

Teacher of Science

September 2022



Linton Village College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced DBS Check and a barred list check. Other checks may be requested if applicable.

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LINTON VILLAGE COLLEGE, Cambridge Road, Linton, Cambridge, CB21 4JB

A comprehensive 11 – 16 Academy of 830 students

Principal: Helena Marsh, MEd



Teacher of Science

Main Scale / Upper Pay Spine

Permanent

September 2022

This is an exciting opportunity for an enthusiastic and highly skilled science specialist to teach across the age and ability range at KS3 and KS4 within a high achieving team.

We are seeking to appoint a capable, dynamic and creative individual with excellent subject knowledge and a passion for teaching science. The appointed candidate will demonstrate excellence in teaching and learning and an ability to engage and inspire students of all ages and attainment levels.

The Science department at Linton Village College is successful and highly regarded with a reputation for excellent standards of teaching and learning and strong academic outcomes. At Linton, we are committed to educating the whole child and offering a wide range of enrichment opportunities and STEM activities.

We welcome applications from candidates at all stages of their career and are keen to recruit a capable and motivated teacher of science to contribute to the development of the curriculum and extra-curricular provision. The successful candidate will be expected to teach across the sciences at Key Stage 3 and the ability to teach Physics at Key Stage 4 would be an advantage. The ability to teach Maths would also be welcomed. A Teaching and Learning responsibility and/or Recruitment and Retention payment may be available to the right candidate.

Linton Village College is an ambitious and inclusive comprehensive 11-16 school at the heart of its local community. Ensuring a high-quality education for all of our students on a daily basis is our core priority. This is underpinned by a culture in which strong relationships, effective pastoral care and personal development opportunities are of paramount importance. We are committed to offering enriching learning experiences and we strive for educational excellence. We have very high expectations and provide a nurturing, friendly and supportive environment in which everyone can thrive and achieve.

The school supports colleagues' professional learning in national programmes as well as through a broad in-school and Trust-wide training offer. We also enjoy strong links with primary partner schools, sixth form colleges and the Faculty of Education at the University of Cambridge. Our membership of Anglian Learning provides further opportunities for career development and collaboration.

To find out more about this vacancy, please download an application form and information pack from our website at www.lvc.org. We welcome contact from interested candidates to discuss the role. Please contact humanresources@lvc.org to arrange to discuss the role or visit the school.

The College supports flexible working and requests for flexibility in working arrangements/patterns will be considered. Closing date for receipt of applications is **12 noon on Monday 28th February 2022**.

Applications must be submitted on the College's application form; CVs will not be accepted.

All staff share a commitment to Safeguarding and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check and other checks may be requested if applicable. We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered.

Dear Applicant

Teacher of Science

Thank you very much for your interest in this position at Linton Village College. I hope that the information enclosed will encourage you to apply to join our dedicated team of staff and helps you to appreciate what makes Linton Village College a special place to work and learn.

College ethos

We are a relatively small 11-16 comprehensive secondary academy with around 830 students on roll. Our culture is characterised by an inclusive and caring ethos. At Linton Village College everyone is a learner and every learner matters. Opened in 1937 as the third of Cambridgeshire's Village Colleges, the school is still true to Henry Morris' founding vision for cradle to grave learning. We operate a community sports centre and adult education provision in addition to housing community users.

Location and facilities

Linton Village College is situated on the outskirts of Cambridge. Our students come from a large number of primary schools in South Cambridgeshire and bordering Essex and Suffolk villages, plus the town of Haverhill. There are excellent transport links and we have an expansive campus with lots of green spaces and some fabulous facilities including a beautiful library, science labs, dance studio and excellent sports amenities. Our staff and students also benefit from links with the Granta Special School that is co-situated on our site.

School culture

Having been a pilot school for the Relational Schools research project, we prize the importance of developing strong relationships between all members of the College community. As a close-knit staff, there is collaboration and support across departments. We are people-centred and committed to having reasonable workload expectations of our staff (as showcased by the DfE) and access to high quality professional development. The six Linton Learner attributes are the qualities that we recognise, develop and promote in our students: curiosity, reflection, ambition, care, independence and responsibility. We have a strong safeguarding culture at the College.

