



**Teacher of Science**

**ORCHARD SCHOOL BRISTOL**  
**A member of Trust in Learning (Academies)**

**Application Pack – March 2023**



Welcome Letter

Orchard School Bristol – key background information

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Dear Applicant

Thank you for your interest in the position of **Teacher of Science** at Orchard School Bristol. We are seeking a qualified and enthusiastic teacher to join our Science team from Term 5 onwards, but we could potentially hold the starting date to September for the right candidate. This role is full time and permanent. We have a team able to deliver Biology, Chemistry and Physics, so any specialism can be catered for. We do expect all our Science staff to be able to teach all three sciences at Key Stage 3 and 4, but we prefer to use specialists wherever possible for Single Science GCSEs.

Orchard School serves a richly diverse community in North Bristol. Our students are wonderful – they value their teachers, knowing that you can make a real difference to their lives. The mission statement of the school, “**inspire today, empower for life**”, lies at the heart of all that the school does. As a school we are building our success on our core values, being Open-minded, Respectful, Creative & Curious, Healthy, Ambitious, Responsible and Determined. We place no limits on our aspirations for our students.

We are a friendly school, with a warm and welcoming staff body. We work together, we look after our staff wellbeing, and plan for sustainable, impactful development. Every member of staff is entitled to a coach and we develop all staff through regular, incremental coaching. Our most recent Ofsted report demonstrates we are a seriously good school, committed to becoming the outstanding school our community deserves.

We constantly strive to provide exceptional education through evidence-informed practice. We take the continuing professional development of staff very seriously, offering excellent CPLD. We are the Chartered College of Teaching Network for Bristol, and fund membership of the Chartered College for all our teaching staff so they can engage with research and contribute positively to CPLD within the school, across our multi academy trust, and beyond.

You are:

- able to teach with clarity and inspire curiosity in young people
- passionate about your specialism, with strong curriculum knowledge
- able to motivate and enthuse students in the importance of science for all
- knowledgeable of the specific skills required to raise achievement at GCSE level
- committed to the highest achievement for all students
- committed to extra-curricular opportunities
- keen to learn, share best practice and contribute positively to a committed and enthusiastic Science Faculty

We offer:

- enthusiastic students, willing to learn and achieve, who value the staff who work with them
- excellent student behaviour and a calm learning environment
- a bright, happy place in which to learn and work
- a professionally stimulating environment which values the contributions of all staff
- a strong commitment to your professional development
- the opportunity to support the team to establish a reputation across Bristol as an outstanding department

- a warm and friendly staff body with award-winning staff wellbeing

Please read our Staff Prospectus to find out more about us, and visit our website on [www.orchardschoolbristol.co.uk](http://www.orchardschoolbristol.co.uk). If you have any questions relating to this role, please contact Emma Snell, PA to Headteacher on [esnell@orchard.tila.school](mailto:esnell@orchard.tila.school). If what we are doing resonates with you, and you are keen to work with us, please do apply. We warmly welcome your application.

Julia Hinchliffe, Headteacher

## The Science Faculty

The Science Faculty deliver Biology, Chemistry and Physics across an experienced team of staff. At GCSE, we follow the AQA Biology, Chemistry and Physics triple science route. The team includes the Head of Faculty, a Second in Faculty and teachers with specialisms as follows: 4 Biology specialists, 2 Chemistry specialists, 2 Physics specialists, and 2 science technicians.

We inspire and engage our students so they develop as confident and competent communicators, who make excellent academic progress. We strive for excellence with all of our students and support them to make great progress from their starting points. GCSE Progress has been positive in all our sciences and all students study triple science at GCSE.

We aim to instil in our students a passion for Science for GCSE and beyond, with many of our students going on to study Science-related courses for their post-16 choices. The team of staff generate a large number of enrichment opportunities – visitors and trips – for our students to experience the wonders of science beyond the classroom.

We have an excellent range of teaching and learning resources to support the creative delivery of quality-first teaching. Every classroom has a Big Pad interactive screen and a visualiser, in addition to relevant textbooks. Students have access to over 400 laptops, and to quizzing programmes such as Seneca and Educake.

