February 2021

Dear Applicant,

**Teacher of Science: Application Pack**

Thank you for your interest in the position of Teacher of Science at St. John Fisher Catholic Comprehensive School. Our application pack offers the following information, which we hope will assist you in deciding if you have the right qualities to work here and whether our school is the best place for you to further your development and career.

* External Advertisement
* Job Description
* About the Department
* Our History
* Mission Statement
* Our Results
* How to Apply

The following important documents are also available on our website:

* School Prospectus <https://stjohnfisher.school/wp-content/uploads/_PDF/KS3_CURRICULUM/sjf_KS3_16-Propectus-2018-web.pdf>
* Sixth Form Prospectus <https://stjohnfisher.school/wp-content/uploads/2019/11/SJF_SIXTHFORM_PROSPECTUS.pdf>
* Application Forms <https://stjohnfisher.school/home/about-us/vacancies/>

We look forward to receiving your completed application.

Yours faithfully,

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Dympna Lennon

(Headteacher)

**External Advertisement: Required from September 2021**

**TEACHER OF SCIENCE**

The Governing Board is seeking to appoint an enthusiastic and well-qualified Teacher of Science to work as part of a well-established and successful Science team from September 2021. The candidate is required to be able to teach Physics to A level or have the correct qualifications and be willing to learn.

The Science department has seen lots of success in both pupil outcomes and Progress 8 in the past few years and would look to continue these positive trends. Time has been dedicated to upskilling the team in pedagogy and curriculum knowledge. This has resulted in an innovative and creative department who use evidence based practice to develop their teaching and curriculum design.

We are a team that seeks to find new and interesting ways to allow pupils to learn. This is based on a supportive team ethos where planning and ideas are shared between teachers and technicians to reduce workload. As a department we have successfully overseen massive changes to curriculum and assessment and are looking to continue to improve to ensure that pupils get the best possible grades and experience in science.

The successful candidate will be a Science specialist who has the ability to put their vision for teaching and learning into practice, supported by an able team of staff. They will work closely with the Curriculum Leader for Science and Computing as well as the second in Science to support in the development and delivery of an engaging and challenging curriculum for students of all abilities. They will model at least good teaching practice and inspire others through the delivery of effective and exciting lessons. A bespoke CPD programme will be tailored to meeting their needs.

St. John Fisher Catholic Comprehensive School is a non-selective coeducational secondary school for students age 11-18. A split site school with free parking, we are moving to brand new buildings in 2022. Our mission statement is that ‘***St. John Fisher Catholic Comprehensive School educates students, spiritually and educationally forming them through Faith so that they can achieve their aspirations and contribute to their community’.***  As a Catholic school, we are passionate about the formation of the whole student, making sure that we develop students into good people as well as ensure they get good results.

The school is in Medway, a 30-minute distance from London by road or high-speed rail link. Medway benefits from a multimillion-pound regeneration programme bringing new housing developments and facilities for its inhabitants; it also has the lowest council tax rates in Kent. St. John Fisher also offers subsidised accommodation for employees and this will be offered to the successful candidate, should they be interested.

We are happy to offer visits and informal discussions of the role: please contact [j.fisher@stjohnfisher.school](mailto:j.fisher@stjohnfisher.school) for further information.

Closing date for applications is 27th February 2021

Interviews will take place shortly after the closing date.

*Shortlisted candidates only will be contacted for interview which will take place shortly after the deadline. St. John Fisher Catholic Comprehensive School is an Equal Opportunities Employer, committed to safeguarding and promoting the welfare of all students. Any offer of appointment will be subject to satisfactory references and an enhanced DBS check will be required for all successful applicants.*