Student profile

As Linton Village College has grown, its student demographic has diversified. Our cohort varies year on year but is typically above national average with a significant proportion of higher-attaining students. Our intake is very comprehensive and in recent years we have attracted more students with acute SEND. Some have benefited from bespoke provision with the Granta Special School while others have needed more in-house modification to meet their needs. The proportion of students eligible for the Pupil Premium is lower than the national average (around 11%). We have relatively few EAL students.

Pastoral care

The care and support on offer to students is a strength at Linton Village College. Each student is a member of a horizontal tutor group within a vertical House. The form tutor plays an integral role in offering pastoral care and supporting educational success. A Support Hub houses the four Heads of House and a range of other colleagues with specific pastoral expertise including an inclusion and safeguarding team, wellbeing mentors and a counsellor. This team works in partnership with the SEND team in our Henry Morris Centre.

Academic success

The College has maintained above-average levels of attainment and progress over a number of years with Progress 8 results of around/above +0.3 since the introduction of this measure. We are consistently within the top 25% of all schools nationally. In 2019, all students achieved positive value added, including vulnerable groups, with exceptional outcomes achieved in Science and Art. We are keen to sustain this success and strive for even stronger outcomes and to close achievement gaps, particularly in Maths, for SEND students and low/middle prior attaining boys which are areas of relative underperformance.

Enriching education

We value the importance of a holistic education. Students at Linton Village College benefit from a wealth of enrichment activities including trips and visits to support the curriculum (particularly in STEM subjects and careers education) in addition to a thriving extra-curricular programme. An enrichment week in the summer term enables all students to engage in cultural opportunities beyond the classroom – the ambition is for every Year 9 student to experience a residential excursion. There are a range of lunchtime and after school clubs on offer and, as an Artsmark school, we are proud of our exceptional provision in the Arts.

Professional networks

Our staff body benefits from accessing training through Anglian Learning and through membership of Whole Education. We also have close links with the University of Cambridge and other teacher training providers as well as our local primary schools. Membership of a local, community-focused and like-minded group of schools affords us lots of opportunities for professional development and school improvement.

College Improvement priorities

Our College improvement plan centres on the importance of achieving consistency in the quality of educational provision:

- achieving an ambitious curriculum experience for all students in all subjects;
- embedding consistent and effective behaviour for learning across the school;
- ensuring that SEND teaching and provision enables all students to be successful.

It is my seventh year as Principal and it is a privilege to lead the College. However, there is much to be done to ensure that Linton Village College continues to be a vibrant, high-performing and successful school that meets the needs of all of its learners. I hope that you feel inspired to join us and play an integral role in the College's improvements.

Thank you, in anticipation, for the time you will give to your application.

Yours sincerely



Helena Marsh

Principal

THE SCIENCE DEPARTMENT AT LINTON VILLAGE COLLEGE

The science department is a highly successful and collaborative team. We are based in a well-equipped suite of seven laboratories and a prep room.

Staff

The science department currently has eight committed and enthusiastic teachers, all of whom teach across the age and ability range. They teach general science to Key Stage 3 students and usually their own subject specialism at Key Stage 4. The department is serviced by two exceptional technicians, who support our investigative approach to teaching science.

There is a strong commitment to professional learning for all staff within the department and at any time there are usually a number of student teachers training with us. We also have a great tradition of developing the careers of Early Careers Teachers and more experienced staff.

Students

Our aim is to foster a love for learning within our students through dynamic and engaging teaching by committed, highly skilled experts. As a result, our students have performed extremely well in national examinations. In terms of value added, the department is regularly in the top 10% of all schools. GCSE pass rate at all levels are consistently high for separate and combined sciences.

The success of the science department is also reflected in the large numbers of students taking triple award at GCSE and in the take up of science courses at post 16 level.

The Curriculum

Science is taught as an integrated subject in Years 7 and 8, and as separate disciplines in Years 9, 10 and 11. Students are taught in mixed ability learning groups in Year 7, and then in sets for Years 8 – 11.

Key Stage 3 classes are taught for 6 lessons per fortnight. At Key Stage 4 students can opt to take double award, for which they have 10 lessons per fortnight and triple award, for which they have 12 lessons per fortnight. The College teaches the AQA specification for all courses.

Extra-Curricular Activities

We are able to take advantage of abundant out-of-school resources available to us being situated near Cambridge University, and with many science-based industries in the local area. We take students on a number of trips, enjoy a rich supply of excellent speakers and are able to provide many enrichment activities, for both staff and students. We also provide a full range of activities during Science Week.

The Role of the Form Tutor

The successful candidate will be required to take on the role of form tutor.

