

St Katherine's School



JOB APPLICATION PACK

Teacher of Chemistry



St. Katherine's
School

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ABOUT ST KATHERINE'S

St Katherine's is a dynamic, aspirational school situated on the edge of Bristol in a beautiful rural setting. The school aims to create an environment where students feel confident, secure and valued to help them perform at their best.

Our thriving, diverse community is founded on our core values of respect, responsibility and resilience; we actively encourage everyone within our community to 'live and breathe' our values every day. We have high standards of behaviour, built on the collaborative relationships fostered between staff and pupils. Our committed staff nurture young people through our strong pastoral care and our learners achieve highly, finding their way to a range of higher education and apprenticeship opportunities. We believe in treating young people as individuals and nurture their skills in the academic, creative, physical, emotional and practical domains.

Our ambition is for every student to be happy and to thrive at St Katherine's, ultimately fulfilling their potential regardless of their starting point. Each young person is valued for who they are and what they can become. We celebrate achievement in many forms and value students' positive contributions to school life. With smaller than average class sizes and targeted support from teachers who are passionate about learning, we keep a close eye on attainment and progress, and nurture effort, perseverance and self-improvement.



We were delighted to join Cathedral Schools Trust (CST) in January 2019 and this partnership is already having a very positive impact on our school. We are actively involved in the North Somerset Teaching Alliance (NSTA) and are privileged to offer first class Continuous Professional Learning (CPL) opportunities through the trust and NSTA links. Our staff place great value on their CPL and this remains a priority for the school each year as we focus on what makes the difference - the classroom. CST also has a

well-developed Teaching School Alliance with a full suite of NPQ qualifications on offer along with a significant SLE presence across the Bristol area. The successful candidate may be asked to contribute to school improvement activities across the trust and region where appropriate.

Students, staff, parents/carers and governors are very proud of the school and its achievements. We were left disappointed in March 2018 with our Requires Improvement judgement from Ofsted and we continue to deliver on improvements across the school in line with our improvement plan. We deliver a high quality education for all our young people, focusing on the whole child with equal value being placed on outcomes and character. We have been oversubscribed for the last two years and are confident we are rapidly becoming a very good school. Further information is available on our school [website](#).



We are committed to delivering our Quality Improvement Plan and our two most recent strategic changes have been the introduction of our Houses in September 2018, along with improving our climate for learning through our Ready To Learn approach. This is an exciting time for the school and we are looking for applicants with a passion for young people to drive their success even further. In return, you can expect effective support and challenge from our strong leadership team along with a hardworking, talented and passionate staff body. Along with this, our dedicated governing body are fully committed to delivering the best opportunities for our confident, thoughtful, articulate and creative young people.



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Teacher of Chemistry

Full time required from September 2020

Main Pay Range / Upper Pay Range

We are seeking to appoint a dynamic and inspirational **Chemistry Teacher** to join the Science Team at St Katherine's from September 2020.

The successful candidate will be an outstanding teacher, with the ability to teach across the age and ability range, passionate about their subject and driven to ensure that students receive the best possible experience of the subject by bringing creative ideas to the classroom. Applications are welcome from experienced and NQT teachers. We offer post 16 teaching and you will either be ready to teach A level or be willing to undertake training to develop your skills in this area.

This is an exciting time to join us. Our students enjoy science and over 50% of GCSE students take triple science courses. We provide many enrichment opportunities based around our STEM agenda to inspire and motivate scientists and engineers for the future.

The Science Faculty at St Katherine's is creative and dedicated, characterised by high support and high challenge and a willingness to develop as professionals through sharing good practice with one another. At St Katherine's we are committed to staff development and offer a comprehensive Teaching and Learning CPD programme for excellent professional development and to prepare staff for future progression.

Should you wish to speak to Ms Zoe Ivey, Head of Science, informally about the role before submitting an application, please email Sue Shelley, HR Manager shelleys@skdrive.org to arrange this.

If you can demonstrate that you possess the necessary experience, knowledge, qualifications and skills and aspire to our vision and values, we would like to hear from you. The successful candidates will be ambitious for the young people they serve and for themselves.