Classroom atmosphere and behaviour for learning across the Faculty is excellent, reflecting the strong relationships between staff and students. We have a Ready to Learn policy in place, so teachers can get on with teaching without low level disruption.

We are an active team, generous in our support of colleagues and to the wider life of the school. We are looking for staff who not only teach, but are also keen to develop our impact through increasing the number of curricular trips, clubs and competitions for our students.

## Safeguarding Policy

Orchard School Bristol is a member of Trust in Learning Academies (TiLA) multi academy trust.

The Trust is committed to Safeguarding and Promoting the welfare of all of its students. Each student's welfare is of paramount importance.

**The Trust's Child Protection and Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.** The policy can be found on our website: [www.tilacademies.co.uk](http://www.tilacademies.co.uk)

The five main elements of our policy are to:

- ensure we practise safe recruitment in checking the suitability of staff and volunteers to work with children
- raise awareness of child protection issues and equip children with the skills needed to keep them safe
- develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse
- support pupils who have been abused in accordance with the agreed child protection plan
- establish a safe environment in which children can learn and develop.

### **Safer Recruitment:**

Trust in Learning (Academies) is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service clearance. Our policy and practice is in line with the Department for Education's 'Keeping Children Safe in Education' Guidance.

We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job.

## Job Description

**Job Title:** Teacher of Science

**Responsible to:** Head of Faculty: Science

This job description is to be performed in accordance with the provisions of the School Teacher's Pay and Conditions document and within the range of teacher's duties set out in that document. Performance of these duties is under the reasonable directions of the Headteacher made known through the staff handbook and other appropriate communications made known from time to time.

It is expected that staff at Orchard School Bristol agree with, abide by and promote the aims and objectives of the school. The school is an institution where each member is valued as part of our school community which is committed to equality of educational opportunity.

### PURPOSE OF THE POST:

- ❑ To deliver a broad, balanced, relevant and differentiated curriculum to students of varying ages and abilities
- ❑ To establish a positive learning experience which supports students to achieve their full academic potential
- ❑ To monitor and support the progress and development of students
- ❑ To raise standards of attainment and contribute to closing of gaps between groups of students
- ❑ To share and support the delivery of students' personal development and academic growth as teacher and tutor

### MAJOR FOCUS OF ACCOUNTABILITIES

#### The Major Focus of Knowledge and Skills

Classroom teachers should demonstrate strong knowledge and understanding of:

- ❑ Their teaching subject(s)
- ❑ Principles and practices of effective teaching and learning
- ❑ Principles and practice of monitoring, assessment and evaluation
- ❑ Preparation and development of schemes of work and resources to enhance the curriculum
- ❑ The application of information and communications technology (ICT) to learning, teaching and assessment

## Teaching and Learning

- ❑ Prepare and teach lessons of a high standard to the students according to their educational needs:
  - Follow designated programmes of study, and lead contributions to new ones
  - Secure engagement and enjoyment of learning by students in your charge
  - Assess, record and report on attendance, progress, development and attainment
  - Ensure effective and efficient deployment of classroom support
- ❑ Maintain discipline in accordance with school policies and procedures and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework and maintenance of a pleasant subject focused learning environment.
- ❑ Contribute to and adhere to school quality procedures, including monitoring, evaluation and review
- ❑ Contribute positively and effectively to your teams and to working relationships across the school through positive contribution in academic, pastoral and other school meetings
- ❑ Contribute to the process of curriculum development, working closely with and consulting teachers who are responsible for similar curriculum areas, ensuring continuity and progression for students in line with the school's strategic priorities
- ❑ Organise and participate in exciting and motivating trips and events
- ❑ Communicate effectively with parents/carers and take part in liaison events with parents and agencies outside school, as appropriate
- ❑ Maintain regular and productive communication with parents about their child's progress and behaviour and development, including attending after school parent meetings as required
- ❑ Participate in the applications of the department homework policy which includes setting and marking of homework and monitoring homework diaries.

## GENERAL AND REVIEW:

A teacher and tutor will carry out the above responsibilities under the general supervision of the Headteacher or her designate.