The tutor serves as the first point of contact between the College and home and has an important pastoral responsibility in supporting students to maintain high standards of behaviour and academic achievement. Form tutors are expected to ensure an ordered and organised start to the College day.

Tutor time involves the sharing of key messages and expectations, as well providing care and oversight of individuals and their welfare and progress. It is important that effective professional relationships are fostered through a high-quality tutoring experience. Key strands of the PSHE/RSE curriculum are also delivered through tutor time.



Job Description: **Teacher of Science**

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.

Site Linton Village College

Grade Main scale/ UPS

Responsible to Head of Science

Overview

Purpose	To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. To monitor and support the overall progress and development of students. 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 College's responsibility to provide and monitor opportunities for personal and academic growth.
Reporting to	Head of Science
Liaising with	Principal, Deputies, Assistants, teaching/support staff, external agencies and parents/carers
Working time	195 days per year, full-time or part-time as per contract
Salary/Grade	As per teachers' pay scales
Disclosure level	Enhanced

MAIN DUTIES	
Operational/strategic planning	To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work. To contribute to the curriculum area and department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities.
Curriculum provision	To assist the Head of Science and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives.
Staffing	To take part in the school's staff development programme by participating in arrangements for further training and professional development.
Staff development	To continue personal development in the relevant areas including subject knowledge and teaching methods.

Recruitment/ deployment of staff	<p>To engage actively in the appraisal process.</p> <p>To ensure the effective/efficient deployment of classroom support.</p> <p>To work as a member of a designated team and to contribute positively to effective working relations within the College.</p>
Quality assurance	<p>To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy.</p> <p>To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures.</p> <p>To seek/implement modification and improvement where required.</p> <p>To review from time to time methods of teaching and programmes of work.</p> <p>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 College.</p>
Management information	<p>To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMS, registers etc.</p> <p>To complete the relevant documentation/online records to assist in the tracking of students.</p> <p>To track student progress and use information to inform teaching and learning.</p> <p>To ensure the security and confidentiality of all such information.</p>
Communications	<p>To communicate effectively with the parents/carers of students as appropriate.</p> <p>Where appropriate, to communicate and co-operate with persons or bodies outside the College.</p> <p>To follow agreed policies for communications in the College.</p>
Marketing and liaison	<p>To take part in marketing and liaison activities such as open evenings, parents' evenings and liaison events with partner schools.</p> <p>To contribute to the development of effective subject links with external agencies.</p>
Management of resources	<p>To contribute to the process of the ordering and allocation of equipment and materials.</p> <p>To assist the Head of Science to identify resource needs and to contribute to the efficient / effective use of physical resources.</p> <p>To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, Department and the students.</p>
Pastoral care	<p>To take responsibility for a group of students as a form tutor.</p> <p>To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom.</p> <p>To promote the general progress and well-being of individual students and class groups as a whole.</p> <p>To treat all students with respect.</p>
Teaching	<p>To undertake a designated programme of teaching.</p> <p>To ensure a high-quality learning experience for students which meets internal and external quality standards.</p> <p>To teach students according to their educational needs, including the setting and marking of work carried out by the students in school and elsewhere.</p> <p>To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</p> <p>To provide, or contribute to, oral and written assessments, reports and</p>

	<p>references relating to individual students and groups of students.</p> <p>To ensure that literacy, numeracy and school subject specialisms are reflected in the teaching / learning experience of students.</p> <p>To ensure that students have the opportunity to further their experience of IT within the subject area and to assess their competence and progress with this skill set.</p> <p>To prepare and update subject materials.</p> <p>To use a variety of delivery methods which stimulate learning appropriate to student needs and demands of the syllabus.</p> <p>To maintain discipline in accordance with the College's procedures, and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.</p> <p>To undertake assessment of students as requested by external examination bodies, departmental and College procedures.</p> <p>To mark, grade and give written /verbal and diagnostic feedback as required.</p> <p>To contribute to the development, promotion and active use of the College's learning platform.</p>
Other specific duties	<p>To undertake duties according to the rota and discharge the responsibility proactively.</p> <p>To contribute to good order across the College by responding proactively where there is a cause for concern.</p> <p>To play a full part in the life of the school community.</p> <p>To support its aims and values and to encourage staff and students to follow this example.</p> <p>To promote actively the College's policies.</p> <p>To attend staff briefings and staff meetings.</p> <p>To continue personal development as agreed.</p> <p>To comply with the College's Health and Safety Policy and undertake risk assessments as appropriate.</p> <p>To undertake any other duties as specified in the STP&CD not mentioned in the above.</p>

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or line manager to ensure efficient and effective operation of the College.

