving 11-16 comprehensive school. As a successful department, we are looking for someone keen to contribute to this success; someone who will actively enrich our pupils' experiences within science and help prepare them for a diverse world.

The science department at The Romsey School consists of ten teachers and is taught in a suite of nine labs (5 of which have been recently refurbished) set in two of the school blocks, supported by an excellent team of technicians. Results, especially for the Separate Sciences are consistently strong (with grade 9s in the mid to high teens for each of these) and the option take-up of Separate Sciences continues to be incredibly high with almost half the year group choosing it each year.

The science department utilises a combination of SMART boards and digital projectors as well as interactive TV screens to improve teaching and learning as well as networked computers in some rooms. Staff within the science department use a range of software with all ages and abilities, and this forms one of the many different techniques utilised to allow rapid and sustained progress for all pupils. We also utilise Google Classroom as our main online learning tool and also use it to deliver all homework and follow up information.

Science teachers usually have a balanced timetable, teaching the full range of ages and abilities. Pupils are taught in sets according to ability, and composition of all sets is subject to continual review. We run both Combined and Separate Sciences and all teachers are expected to contribute to the teaching of these if necessary.

The department meets on a regular basis where all teachers contribute to the development of the team and the focus of these meetings is on the improvement of teaching and learning and they often take the form of a workshop.

Department staff also play a wider role in the school and community and have been instrumental in the School Fair, Ski Trip, F1 for Schools programme, Enterprise Project, Duke of Edinburgh Award and our Romsey to Kenya project, as well as after school revision workshops. A member of the technician team also runs the Science Club which is very popular amongst the younger members of the school.

This post presents an exciting opportunity to develop both leadership and creative, innovative teaching within an outstanding curriculum area.

We welcome applications from well-qualified and enthusiastic teachers who are capable of contributing to a highly effective and supportive science teaching team. The post is initially a temporary position for one year. The Romsey School is a high achieving and oversubscribed school, committed to high quality inclusive education.

# THE ROMSEY SCHOOL SENIOR TEAM

## WHY WORK WITH US?

### **Annie Eagle (Headteacher)**

Thank you for having an interest in coming to work at The Romsey School. Romsey School is a very special place. It is a place which prides itself on aspiration, on its exceptional Student Support, superb Teaching & Learning and on the highly effective relationships that we have across our community. Our culture is based on mutual respect and members of our community strive to be the best we can be every day. [This link](#) will give you more details about our school values and our curriculum intentions.



As you will learn, our overarching vision is that we deliver “Compassionate Excellence” for all our students through the values of “Aspire, Care & Include”. We aim to ensure that our youngsters leave our school confident, inspired and fulfilled, ready to rise to the challenges of their future.

We hope that after reading this pack you will be excited about applying to become part of the continuing success that is The Romsey School. We are a great team, looking for likeminded people to join us. If you would welcome an initial discussion about this role and/or a tour of the school, please contact HR via [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

### **Chris Cove (Deputy Headteacher)**

The Romsey School is a place that lives its Values; Aspire, Care & Include. The staff are incredibly supportive and strive to ensure that students are successful in all aspects of school life. They do this through creating a safe and engaging environment for students to learn whilst ensuring they develop both academically and personally both in and out of the classroom. The Senior Leadership Team are excellent at nurturing staff whilst driving the school forward with an aspiration to create a world class education for our students. I look forward to meeting you and welcoming you to The Romsey School in the near future.

### **Chris Stephens (Deputy Headteacher)**

I really enjoy working at Romsey because I have always felt that the school provides “High Challenge in a Low Threat” environment and it stimulates growth. I also really enjoy working with our students. How happy they are to talk to us, laugh with us and work with us! Lastly, I have always valued the support given to me to enable me to pursue my Career Development.



### **Alison Clarke (Assistant Headteacher – Pupil Premium & Personal Development)**



I love the shared excitement at Romsey, finding out what works, what makes students and staff motivated to achieve, and most importantly to be happy. Romsey is an inclusive school where teachers and support staff of all career stages are excited about the learning and outcomes in the classroom and beyond. We enjoy working in our school because members of the community are valued and nurtured, feeling a sense of belonging where they can work and grow in an inclusive and supportive environment.

### **David Fawcett (Assistant Headteacher – Teaching & Learning)**

Having worked in a number of schools around Hampshire, The Romsey School is a place where both student learning and staff development are front and centre of its drive towards being exceptional. The spirit around the campus is infectious with both students and adults hungry to learn and improve. The school has such a community feel. It is a place where students shine, and staff meticulously develop their craft, working in synergy to be the best they possibly can be. The Romsey School is special and unique, full of opportunities, full of talent, and a place where working with our strong leadership team can help move our school beyond what can be imagined.







**Donna Page (Assistant Headteacher - SEND, Diversity & Inclusion)**

If you are looking for a supportive team, amazing children and a lovely location - Romsey is the place for you. When I researched job opportunities and then interviewed, I was so excited by the vision of 'aspire, care, include' and I still am. It's not just 'lip-service' of a vision, it is what we do, what we believe and how we run our school.

