



## **Information for Applicants**

**Teacher of Science (any specialism)**

**0.5 FTE**

**MPR/UPR**

**Permanent**

**Commencing September 2022**

Tadcaster Grammar School  
Toulston  
Tadcaster  
LS24 9NB

Telephone: 01937 833466

Headteacher: Mr A Parkinson

Dear applicant,

Thank you for expressing an interest in applying for the post of Teacher of Science (any specialism)

At Tadcaster Grammar School [TGS] we put the needs of students at the forefront of our decision making and practice. Our curricular and co-curricular offer responds to the aims and aspirations of individuals and we structure this as a 7-year experience. The school is fortunate to have a highly committed and talented staff and governing body and our students are motivated, articulate and keen to learn. TGS is a larger than average school, but we organise our pastoral systems so everyone is seen, heard and valued. Our recent entry into the STAR MAT as a partner school has strengthened our ability to ensure all students enjoy their learning and wider school experience across the 4-19 year old age range.

When I first arrived at TGS there were a number of things that immediately impressed me. The first was the very open and welcoming nature of the school from both the staff and students. The second was the sheer variety of activities which are offered both within the curriculum and after school hours. TGS is a school with a strong reputation for looking after its students and where high standards of conduct are non-negotiable.

Our ambition for the school focuses on developing a culture where all students achieve highly whatever their background or ability. This relies on providing learning and teaching of the highest possible quality to engage, enthuse and motivate. At TGS we do not limit our definition of achievement simply to traditionally academic pursuits; we believe in developing well rounded individuals and, as such, we make a significant investment in the areas of sport, creative and performing arts.

Science is a vibrant and highly successful part of the curriculum at TGS. Students tell us that they enjoy their learning and achieve highly. As such, we wish to recruit someone who will contribute something really special to our team. We are looking for a proven and skilled classroom practitioner who can inspire, enthuse and add value.

If you feel you are ready for the challenge and would like to know more about the school and its activities please take a look at our website at [www.tgs.starmat.uk](http://www.tgs.starmat.uk). If you would like to speak with a member of the Science team, or arrange to visit during a school day, please do not hesitate to contact us on 01937 833466 or [p.gomersal@tgs.starmat.uk](mailto:p.gomersal@tgs.starmat.uk). **Please note that during the Easter holidays we will not be regularly checking emails however if you would like to discuss this position further please contact: [a.sykes@tgs.starmat.uk](mailto:a.sykes@tgs.starmat.uk).**

If you chose to take your interest in the post further, I would encourage you to pay attention to the following whilst assembling your application:

- The School Vision and Values Statement
- Job description and person specification
- School performance data about the school available in the public domain
- The school and STAR MAT websites

I hope the following information shapes your thinking and gives the guidance to help you apply.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

I look forward to the possibility of meeting you soon.

Yours faithfully,

**Mr A Parkinson**

## THE SELECTION PROCESS

If you would like to apply for the Teacher of English post, please complete the following: our online application form:

- Fully complete the online application form ( <https://bit.ly/STARTeachApp> ) ensuring all details are accurate and all declarations are signed. Please ensure you include details of two professional referees with one being your current employer (with email addresses).
- Your Supporting Statement within the application form should be 1/2 sides ,A4 Arial 12 point, 1.15 spacing, maximum, addressing the following:

**Side 1:** How your experience to date best fits you to the requirements of the following sections of the person specification:

- Experience
- Training
- Knowledge and skills

Please use *relevant* examples and impact measures from your practice during the last 3 years.

Remember when addressing the above, ***less is sometimes more.***

### Timeline for the selection process

Post advertised within STAR MAT/external media	Friday 27 May 2022
Closing time/date for applications:	09:00am Friday 10 June 2022
Short listing:	10/12 June 2022
Invitation to interview by telephone/ Confirmation by email:	Monday 13 June 2022
Selection day:	Thursday 16 June 2022

Please address all return mail to: [tgs.recruitment@tgs.starmat.uk](mailto:tgs.recruitment@tgs.starmat.uk)

### Appendices

<b>1</b>	The School Vision and Values Statement
<b>2</b>	Job description for the role of Teacher of Science (Biology)
<b>3</b>	Person Specification
<b>4</b>	Science Curriculum Team Information