Person Specification: **Teacher of Science**

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.



Education	Essential/ Desirable	Application/ Interview/ Reference
Good honours degree in a relevant science subject	E	A
PGCE or recognised teaching qualification	E	A
GCSE grade C or higher (or equivalent) in Maths and English	E	A

Experience	Essential/ Desirable	Application/ Interview/ Reference
Recent experience of teaching Science to at least GCSE or equivalent level	E	A/I/R
Experience of teaching other relevant courses e.g. maths	D	A/I/R
Experience of involvement in extra-curricular STEM activities	D	A/I/R
Evidence of the successful use of technologies within teaching and learning	D	I
Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders	E	I/R

Professional Qualities	Essential/ Desirable	Application/ Interview/ Reference
An excellent communicator who is able to work effectively with students, parents, colleagues and outside agencies	E	A/I/R
Excellent classroom practitioner with high expectations and the ability to inspire and motivate students in a comprehensive setting.	E	A/I/R
Ability to establish productive working relationships and work well in a team	E	A/I/R
Excellent subject knowledge and appreciation of best practice in Science teaching	E	A/I/R
An excellent communicator, both orally and in writing	E	A/I/R
Commitment to the promotion of equal opportunities for all	E	I
Evidence of a commitment to the safeguarding of all young people	E	A/I/R

Personal Qualities	Essential/ Desirable	Application/ Interview/ Reference
Enthusiasm, energy and personal dynamism	E	A/I/R
Approachable, friendly and patient and collaborative	E	I/R
Organised and able to prioritise and meet deadlines	E	A/I/R
A liking and respect for young people	E	I/R
Appropriate professional relationship with colleagues, parents and children	E	I/R
High level of integrity, honesty and fairness	E	I/R
Demonstrate personal enthusiasm for the learning process	E	I

Teaching & Learning	Essential/ Desirable	Application/ Interview/ Reference
Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent student outcomes	E	I/R
Excellent use of teaching and learning strategies	E	I
A personal commitment to the continuing development of subject knowledge and pedagogical	E	A/I

Application instructions/information



Recruitment incentives

- All members of teaching staff are given a school laptop.
- Free membership of the College's Fitness Suite.
- Cycle to work scheme.
- Access to free parking on site.

How to apply

1. Complete the application form. This is available to download from our website at <https://lvc.org/vacancies/>. CVs will not be accepted.
2. Write a letter of application to the Principal, Helena Marsh, of no more than two sides of A4. Please make reference to the person specification and job description and explain how your knowledge, skills, values and attributes make you well-suited to this role at Linton Village College.
3. Send your completed application form and letter to Human Resources no later than **12 noon on Monday 28th February 2022** to humanresources@lvc.org. Please include the vacancy job title in the subject line and attach your application form and letter. Please do not send hyperlinks or other file formats.
4. References will normally be taken up for shortlisted candidates prior to the interview date. If you specifically indicate that you do not give consent to contact a referee prior to interview then the reference will only be taken up if you are successful at interview.
5. Please read our privacy notice for job applicants and our recruitment and selection policy on our [vacancies](#) page.
6. If you have any queries about the application process please contact Human Resources (humanresources@lvc.org)

Find us

Directions to the College can be found [here](#).

Ofsted

Read our most recent Ofsted report [here](#).

Professional development

Linton Village College is a member of the [Anglian Learning](#) multi academy trust and [Anglian Gateway Teaching School](#).

Accompanying documentation

The College is committed to the safeguarding of children and young people. If you are invited to interview, you will be asked to provide the following:

- a completed disclosure of criminal convictions form;
- details of any child protection investigation that you may have been subject to;
- notification of any relationship with any pupil, employee, governor or trustee;
- evidence of your right to work in the UK;
- confirmation that, if appointed, you will provide documentation to allow a DBS check to be undertaken;
- original qualifications certificates, and
- a signed and dated hard copy of your application form and covering letter if you originally submitted them via email.

Full details of the documents required will be sent with your invitation to interview.

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check. Certificates of Good Conduct and other checks may be requested if applicable.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR and Recruitment can be found on our website: www.anglianlearning.org

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered.