**Job Description**

|  |  |
| --- | --- |
| **Post Title:** | Teacher of Science |
| **Responsible to:** | Curriculum Leader for Science and Computing and Second in Charge of Science and Computing |
| **Grade:** | MPS / UPS Additional |
| In addition to the duties summarized in your job description please refer to:   * The current year’s statutory Guidance on School Teacher’s Pay and Conditions (issued by the DfE) which details: * Conditions of Employment of Teachers other than Head Teachers * Conditions of Employment of Deputy Head Teachers and Assistant Head Teachers * Conditions of Employment of Head Teacher’s (the duties of which you will be expected to carry out in the event of the absence of the Head Teacher from the School). * The current year’s Professional Standards for Teachers. * The Conditions of Service for School Teachers (the Burgundy Book)   The School will endeavour to make reasonable adjustments to this job description and to the working environment in order to enable access to employment opportunities for disabled job applicants and/or to enable continued employment for an employee who develops a disabling condition.  The duties summarised in your job description are indicative and we retain the right to include other reasonable duties which may be reasonably requested commensurate with the post held and duties undertaken. This job description may, after satisfactory negotiation has taken place, be modified by the Head Teacher to reflect or anticipate changes which occur over time at a local or national level As you are aware, any post working within a School includes substantial access to young people and all appointments are subject to an enhanced Disclosure and Barring Service check and a satisfactory result being received. All employees (temporary or permanent) are required to inform the School of any subsequent convictions or other matters whilst employed by the School. Failure to do so will result in the disciplinary process being invoked. All employees in posts eligible for an enhanced check are contractually required to undergo a re-check upon request. | |
| **Strategic and operational planning:** | * To support in formulating and maintaining aims and objectives for the faculty with colleagues, coherent with students’ needs and those of the School. * To support in the development, implementation and updating of appropriate specifications, resources, schemes of work, policies and strategies within the department. * To support in the day-to-day management and operation of the department. * To monitor actively student progress and to follow up and support as appropriate in order to raise attainment. |
| **Resources:** | * To manage resources efficiently and effectively and within School guidelines and policies for the benefit of all students and all faculties. * To support in the maintenance of a pleasant working environment within faculty areasand across the whole school. |
| **Staffing:** | * To enhance effective working relations, including promoting teamwork, contributing ideas and strategies and supporting colleagues. * To participate in the School’s ITT programme as required. * To work constructively with support staff including Science technicians to develop and implement safe and effective lessons, including practical activities. |
| **Monitoring and supervision:** | * To take responsibility for the effectiveness of your own teaching and learning, including the setting and marking of class work and homework, in order to encourage continuous improvement in line with current school policy. * To support in monitoring, sampling and evaluating specifications, resources, schemes of work, policies and strategies within the department. * To participate in Performance Management lesson observations. * To support the process of target setting within the department. * To take an active role and participate fully in relevant opportunities for Continuing Professional Development |
| **Information:** | * To provide accurate and up-to-date information about the classes that you teach. * To support the use of performance data to track and monitor student progress, including the relevant analysis and interpretation of prior attainment data. * To report on aspects of student examination performance as required. |
| **Communication:** | * To ensure that you are familiar with department and School aims and objectives. * To participate in and contribute to Department meetings on curriculum and whole school issues. * To communicate and consult effectively and as appropriate with students and parents. * To liaise with partner schools, higher education bodies, industry, examination boards and other external bodies as relevant. |
| **Liaison and marketing:** | * To support in the development of effective subject links with partner schools and the community, attending, if necessary, partner school liaison events. * To promote the subject area at open days/evenings and other events. * To develop relevant subject links with external agencies. |
| **Pastoral:** | * To monitor actively student progress and to follow up and support as appropriate in order to raise attainment. * To help to monitor student attendance, progress and performance in relation to individual targets. * To contribute to behaviour management work within the Department in line with School policy. * To write reports to parents in accordance with school policy. |
| **Teaching:** | To undertake an appropriate timetable of teaching in line with current School Teachers’ Pay and Conditions Document practices. |
| **General Requirements:** | * To play a full part in the life of the school community. * To promote the school positively within the local community and beyond. * To promote current Health and Safety provisions and policies. * To exercise proper care in handling, operating and safeguarding any equipment, systems or appliances provided or issued by the School for the post-holder’s individual or shared use in the performance of his/her duties, including computer equipment. * To support the management and administration of the examination process within the School in any way necessary. * To undertake any other tasks that may reasonably be regarded as being within the nature of the duties and responsibilities of this post, provided that, after satisfactory negotiation has taken place, any significant and permanent changes are incorporated into a revised job description. |
| **Specific Requirements** | * To support curriculum development within the department. * To take responsibility for developing own subject knowledge as required, particularly in the Sciences in which a specialism is lacked. * To offer support to colleagues and to encourage the sharing of good practice between colleagues, including peer observations of teaching. * To contribute to the provision of extra-curricular events and activities which promote the School’s aims. * To conduct research as necessary to further develop the curriculum. |
| **Catholic Ethos:** | * To support the Catholic Ethos of the school and create opportunities for its development within the department. |

