



**GEORGE
SALTER
ACADEMY**

“OneWorld
In OneSchool” ofsted

Science
Postholder in Science, MPS, plus TLR 2.'
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Closing Date for applications: Friday 12 May 2017 at 12 noon
Required for September 2017

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We are seeking to appoint well-qualified Teacher of Science, to join a friendly, dynamic team.

We can offer:

- A happy, friendly, vibrant place to work
- Students who achieve strong academic results, from an ethnically and linguistically diverse community.
- A new science block as part of a 12.5m refurbishment
- Support, guidance and career development.

You can offer:

- Strong subject knowledge and the ability to deliver.
- An enthusiasm for team work and collaboration.
- A commitment to ensuring every student at George Salter Academy is successful.

To discuss the position or arrange a visit, please contact Imran Iqbal, (Assistant Principal) e-mail imran.iqbal@georgesalter.com

For further details and an application form, please visit the Academy's website www.georgesalter.com or please contact Satty Bhogal, H.R. on 0121 553 4665 (Ext.263) or email satty.bhogal@georgesalter.com

George Salter Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.





**GEORGE
SALTER
ACADEMY**

Job Description – Postholder in Science

Name: September, 2016

Job Title: Teacher of Science—Postholder

TLR: 2.3

Reporting to: Head of Science

- To be accountable for the learning and achievement of all students following designated
- Science programmes within the Academy in line with the Key Performance Indicators set by the Principal in the Academy and Departmental Development Plans.
- To provide high quality leadership and management for all Science learning programmes and ensure there are well managed structures to support the learning schemes.
- To develop effective partnerships with all members to secure high level of student progress in designated Science courses.
- To deputise for the Head of Science when required

Monitoring Performance to ensure high standards are attained and maintained in designated Science programmes

- To monitor and evaluate the learning and teaching of the subject in for designated courses, to identify good practice and areas for improvement using Go 4 Schools.
- To use data effectively to ensure that all students in designated Science courses are making good progress in their learning and achieving well, using Go 4 School, for
 - ◇ Ongoing, formative assessment data to identify underachieving students; intervention strategies to be actioned in liaison with Heads of House and progress monitored rigorously.
 - ◇ Summative end of year data, together with KS2 entry data and GCSE, GCE and vocational results and to use them to inform departmental development.
 - ◇ Data to set targets for year, teaching group and individual students.
- To devise and implement an annual monitoring cycle in designated Science courses to include:
 - ◇ Staff planning/forecast sheets
 - ◇ Exercise books
 - ◇ Lesson observation
 - ◇ Reports
 - ◇ Environment
 - ◇ Homework/independent learning
 - ◇ The accuracy of assessment across the department
 - ◇ Learning walks.
- To monitor the effectiveness of the Departmental Development Plan in designated Science courses and collate the findings into the next departmental Self Evaluation Form.
- To discuss monitoring outcomes in designated Science courses and agree further action to meet Key Performance Indicators through the weekly meetings with the Head of Department.
- To ensure there are effective arrangements in place to support continuity of learning from Year 6 onwards to designated Science courses..
- To discuss progress in developing effective learning schemes and agree further action to meet Key Performance Indicators through the weekly meetings with the Head of Department.
- To identify to Head of Department the best learning pathways for students of all needs (SEN, G and T, EAL, Looked After Children and Ethnicity).

Monitoring is to take place using the guidelines given in the SLT and Departmental Monitoring Programme. Monitoring will generate 'Action to Take' reports and amended Departmental Development Plans. All outcomes of monitoring and evaluation to be collated in the departmental Self Evaluation Form.

Postholder in Science

Providing High Quality Leadership and Management of Learning and Subject Development

