



Teacher of Science

Full time, permanent post commencing 1st September 2024

Recruitment Pack



Introduction from the Headteacher

Thank you for your interest in this role.

We are very proud of our inclusive and aspirational school, and we have exceedingly high expectations of every single one of our students. We take great pride in enabling them to grow and to flourish. In order for that to happen, our students need to do two simple things - work hard and be kind. Our students and staff thrive in a community where consistency and routines go alongside us knowing each student well and supporting them to reach their potential.

We have the benefit of a magnificent award-winning school building that was recently completed under the 21st Century Schools programme. It is a wonderful modern facility that has education at its heart. Located in the centre of Monmouth, we serve our local community as well as other nearby areas in both Wales and England. We number around 1,700 students and 200 staff, and we are over-subscribed in every year group.

We are absolutely determined to provide an exceptional standard of education for every child that comes to our school, so that they have the opportunity to lead happy and successful lives. Our approach to Curriculum for Wales is founded on the importance of subjects and on the principle of powerful knowledge. Our work on this is the subject of a recent Estyn case study to share our practice more widely. Our pedagogy is founded on the research evidence of learning and on how to maximise student progress.

We are fully comprehensive and provide for a wide range of learning needs. Currently there are 14% of the school population on the Register for Additional Learning Needs. We also have an integrated Specialist Resource Base, which is also the subject of a recent Estyn case study for its exceptionally strong provision. Students come from a wide range of socio-

economic backgrounds and the rolling average for FSM is 13.8%.

We welcome applications from candidates whose personal qualities and values reflect those in the person specification, and whose experiences also place them in a strong position to deliver the job description. The successful candidate will be able to teach Biology, Chemistry and Physics at Key Stage 4 and Physics at KS5. A full induction programme and meaningful professional learning is offered to all staff.

You will find us to be a supportive, collaborative group of colleagues, who work to provide an exceptional standard of education for all of the students in our care. We take great pride in what we do, and we continue to be wildly ambitious for what we can achieve together in the future.

I look forward to reading your application, should you wish to apply.

Kind regards

Hugo Hutchison
Prifathro / Headteacher



Job Description

1 Title of Post: Teacher of Science

2 Salary Grade: Teachers' Pay Scale

3 Relationships

- 3.1 The postholder is responsible to the Headteacher through the Faculty Leader of Science for teaching subject duties and to the Head of Year for Form Duties.
- 3.2 The postholder works on a professional level with all colleagues (externally and internally) as appropriate to establish and maintain productive relationships.
- 3.3 The postholder liaises with parents, carers, and students as appropriate.

4 Purpose of the Job

- 4.1 To contribute to the teaching, and other work of the Science faculty, as defined by the School Teachers' Pay and Conditions (Wales) document. As a Form Teacher, to undertake duties to support the progress of students in the Form.

5 Responsibilities

- 5.1 To contribute to teach Science at all levels, including KS4 and KS5, and participate in the development of schemes of work, materials and syllabuses of the Science Department, attending Departmental and Faculty meetings as necessary.
- 5.2 To take responsibility for your own professional development, using the Monmouth Comprehensive Performance Record and Development Sheet in the Performance Management Policy and professional Development Policy to guide and support progress with the aim of meeting professional standards.
- 5.3 To control and oversee the use and storage of books, stationery and other teaching materials ensuring that any Health & Safety Regulations are observed.
- 5.4 To carry out the duties of a Form Teacher in respect of students to include:
 - the development of positive learning relationships
 - the establishment of rapport with students to develop their social and academic potential and be a main source of reference for their problems
 - the marking of Form registers, ensuring absences and lateness are accounted for and taking appropriate action where they are not
 - the compilation of reports, profiles and references on students as required
 - the monitoring of homework of students, the teaching of Form periods, escorting the Form to assemblies and attending tutor meetings called by the Head of Year
- 5.5 To work alongside the Heads of Year to monitor students' progress and set targets, and ensure the needs of students are met.
- 5.6 To carry out supervision of students' duties as detailed by the Headteacher.

Job Description

- 5.7 To ensure that students access the support they require from school and external agencies.
- 5.8 To uphold and comply with the statutory provisions of the Health and Safety Work Regulations 1999, The Monmouthshire Safeguarding and Child Protection Policy 2017 and any other relevant Council and School policies relating to Safeguarding and Health and Safety.
- 5.9 To follow school and LA policies and procedures on Safeguarding and Child Protection in all work with children and families.
- 5.10 Be aware of and comply with policies and procedures relating to Behaviour Management, uniform, confidentiality and data protection, reporting all concerns to an appropriate person.
- 5.11 Uphold and promote the vision and ethos of the school.
- 5.12 Participate in training, learning activities and performance development as required.

6 Professional Development

The school is committed to supporting all in developing their practice to achieve the very best outcomes for all students. Our CPD policy outlines the provision and practice for this role. We take an Instructional Coaching approach to professional development, and run several Teaching and Learning conferences a year for our staff. We do not grade lessons.

7 Performance Management

Our Performance Management policy and practice supports us in achieving the school's aims and objectives. Individual Performance Management is integrated into wider school improvement systems and priorities.

- 8 The duties and responsibilities of the post are subject to those details in the Statement and Conditions of Employment and will count as directed time as detailed in such statement and as defined by the Headteacher.
- 9 The job description does not define in detail all the duties/responsibilities of the post, will be reviewed at least once a year and may be subject to modification or amendment after consultation and agreement with the post holder.