**About the Department**

The school is looking to appoint a teacher to join the excellent Science faculty to continue the positive trends of results for pupils. The department has successfully negotiated major changes to curriculum and assessment throughout the last few years and worked hard to ensure that outcomes for pupils in science are good. Last year we were the top performing subject in terms of Progress 8 and are we are determined to continue this journey of success and improvement.

Pupils in Key Stage 3 currently have 3 lessons per week and follow the AQA KS3 syllabus which gives them a good grounding for the next stage. Key Stage 4 pupils study the AQA GCSE combined Science: Trilogy course with 4 lessons per week. Some pupils study AQA Separate Sciences and have extra lessons each week.

The quality of teaching and learning in the Science department has been a major focus and this is seen through observations including a recent deep dive into the subject. Questioning has been a significant focus and has been seen to be well employed by the Science department in observations, including the most recent Ofsted inspection.

“Teachers use their training in questioning to ensure that pupils deepen their understanding of complex topics and subjects through carefully constructed discussions. For example, in science, Year 8 pupils discussed what the world would be like without metal. The teacher’s questions encouraged pupils to think hard about the types of metal that are common on earth and in human bodies.”

Ofsted 2019

The Science department has seen positive trends in pupil outcomes and progress 8 over recent years. This is borne out of a supportive department with a strong shared vision and ethos. Continuing to find novel ways to teach material ensures our practices are continually updated and we would welcome an individual to contribute to the department in that vein.

We have utilised assistance from outside agencies to upskill ourselves. We have attended subject specialism days and had guests into school to deliver bespoke training on certain topic areas which have been extremely well received. A large amount of emphasis is put on ensuring good standards in marking of exams papers so team standardisation and moderation has ensured staff feel more confident in marking. The department follows a school wide feedback and review policy whereby books are read every 4-6 lessons and tasks are completed after this. This has greatly reduced workload and switched the focus onto learning not marking.

Two real strengths of the team are the sense of openness and willingness to assist one other. Resources are shared between staff, as well as tips and tricks on pedagogy and experiments/ demonstrations to promote good understanding. We have had a period of stability in terms of staff over the past few years which is testament to the supportive and open department we have created. We have established innovation in our teaching and learning with a large emphasis on evidence based practice.

Over the past 3 years the department has been increasing our capacity to deliver Triple Science as an option to Key Stage 4 pupils. 4 years ago this was not available at the school and we are really proud that this is now fully established. This allows pupils with a real passion for science to have more lessons per week and be able to explore topics in more depth to further their understanding.

We are currently in the planning stage for a new school rebuild so this post brings with it a unique opportunity to help develop ideas on how the Science department will be designed. You will be able to have input into the layout of the laboratories and the functionality of teaching spaces.

We currently offer A Level Biology, Chemistry and Physics and BTEC Level 3 Applied Science for Key Stage 5. With pupils completing Triple Science I believe we are ensuring pupils will have the right foundation to cope with these subjects.

**Our History**

St. John Fisher Catholic Comprehensive School has a proud history of educating our local Medway community. Established in 1964, we are the only Catholic secondary school in the local authority and the only secondary school operating across two sites. One of seven secondary modern schools in the area, we are a diverse community, proud to educate Catholic students as well as those of other faiths and none.