- To ensure continuity and progression in the Science schemes of learning from Science courses
- To ensure that relevant research and inspection evidence informs the development of schemes of learning.
- To ensure that a wide range of learning activities, including using information learning technologies, are central to the development of schemes of learning in designated Science courses.
- To ensure that schemes of learning in designated Science courses effectively
 - ◇ develop students' **literacy**, numeracy, ICT, **thinking skills and personal competencies**, , problem solving and team working skills.
 - ◇ signpost Every Child Matters issues including **Spiritual, Moral, Social and Cultural** development (including enterprise and citizenship education)
 - ◇ implement in designated Science courses whole school policies on literacy, numeracy, setting, target setting, classroom management, homework/independent learning , rewards, equal opportunities and Health and Safety
 - ◇ embed good practice in designated Science courses in Assessment for Learning strategies
 - ◇ results in lessons in designated Science courses which are differentiated and always make effective use of Individual Education Plans.
- To ensure that lessons in designated Science courses are well supported by homework/independent learning /assignments and other extra curricular activities and trips.
- To support the development of schemes of learning in designated Science courses through a well focused plan of teacher peer support, coaching, mentoring and development to ensure that good practice is identified and shared so that learning and teaching are never less than good, and mostly outstanding.
- To ensure robust arrangements for marking and recording/tracking student progress in designated Science courses in line with the Academy policies for Marking and ARR.
- To be accountable for the professional development of the Science team in preparing Science learning schemes in designated Science courses particularly the areas of planning, differentiation, marking and behaviour management.
- To ensure all staff know what resources are available to support learning in designated Science courses and systems are in place for the sharing of these resources e.g. using FROG.

High Quality Team Leadership, Management and Deployment of staff and resources.

- To create a climate which motivates staff regarding designated Science.
- To contribute items to the Science Department meetings
- To ensure the implementation of the Academy and department rewards policies in Key Stage 4 Science courses.
- To ensure the department is well resourced in designated courses within the budgets allocated.
- To discuss progress in developing leadership and management of staff, deployment of staff and resources and agree further action to meet Key Performance Indicators in designated Science Courses courses through the weekly meetings with the Head of Department.
- To represent the Head of Department when required and appropriate.

Developing partnerships with all Department to secure high level of student progress.

(Academy Development Plan)

- To work with members of the Pastoral Team when student's progress in designated Science courses is limited by negative attitudes, misbehaviour, unsatisfactory attendance or punctuality, long term illness or other factors so that effective, appropriate intervention strategies can be put into place.
- To be the first point of referral for student misbehaviour during department lessons in designated Science courses; to organise a system of sanctions to ensure maximum student behaviour and performance.
- To ensure the implementation of the Academy and department rewards policies.

Additional agreed responsibilities.

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- **Develop teaching and learning strategies within the department.**
 - **To ensure the monitoring and delivery of the Academy's Safeguarding Policy**

In addition to the above, all Postholders are required to fulfil the general duties of a main scale teacher.

Such other duties appropriate to the grade of the post as the principal may from time to time reasonably determine.

Signed as correct Date

George Salter Academy

Person Specification – Teacher of Science – Postholder

	Essential	Desirable	Evidence
Education and Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Degree in relevant subject(s) 	<ul style="list-style-type: none"> Application form
Experience & Knowledge	<ul style="list-style-type: none"> Experience of form tutor / PSHE work A proven track record as an excellent classroom practitioner, teaching Science at KS3 and KS4 Knowledge of current National Curriculum Knowledge of and commitment to current safeguarding protocols 	<ul style="list-style-type: none"> Experience as a post holder Proven track record as an excellent practitioner in KS5 Science Experience of taking a lead role in developing learning within a department Knowledge of a range of current KS4/KS5 courses 	<ul style="list-style-type: none"> Application form Letter References Interview
Personal qualities and skills	<ul style="list-style-type: none"> Good oral and written communication skills Excellent classroom management and organisation skills Evidence of ability to develop good working relationships with students Excellent ICT skills Able to contribute to whole school SMSC 	<ul style="list-style-type: none"> A determination to raise students achievement at all levels by supporting the development of teaching and learning strategies within the department Experience of leading a team 	<ul style="list-style-type: none"> References Letter Observed lesson Interview
Motivation and Personality	<ul style="list-style-type: none"> Ability to lead and motivate staff and students Positive, enthusiastic outlook Able to work as a member of the department team and to be an active participant in the whole staff community Receptive to new ideas and able to generate them Willing to extend own skills / knowledge through further professional development 	<ul style="list-style-type: none"> Interest in developing extra-curricular activities with students 	<ul style="list-style-type: none"> Interview References Letter
Circumstances and Health	<ul style="list-style-type: none"> Good record of attendance and punctuality 		<ul style="list-style-type: none"> References