St Katherine's is a vibrant, medium sized 11 – 19 mixed comprehensive school and part of Cathedral Schools Trust. We are situated on the edge of Bristol in a beautiful rural setting. The majority of our students live in Bristol and due to the easy transport links, make a positive choice to travel out of the city each day to enjoy the wealth of opportunities that St Katherine's has to offer. All at St Katherine's believe that there are no limits to what a young person can achieve. Through focusing on high quality learning and teaching we work tirelessly to educate young people for academic success and life.

Further information about the school and the post can be found on the school website. **To apply please click on the link <https://www.tes.com/jobs/employer/-1001486>**

St Katherine's School is an equal opportunities employer in line with the 2010 Equality Act. St Katherine's is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to DBS Barred list and Enhanced Disclosure checks.

Closing Date: midnight 17 May 2020

Interview date: w/c 18 May 2020



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JOB DESCRIPTION

St Katherine's is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Post Title:	Science Teacher
Purpose:	<p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support the Science Faculty as appropriate.</p> <p>To monitor and support the overall progress and development of students</p> <p>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</p> <p>To contribute to raising standards of student attainment.</p> <p>To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.</p>
Reporting to:	Head of Faculty
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Teaching/support staff, LA/Trust representatives external agencies and parents.
Working Time:	195 days per year. Full-time.
Salary/Grade:	TMS/UPS
MAIN (CORE) DUTIES	
Operational/ Strategic Planning	<p>To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Science Faculty</p> <p>To contribute to the Curriculum Area development plan and its implementation.</p> <p>To plan and prepare courses and lessons.</p> <p>To contribute to the whole school's planning activities.</p>
Curriculum Provision:	To assist the Head of Faculty and 14 - 19 Coordinator, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
Curriculum Development:	To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Mission and Strategic Objectives.
Staffing	<p>To take part in the school's staff development programme by participating in arrangements for further training and professional development.</p> <p>To continue personal development in the relevant areas including subject knowledge and teaching</p>

Staff Development:	methods. To engage actively in the Appraisal process.
Recruitment/ Deployment of Staff	To ensure the effective/efficient deployment of classroom support To work as a member of a designated team and to contribute positively to effective working relations within the school.
Quality Assurance:	
To help to implement school quality procedures and to adhere to those. To contribute to the process of monitoring and evaluation of the Science curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required. To review from time to time methods of teaching and programmes of work. To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.	
Management Information:	
To maintain appropriate records and to provide relevant accurate and up-to-date information. To complete the relevant documentation to assist in the tracking of students. To track student progress and use information to inform teaching and learning.	
Communications:	
To communicate effectively with the parents of students as appropriate. Where appropriate, to communicate and co-operate with persons or bodies outside the school. To follow agreed policies for communications in the school.	
Marketing and Liaison:	To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools. To contribute to the development of effective subject links with external agencies.
Management of Resources:	To contribute to the process of the ordering and allocation of equipment and materials. To assist the Head of Faculty to identify resource needs and to contribute to the efficient/effective use of physical resources. To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students.
Pastoral System:	To evaluate and monitor the progress of students and keep up-to-date student records as may be required. To contribute to the preparation of Action Plans and progress files and other reports. To alert the appropriate staff to problems experienced by students and to make recommendations as

	<p>to how these may be resolved.</p> <p>To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff</p> <p>To apply the Behaviour management systems so that effective learning can take place.</p>
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Teaching:

- To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties:

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To promote actively the school's/Trust's policies.
- To continue personal development as agreed.
- To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- Comply with the school's Safeguarding policy and procedures and staff code of conduct
- To undertake any other relevant duties not mentioned in the above.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

March 2020

PERSON SPECIFICATION

Science Teacher

	Essential Requirement	Desirable Requirements
Experience:	<p>Successful teaching practice in one or more Secondary Schools.</p> <p>Experience of successfully planning, delivering and evaluating a Scheme of Work or series of lessons</p> <p>Ability to teach Chemistry/Science across the key stages and a willingness to teach post 16</p>	Experience of teaching to A Level
Qualifications:	<p>Qualified Teacher Status</p> <p>Relevant subject degree</p>	ICT accreditation/qualification degree
Knowledge and Skills:	<p>A good level of organisational skills in lesson preparation and delivery.</p> <p>Excellent inter-personal and communication skills.</p>	<p>Able to deliver all aspects of National Curriculum (Science).</p> <p>Awareness of new curriculum developments</p>
Aptitudes:	<p>A commitment to provide a quality education to the students of St Katherine's School.</p> <p>Personal integrity, dedication and commitment to the school.</p>	Flexibility and a willingness to become involved in new curriculum initiatives
Circumstances:	Willingness to work irregular hours on occasions.	