Our students often refer to us as their second family, and it is a great place to work as a teacher. Our community of staff is incredibly supportive of each other, and our personalised CPD programme means that everyone’s career development is supported in a way that is specific to them. We are passionate about work-life balance, finishing lessons early on a Wednesday afternoon so that CPD and meetings can largely take place during normal school hours, and we provide counselling services free of charge to those who need them. In addition, our feedback policy asks that staff read student books and then get the class to respond collectively in the next lesson in purple pen, rather than requiring that every set of books be deep marked on a frequent basis.

The school has been on a trajectory of improvement since the appointment of the Headteacher, Dympna Lennon, in September 2016. This was recognised in our ‘Good’ Ofsted in May 2019, with inspectors commenting that ‘standards across the school have improved since the last inspection’ and ‘Teaching, learning and assessment are strong across subjects.’ Our August 2019 GCSE results were our best-ever and our A Level results were the second highest comprehensive school results in the local authority. SJF’s sixth form offers a wide range of academic and vocational qualifications, further extended by our collaborations with local grammar schools. It has a comprehensive intake, ranging from students who are re-taking Level 2 qualifications all the way to those who are enrolled in our Oxbridge programme, helping students to reach the top universities.

SJF is the recipient of a multimillion-pound grant from the Department for Education’s Priority Schools Building Programme which will be used to build new school facilities for our students so that they have the resources they deserve. We will move into our new school in 2023.

SJF undoubtedly has a proud history, but we are even more excited about the future. We hope that you’ll want to be part of it.

**Our Mission Statement**

St. John Fisher Catholic Comprehensive School educates students, spiritually and educationally forming them through Faith so that they can achieve their aspirations and contribute to their community.

**Our Results**

**Key Stage 4**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2016** | **2017** | **2018** | **2019** |
| Progress 8 | -0.44 | -0.09 | -0.2 | +0.13 |
| Attainment 8 | 37.76 | 37.87 | 37.69 | 41.4 |
| English and Maths 4+ | 35% | 42% | 48% | 56% |
| English and Maths 5+ | N/A | 22% | 21% | 30% |
| Science Progress 8 | Core – -0.16  Add – -0.47 | Core – 0.03  Add – 0.08 | -0.23 | +0.21 |
| Science 4+ | Core – 83%  Add – 60% | Core – 51%  Ad – 62% | 56% | 64% |

**Key Stage 5**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **All** Exams | **School Applied** Results | **Applied Science Lvl3 BTEC** | **School**  **A Level** Results | **A Level Biology** |
| Average as a grade |  | Distinction\*- | Distinction\*- | D+ |  |
| A\*-A  *Distinction\* - Distinction* | 55.76% | 90.8% | 76% | 1.89% | 0% |
| A\*-C  *Distinction\* - Merit* | 76.21% | 95.09% | 100% | 47.17% | 100% |
| A\*-E  *Distinction\*-Pass* | 94.80% | 100% | 100% | 86.79% | 100% |

**How to Apply**

To apply, please complete our application form, downloadable from our website <https://stjohnfisher.school/home/about-us/vacancies/>. As part of this application, please include a supporting statement of no more than 1300 words, outlining your suitability for the role and stating how your qualifications and previous experience have prepared you for this position.

Your completed application form should be returned to:

Mrs. C. Dixon, Headteacher’s PA

St. John Fisher Catholic Comprehensive School

Ordnance Street

Chatham

ME4 6SG

Or by email to [c.dixon@stjohnfisher.school](mailto:c.dixon@stjohnfisher.school)

**Despite school being closed, we are still recruiting. We will arrange virtual interviews, via Microsoft Teams or Zoom, for strong candidates as soon as we receive applications.**

*Early applications are encouraged. We reserve the right to close the vacancy early if a suitable candidate is found Interviews will take place shortly after the closing date. If you have any questions, please contact Joe Fisher, Curriculum Leader for Science and Computing, at* [*j.fisher@stjohnfisher.school*](mailto:j.fisher@stjohnfisher.school)