



**NORTON COLLEGE**

Langton Road,

Norton, Malton,

North Yorkshire.

YO17 9PT

Tel: 01653 693296

Email: ls@nortoncollege.net

**Norton College**

Part of Ryedale Learning Trust

**Teacher of Science with the opportunity to teach Psychology**

**Required for September 2023**

**Full time,** (part time possible) **– Fixed Term for 1 Year**

We are looking to appoint a well-qualified, enthusiastic and motivated Teacher of Science across the age and ability range. There is an opportunity for the successful candidate to teach Psychology to A Level.

The successful candidate will work as part of a team to secure and account for effective learning, appropriate achievement and educational social and personal progress of all pupils in the assigned area of responsibility, consistent with the aims of the school and the unique needs of each individual learner.

Early career teachers and experienced colleagues are encouraged to apply.

Norton College is a ‘Good’ and rapidly improving school, which was graded ‘Good’ in October 2017 in all categories. The College has a clear vision for continued improvement which is centred on an excellent curriculum and high-quality teaching. The college was reinspected in February 2023 and our inspection outcomes will be published imminently.

Prospective candidates are welcome to visit the College for a tour. Please organise this via the e-mail address noted above.

**Closing date for receipt of applications is**: 9.00 am Monday 27th March 2023

**Anticipated Interview date is:** Week Commencing Monday 27th March 2023

Applications to be made via the link: **https://www.nortoncollege-rlt.co.uk/vacancies**

The School is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced Disclosure & Barring Service check.



Our Ref: SST/LS

March 2023

Dear Applicant

# TEACHER OF SCIENCE WITH PSYCHOLOGY – SEPTEMBER 2023

Thank you for your request for information and the interest you have shown in the post of Teacher of Science with Psychology.

I do hope that you will apply to join our College and, if you do, please complete the application form including a letter of application of no more than two sides of A4, addressing these issues:

* the experience you have that fits you for the post;
* your suitability for the post, particularly the qualities mentioned on the enclosed person specification

Interested candidates are positively encouraged to speak to the Headteacher, Tim Johnson. The College telephone number is 01653 693296 and the following information is enclosed for your information:

* Job Description & Person Specification;
* Advert;
* Why work at Norton College?
* Faculty Details

The closing date for receipt of applications is 9.00 am on Monday 27th March 2023 . We anticipate interviews will take place week commencing Monday 27th March 2023. Shortlisted candidates will be contacted to confirm arrangements.

The College 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 undertake an enhanced Disclosure & Barring check.

Thank you for the interest you have shown in this post. I look forward to receiving your application in the near future.

Yours faithfully

Mr Tim Johnson

Headteacher



Headteacher: Mr Tim Johnson

Deputy Headteacher: Mrs C Edwards

Langton Road, Norton, Malton, North Yorkshire, YO17 9PT

Tel: 01653 69 32 96

Fax: 01653 69 33 38

Email: admin@nortoncollege.net

Website: nortoncollege.net



**JOB DESCRIPTION: TEACHER**

**JOB TITLE:** Teacher of Science (with the opportunity to teach Psychology)

**GRADE:** Main/Upper Scale MPS1 – UPS3

**RESPONSIBLE TO:**  Curriculum Leader

**RESPONSIBLE FOR:** Delivery of high-quality programme of study for science/psychology

**JOB PURPOSE:** To work as part of a team to secure and account for effective learning, appropriate achievement and educational social and personal progress of all pupils in the assigned area of responsibility, consistent with the aims of the school and the unique needs of each individual learner

**KEY RESPONSIBILITIES:**

1. **Plan and deliver high quality lessons within the agreed aims and policies of the school and the faculty of science/psychology**
2. **Secure and sustain effective learning for all pupils through positive behaviour management and excellent classroom practice**
3. **Comply with the College policy on assessment, recording and reporting and provide regular feedback to pupils**
4. **Support the pastoral development of all pupils through being an effective mentor/tutor and liaising with key staff**
5. **Take responsibility for their own professional development as part of the performance management process**
6. **Support the Curriculum Leader by contributing to effective team work**
7. **Undertake any other reasonable duties as directed by the head teacher**

**General:**

* To fulfil all of the requirements and duties set out in the current Pay and Conditions documents relating to the conditions of employment of teachers
* To meet the National Standards for QTS
* To achieve any performance criteria or targets related to the management post arising from the School’s Performance Management arrangements

This job description will be reviewed annually.