**Adam Bettiss (Assistant Headteacher - Behaviour, Safeguarding and Attendance)**

Romsey is a school that is genuinely at the heart of the community it serves and not just in the physical sense. We Aspire, Care and Include in equal measure and the care shown by the student support team for our entire community (parents, pupils and staff) is second to none. It is this unrelenting desire by all staff to support each and every pupil to reach and exceed their potential that gets me through my lengthy commute each day.



**Nick Chafer (Senior Leader)**

I've been here for 27 years and the main reason why I love it so much? The people and the community. Working here is a joy and allows you to develop a whole spectrum of skills to really make a difference. As a school we have continually evolved and we are all pushed to constantly ask ourselves if we could be doing things better.



The Senior Leadership Team at Romsey is a creative and supportive one. We have a strong focus on empowering all colleagues to develop and evolve teaching and learning and we believe in improving, not proving. As a group we have challenging and also creative conversations, along with lots of laughs.

*N.B. The current senior team's roles and responsibilities are available on request.*



**Gwennan Harrison-Jones (CEO, The Gateway Trust)**

I started as CEO at The Gateway Trust (0.6 fte) in September 2022, bringing with me 7 years of previous experience as Headteacher at Cams Hill School, Fareham where I remain on a 0.4fte basis as Executive Headteacher. I have thoroughly enjoyed getting to know the various settings within the Gateway Trust particularly working closely with Annie to get to know 'all things Romsey.'

**Chris Nunn (Chief Operating Officer, The Gateway Trust)**

I am proud to be a part of The Romsey School Senior Leadership Team. I am thrilled to be involved in the growth of the school as a whole and for all the exciting things to come. There is a real sense of community here, where people are made to feel supported and encouraged.



**Judith Houghton (Chair Board of Trustees, Gateway Trust)**

On behalf of the Gateway Trust, I'd like to add my thanks for your interest in this role. Our Trust is small at the moment - 1 secondary school, 1 primary school and a community arm - but we have plans for growth and this will include further leadership opportunities within the trust in the future. We have a proven track record of excellent staff development and of tailoring roles and responsibilities around staff, so please do get in touch to find out more.



Teacher of Science (ECT)





## EXTRA APPLICATION INFORMATION

### **Safer Recruitment**

Gateway Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

### **Data Protection Data Protection Act 1998.**

You should be aware that the information you have provided will be stored on Gateway Trust/The Romsey School secure database and will only be used to process your application. It will not be passed to any other organisation.

### **Privacy Notice**

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the school to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the Schools website for further details on their privacy notice and data protection policy.

You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

### **Receipt of Application**

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the HR Department on [jobs@gatewaytrust.org](mailto:jobs@gatewaytrust.org)

### **Selection Procedure**

The shortlist will be drawn up soon after the deadline. Further details will be sent to those candidates called for interview. Failure to send your application form to the above address may invalidate your application.

### **Equality Monitoring**

All applicants are requested to complete a Confidential Equality monitoring form.

# The Romsey Charter

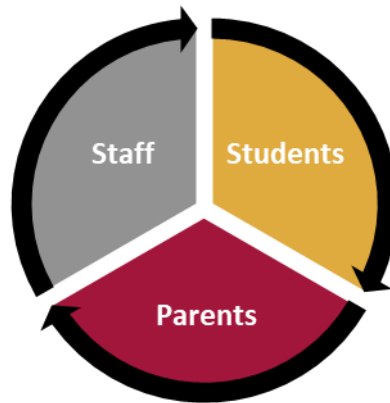
Our lived experience of '**Compassionate Excellence**' means that we **aspire**, **care**, and **include**. These values result in young people who are **inspired**, **confident**, and **fulfilled**. Students leave our school ready to rise to the challenges of their future.

## All members of our community have the RIGHT:

- To feel and be safe in their working environment
- To be treated fairly, with respect and without prejudice
- To have a voice, to be listened to and to be included
- To deliver and receive a high quality education
- To be encouraged to explore, develop and flourish
- To be able to make mistakes and to have the chance to learn from them
- To be able to ask for, receive and offer support

## All members of our community have the RESPONSIBILITY:

- To deliver our curriculum intentions for all learners
- To support students & guide them on how to improve
- To monitor pupils' wellbeing and to raise concerns
- To model standards and professionalism at all times
- To communicate respectfully with other staff, pupils & parents



- To meet the expectations for all Romsey Students
- To take care of our environment (local & global)
- To be honest and take responsibility for our actions
- To seek help and support from others as needed
- To communicate respectfully with other pupils, staff & parents

- To support their child in their learning, and the school in maintaining high standards
- To support and trust in the decisions made by the school staff
- To provide boundaries, model and encourage good behaviour
- To support their child in meeting the expectations for all Romsey Students
- To communicate respectfully with other parents, pupils & staff