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ABOUT CST

INTRODUCTIONS

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School, joined the trust in August 2017 and St Katherine’s School joined in January 2019. Stoke Park Primary School joined the Trust in June 2019 and Trinity Academy is our brand new secondary school which opened in September 2019 with year 7 only. Trinity will grow year on year and will move from temporary accommodation into a state of the art new school building in September 2021, eventually setting up a sixth form centre too. A brief overview of the schools currently in CST is shown below. We expect the trust to grow locally and modestly over coming years.

SCHOOL	PHASE	TYPE	NO. ON ROLL	LOCATION
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	1087 currently rising to 1150 by 2021	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	363 currently rising to 420 by 2020	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	420	14 Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	420	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine’s School	Secondary	Academy	890	Pill Road, Pill, Bristol, BS20 0HU
Stoke Park Primary School	Primary	Academy	200	Romney Avenue, Lockleaze, Bristol BS7 9BY



St. Katherine's School

Trinity Academy	Secondary	Academy	120 (Yr 7 only) rising to 780 by 2023	Brangwyn Grove, Lockleaze, Bristol BS7 9BY
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VISION

The vision for the trust has evolved over time and is based upon the following guiding principles:

- Made up of a broad and diverse range of schools to include primary and secondary and culturally and socio-economically diverse schools, to become a mixed MAT.
- Working towards a critical mass of approximately 5-10,000 children within a local catchment area of greater Bristol.
- Ensuring that in the first instance, we grow through strong partnerships, generating high aspirations for all pupils, especially the disadvantaged, and building on the existing success of the founding schools and the Teaching School Alliance.
- Allowing each school appropriate earned autonomy and individuality, with high levels of trust and collaboration between schools. Understanding the drivers which led us to develop the trust and ensuring that other schools retain their identity but are committed to meaningful collaboration and using the trust to create new opportunities for both children and staff.
- Ensuring staff and children fulfil their potential and all are valued and nurtured.
- Delivering a commitment to creative, aspirant, innovative thought and action, rooted in evidence and action research.

Within the trust, our expectation is for all schools to be committed to:

People: strong and trusting relationships.

As a trust we want to ensure that staff at all levels are supported to improve through focused professional development opportunities and appropriate coaching and mentoring. We aspire to treat each other with respect and professionalism being positive but challenging, taking time to ensure that all staff and children feel valued.

Music and the arts

All of our schools will ensure that the curriculum is broad, balanced and appropriate to the community we serve. Curriculum design is the responsibility of individual schools though we are committed to collaboration. Music will be important within all of our schools giving all children the opportunity to sing and play. We will all committed to providing the best co-curricular opportunities for our children.

Collaboration

We are committed to the dissemination of best practice and high levels of support and accountability for all staff. We understand that we are better together and aim to give and receive support from within the trust and further afield. We want to forge wider partnerships in the best interests of children and staff co-creating alignment where it is sensible to do so.

Diversity

We recognise the strength in diversity and are determined to learn from each other. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world.

Our expectation is for every pupil to have:

- An excellent and inspiring experience.
- An education celebrating a wide range of world views and interpretations.
- Access to enrichment opportunities, in particular around music.

In turn our expectation is for staff to be:

- Recognised and valued.
- Provided with opportunities for learning, career development and opportunities for progression across the trust and the wider education system.
- Listened to with good communication across all levels of the organisation.
- Encouraged to try new ideas and to innovate.

VALUES

We are a values-driven organisation and expect all staff to aspire to our core beliefs. You can find out about the Trust by visiting www.cathedralschoolstrust.org



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