## Appendix 1: The School Vision and Values Statement

### OUR VISION *(Our cause; our key belief)*

<b>Be your best self</b>	<p>During their 7 years with us at the school, we want all students to maximise their potential through excellent academic and personal development.</p> <p>Each individual should also be:</p> <ul style="list-style-type: none"><li>• aware of the needs of others in their thoughts and actions;</li><li>• empowered to control their own well-being;</li><li>• able to achieve fulfilment in their current and future lives.</li></ul>
--------------------------	--

### OUR CORE VALUES *(These should be seen, experienced & lived)*

All staff and governors at Tadcaster Grammar School are expected to recognise and uphold the STAR Multi Academy Trust **values** of trust, openness and service. In addition:

All **staff** are expected to consistently model the following **values** which underpin everything we do, every day:

<b>Students considered first</b>	All of our decisions should put the needs of students first. All students will be known well, included, valued and heard.
<b>High expectations - no limitations</b>	We do not prejudice potential by preconceptions about individuals or groups of students.
<b>The right curriculum experience for each student</b>	We respond to the aspirations and needs of individual students with a broad and balanced curriculum and diverse co-curricular offer.
<b>The best support for each student</b>	Students are individuals with their own needs and requirements; our care and pastoral support systems need to reflect this.

All **students** are expected and supported to show the following **values** in everything they do in school, every day:

<b>Ambition</b>	To show a desire to achieve success.
<b>Resilience</b>	To show a determination to achieve success.
<b>Responsibility</b>	To take ownership for their actions and work in and out of school.
<b>Respect</b>	To be considerate to themselves and others.

## **Appendix 2: Job Description**

### **Job Title: Teacher of Science (any specialism)**

Post Title:	Teachers of Science (any specialism)
Pay Range:	MPS/UPS
Line Manager:	Mr P Gomersal

### **Responsibilities**

To be accountable for students' attainment and achievement. To ensure all students make progress by promoting, monitoring and supporting the overall learning and personal development of students. To uphold the aims, policies, procedures and ethos of the school.

Teachers should work with their Curriculum Team Leader, whilst taking direct responsibility for the following:

- Work in accordance with the Teacher Standards (2012) [Teachers' standards](#)
- Work within the School Teachers Pay and Conditions Document
- Promote the school's stated ethos
- Contribute to and implement the annual School Improvement Plan and agreed policies
- Teach as directed throughout the school subject to appropriate training
- Monitor, expect and improve progress in student learning
- Participate in the pastoral management of the school as requested
- Take part in appraisal procedures outlined in an agreed school policy
- Take responsibility for their own professional development

### **Specific Responsibilities – All Teaching Staff**

- Plan and deliver lessons using a range of strategies to meet students' individual learning needs
- Have a thorough knowledge and understanding of their subject, its teaching and place in the National Curriculum and that of the school
- Set and mark homework according to the school and subject policies
- Mark, assess, record and report on students' achievements, setting appropriate targets for improvement
- Meet deadlines for reporting, marking, submission of assessment data, coursework, marks and forecast grades
- Prepare students for examinations, taking part in standardisation and moderation activities required within the subject and by examination boards
- Contribute to the development of schemes of learning, school and subject policies as appropriate
- Attend and contribute to appropriate meetings and professional development activities
- Contribute to the process of subject self-evaluation and improvement planning
- Undertake whatever other duties might reasonably be requested by the Headteacher or Curriculum Team Leader

## **Specific Responsibilities – Form Tutors**

- Take responsibility for day to day discipline routines and attendance in the form group
- Review and discuss students' work and welfare, setting targets as necessary
- Promote good behaviour and positive attitudes at all times
- Support form, year, and house activities as appropriate

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

Whilst the job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and vision & values.