Undertake such duties as may from time to time be reasonably assigned by the Headteacher operating within the provision of the School Teacher's Pay and Conditions of Employment.

This job description is not necessarily a comprehensive definition. It will be reviewed periodically and when appropriate. It may be subject to change or modification at any time, following discussion.

## PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A member of staff is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct, whilst working at the school.

Members of staff are expected to maintain high standards of ethics and behaviour within and outside school, by:

- Treating students with dignity, building relationships rooted in mutual respect, and at all times observing boundaries appropriate to a staff member having regard to the need to safeguard students, in accordance with statutory provisions
- Showing tolerance and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which could exploit students' vulnerability or might lead them to break the law
- Members of staff must have proper and professional regard for the ethos, policies and practice of the school in which they work, and maintain high standards in their own attendance and punctuality
- Code of conduct: The school expects all staff to ensure that their standards of conduct are, at all times, compliant with Orchard School/TiLA Code of Conduct.

Date of Job Description: January 2023

Signed:..... (Teacher)



## Person Specification: Teacher

This specification describes the qualifications, skills and personal qualities needed by the successful applicant for the post

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Good Honours Degree</li> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Higher degree/qualification</li> </ul>
<b>KNOWLEDGE AND EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Knowledge of main curriculum at KS3 and KS4</li> <li>Awareness of national developments and research in teaching/your subject</li> <li>Experience of setting challenging and ambitious targets for students and of developing strategies to improve the quality of teaching and learning in your subject</li> <li>Knowledge of what excellence across a series of lessons looks like</li> <li>Knowledge and understanding of how children learn</li> </ul>	<ul style="list-style-type: none"> <li>Teaching experience in a good or outstanding secondary school</li> <li>Teaching experience at KS5</li> <li>Knowledge of curriculum at KS2</li> <li>Experience of working in a school's pastoral system as a tutor</li> <li>Curriculum knowledge of a second subject</li> <li>GCSE examiner or moderator</li> </ul>
<b>ABILITIES AND APTITUDES</b>	<ul style="list-style-type: none"> <li>Ability to set high expectations, maintaining high standards of participation, achievement and behaviour</li> <li>Excellent communication skills using a range of media</li> <li>The ability to demonstrate strong practice of effective teaching and learning</li> <li>Creativity and the ability to think and act innovatively</li> <li>High level administrative and organisational skills; systematic with good attention to detail</li> <li>Ability to work as a proactive team worker and independently</li> <li>Ability to listen, adapt and reflect</li> <li>A willingness to use ICT to enhance learning opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Ability to contribute to cross-curricular and enrichment work</li> <li>Ability to speak one or more community languages</li> </ul>
<b>EDUCATIONAL VALUES</b>	<ul style="list-style-type: none"> <li>Supportive of Orchard School's ethos, values and community</li> <li>Commitment to inclusive education and belief that all students can succeed</li> <li>Commitment to continuing professional development and awareness of your own training needs</li> <li>Commitment to embedding equality in all aspects of your work</li> </ul>	
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>Personal integrity and sensitivity</li> <li>Resilient and optimistic</li> <li>Meet Fitness to Teach expectations</li> </ul>	

## How to Apply

To apply please complete:

### 1. **The Trust in Learning (Academies) application form.**

Applications will only be accepted from candidates completing the Trust's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

### 2. **A letter of application.**

Add your letter of application to the end of the application form, or attach it separately, if this is easier. The letter of application should address how and why you feel that you are equipped to fulfil this role noting your knowledge and experience, abilities and aptitudes, educational values and personal qualities.

Please look at the person specification clearly, as shortlisting occurs against these criteria. You should also include why you want to work at Orchard School in particular.

### **Interview Process**

After the closing date, short listing will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form and your letter of application, so please read the Job Description and Person Specification carefully before you complete your form.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

**You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or DBS and/or other relevant investigating bodies.**

**Closing Date: Monday 20th March, 9.00am**

**Interview Day: Thursday 23rd March 2023**

**Applying:** Completed Application Forms should be returned to: [recruitment@tila.school](mailto:recruitment@tila.school)