**PERSON SPECIFICATION CHECKLIST**

**TEACHER OF SCIENCE/PSYCHOLOGY**

|  |  |
| --- | --- |
| **Criteria** |  |
| Teaching Qualification | E |
| Good honours degree in Science/Psychology | E |
| Relevant experience | D |
| Ability to teach GCSE across 2 science disciplines | E |
| Ability to teach A level Science and/or Psychology  | E |
| Strong focus on best practice in learning and teaching | E |
| ICT literate | E |
| Thorough understanding of National Curriculum | E |
| Ability to foster positive relationships with staff and pupils | E |
| Evidence of recent professional development | D |
| Interest in leading extra-curricular activities | D |

E = essential

D = desirable

**Norton College Science Faculty**

Within the Science Department there are five science teachers and support from two laboratory technicians. At KS3 staff teach across all three science disciplines. At KS4, staff mainly teach across their own specialisms although some staff teach across two areas of science. At KS5, staff teach according to their science specialism at A Level. The team is very welcoming and supportive and maintains an interest in new initiatives and developments in science teaching looking for extra-curricular opportunities which will enhance our students’ learning.

The staff is proactive and supports a range of cross curricular activities both within and outside the school curriculum as well as for local primary schools and community groups. The faculty is strongly committed to CPD and works closely together to develop the science curriculum and resources and has close links with the National Science Learning Centre, University of York, NYBEP and local employers to support the science curriculum.

**Accommodation & Resources**

There is a suite of six purpose-built laboratories located around a central preparation area. All science lessons are taught in labs with interactive whiteboards and enjoy a high level of support from the faculty technical staff. The faculty has access to the school’s six computer suites as well as its own bank of chrome books.

Science is a popular subject in school with students generally being hard working and well-motivated. Standards of achievement are consistently better than national averages in both key stage 4 and 5.

**Curriculum**

Schemes of Learning

We have a range of comprehensive schemes of learning which have been written by the faculty staff which challenge and stimulate the students at Norton. These and are stored in electronic format. We also have an extensive range of active revision resources available for students to engage them in the learning process.

Key Stage 3

There are currently five periods of Science per fortnight in Years 7, 8 and 9. The students follow our own SoL written to be fully compliant with the most up to date assessment criteria. Students are tested regularly at the end of each topic.

Key Stage 4

There are currently nine periods of science in Year 10 and 11 per fortnight. Students currently study the AQA Combined Science course. The students follow our own SoL written by faculty staff. Some learners follow the AQA Triple Science pathway.

Key Stage 5

We currently offer 3 A-level science courses: OCR Biology, OCR Chemistry and OCR Physics A. Curriculum time is 8 hours per fortnight. The A-levels sciences are all well-established courses at Norton and the numbers choosing to study science are increasing.

**Psychology**

Psychology is currently based within our PE & Sport faculty. Psychology is a large and successful subject at Post 16 and the post holder will have the opportunity to deliver this programme at both Year 12 and Year 13. Currently, we have cohorts in both of these year groups and each has access to 8 hours of specialist teaching per fortnight.

**Mrs A Layton - Head of Science Faculty**

**Why work at Norton College?**

Norton College is **highly committed** to developing all staff within their roles and creating pathways for further career progression.

**Professional Development** is a real feature of life at Norton College. We have a comprehensive and extensive induction programme for new staff who join us. Staff benefit from regular training opportunities. A feature of our Professional Development is a focus on JPD (Joint Professional Development) where staff are able to work in small groups to develop their teaching practice. The College has other opportunities such as Twilights, Teaching and Learning briefings and a coaching programme where staff can develop their skills alongside like-minded colleagues. Many of our staff have gone on to promoted posts, both internally and externally, as a result of the relentless focus on Professional Development.

**Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff. Our recently reviewed HR polices promote this ethos throughout.

**Strong Communications** - There is an active and effective Staff Consultation Group which represents all groups of staff. In addition, the College has excellent links with all professional associations.

**Employee Benefits -** These have been organised internally and have been handpicked individually rather than by employing an agency organisation. Main benefits include:

* **Pension Scheme -** Every employee of the College is entitled and encouraged to join the pension scheme which is relevant to them. For teaching staff this is the Teachers’ Pension and for support staff this is the Local Government Pension Scheme;
* **Cycle to Work Scheme** - the scheme provides a cost effective and healthy alternative to other methods of commute;
* **Child care vouchers** - embedded scheme currently well used and providing excellent savings by choosing to purchase these via payroll deduction;
* **Free on site fitness suite access** - the College has its own modern, well-equipped fitness suite which is open to the public outside of College hours. All staff have access to this facility during the opening hours, as well as staff run spinning and dance classes;
* **Lifestyle support – local offers** - the College has organised a number of discount schemes with local suppliers which have been well received by current staff.

**Location -** The College serves the towns of Norton and Malton and the surrounding rural community, however, it also has good road access from Leeds and York via the A64. Scarborough, Thirsk, Northallerton, Harrogate and the East Riding and Hull are also within an hour’s commute.

**Community** - Norton College has strong community links with both the towns of Norton and Malton. The College is seen as the number one choice within catchment and also has a growing number of families, as far away as Filey and Scarborough, who are accessing the consistently good education on offer.