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

## Appendix 3: Person Specification

### Job Title : Science (any specialism) Teacher

Factors	Characteristics
<b>Qualifications</b>	Degree(s) or equivalent
	Qualified teacher status
<b>Experience</b>	Experience of teaching Science
<b>Training</b>	Evidence of relevant Continued Professional Development or keeping abreast of recent development in teaching
<b>Knowledge and Skills</b>	Thorough knowledge and understanding of the subject and how it can effectively be taught across the spectrum of age and ability
	Good knowledge of curriculum development and improvement in your subject area, together with a willingness to contribute to schemes of learning
	Confident about using data systematically to evaluate performance, together with an ability to monitor and assess progress and provide feedback to students.
	Proven, excellent teaching and classroom management skills and an ability to relate well to and motivate <i>all</i> students
	An understanding of how students learn and improve their skills, knowledge and understanding
	Excellent verbal, written and communication skills
<b>Personal Qualities</b>	A willingness to model the core staff values of the school.
	A professional approach to all aspects of the role as per the <a href="#">Teachers' standards</a>
	Ability to filter, judge and act decisively
	Ability to work in a way that promotes the safety and wellbeing of children and young people.
	The ability to motivate students
	A willingness to be involved in extracurricular activities



## **Appendix 4: Additional information about the Science Department**

### **Job Title: Teacher of Science (any specialism)**

#### **Staffing**

Philip Gomersal	Curriculum Team Leader for Science
Lynsay Fullerton	KS3 Science Curriculum Leader
Lisa Solk	KS4 & KS5 Biology Curriculum Leader
Katie Holmes	KS4 & KS5 Chemistry Curriculum Leader
Samson Sharratt	KS4 & KS5 Physics Curriculum Leader
Zoe Burgess	BTEC Science Curriculum Leader
Paul Betts	Assistant Headteacher
Annabel Murrell	Teacher of Science (Physics)
Adam Punt	Year leader (Biology)
Nicola Randall	Teacher of Science (Biology)
Andrew Stangroom	Teacher of Science (Biology)
Maria Stephenson	Teacher of Science (Chemistry)
Rebecca Yellow	Teacher of Science (Chemistry)
Margit Waites	Science technician
Lindsey Harratt	Science technician
Samantha Swann	Science technician
Zoe Bancroft	Science technician

#### **Accommodation & Resources**

The Team has 13 teaching laboratories and a full class set of Chromebooks

#### **Curriculum Intent Statement**

We aim to provide exciting, relevant and demanding courses in Science for all students irrespective of their age, gender, race or ability. We believe that to be successful a range of teaching strategies and activities are necessary to engage and stimulate our students, and that by valuing the students' own experiences and perspective, we can develop effective learning experiences. Our curriculum has developed so that all students have the opportunity to achieve their potential. It aims to show continuity, coherence and relevance both to the students and to the world outside. It should provide the knowledge and skills to permit all students to make informed decisions within our science-oriented society.

### **Key Stage 3 Curriculum Details**

KS3 students have a total of 6 lessons (1hour) per fortnight.

At present we are delivering the Oxford Science Works scheme in Years 7 and 8. This is a fully resourced course integrating Assessing Pupil Performance and How Science Works within its content structure. At present in Year 9 we teach 3 in-house topics then start KS4 in the spring term. Attainment at the end of Key stage 3 is well above the national average, in line with our intake.

### **Key Stage 4 Curriculum Details**

KS4 students have a total of 10 lessons (1 hour) per fortnight (Combined science) or 12 lessons (1 hour) per fortnight (Separate sciences)

We follow AQA Separate Science and Combined Science specifications. This has enabled us to modify the curriculum to suit all needs. At present we offer Separate Sciences, Combined Science and also two small classes study Combined Science alongside BTEC.

Our examination results have consistently shown attainment far above national average in all of the GCSE Science courses. Progress is also well above national average with the vast majority of students meeting their targets or exceeding them. The results have contributed hugely towards the school progress 8 score and it is also notable that we put the most able 40% of students into the Separate Science examinations every year.

### **Key Stage 5 Curriculum Details**

We currently offer students A levels in Biology, Chemistry and Physics. In addition we also deliver a BTEC course in Applied science.

Science is popular and there is a large uptake of Science at A level. In all three disciplines we follow the Salters' approach which integrates very well with the approach taken at KS4. We also offer BTEC Forensic Science.

**Full details of the Science Curriculum** can be found on our website [HERE](#)

***Results in all three disciplines are well above local and national figures. We are a very strong, high performing team. The personnel balance is secure with a good mix of experienced and young staff, all of whom are passionate about Science teaching. The Team is well supported by a talented group of Technicians.***