Personal Specification

	Requirement	Essential or Desirable	How Tested (S) used at Shortlisting
Education/Qualifications			
1.1	Degree in Science or related discipline	E	Application Form
1.2	Teaching Qualification	E	Application Form
Experience			
2.1	Newly qualified or experienced practitioners are equally welcome to apply		
Aptitudes and Skills			
3.1	Ability to offer Science to GCSE level	E	Application Form / Interview
3.2	Ability to offer Science to A Level	D	Application Form / Interview
3.3	Ability to enthuse and motivate students	E	Application Form / Interview / Micro-lesson
3.4	To maintain a high standard in teacher-student relationships in the classroom	E	Interview/Micro-lesson/Reference
3.5	To have the ability to work as an effective Form Tutor	E	Application Form / Interview
3.6	To be able to provide extra-curricular opportunities to students	D	Application Form / Interview
Personal Attributes			
4.1	To be an effective communicator with the interpersonal skills necessary to work closely with colleagues and students	E	Interview
4.2	To be able to contribute enthusiastically to the school's vision and objectives	E	Interview
4.3	To be an effective team member and to be able to act on personal initiative	E	Interview
4.4	To be well organised and able to implement school policies effectively	E	Interview
4.5	To be highly motivated	E	Interview

Personal Specification

4.6	To be flexible in approach to work and people	E	Interview
4.7	To be committed to further personal development	E	Interview
Safeguarding			
5.1	Commitment to pupil wellbeing, safeguarding and child protection	E	Interview
5.2	Positive references	E	Post short-listing
5.3	Enhanced DBS	E	Post interview

Faculty Information – Science and Technology

The Faculty encompasses Science and Technology and builds upon the expertise within individual subject areas to ensure that Monmouth Comprehensive School develops as a beacon for STEM Education on a national level.

STEM subjects are integral to the UK's success. Our vision is that students' learning at Monmouth Comprehensive School will benefit hugely from a collaboration of subject areas and that this will prepare many of them for rich and varied career pathways within STEM subjects. Our students will have the STEM knowledge and skills they need to be an informed citizen in an increasingly scientific and technological society.

Science Department



We are an innovative and supportive Department of fifteen teachers including a Subject Leader and one further TLR post, with strong teams in all three Science disciplines. The Department is expertly supported by a team of two full time lab technicians, servicing nine laboratories. We have access to a large number of wireless laptops across the Faculty and every classroom is equipped with a docking station and projector.

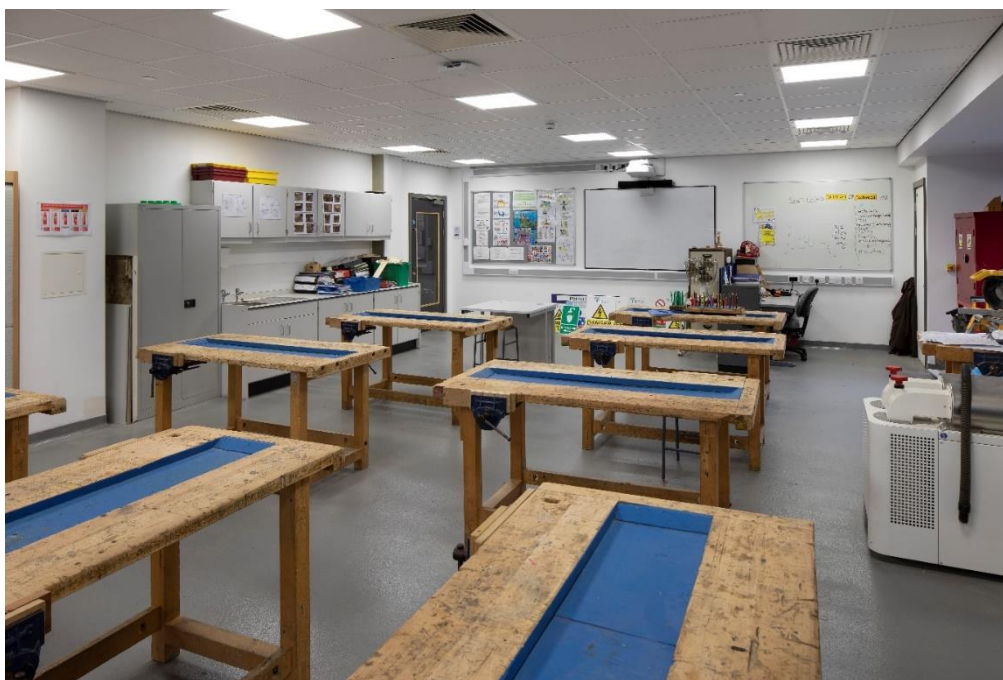
At Key Stage 3, students are taught by up to two teachers in broad ability groupings. We have developed exciting schemes which build upon KS2 and teach the key Science skills and concepts needed for Key Stage 3 and beyond, with learning skills at the very heart of how students develop understanding in Science. We have embraced teacher assessment at the end of the Key Stage, with over 95% of students achieving level 5 or above last year.

At GCSE, we offer the new 'all Wales' WJEC GCSE suite of qualifications including Separate Sciences, Double Award Science and Single Award Applied Science. Approximately a third of our Key Stage 4 cohort selects the separate sciences pathway.

Faculty Information – Science and Technology

We are a very successful Department at A Level having strong numbers in all three subjects. Each subject follows the WJEC A level course. At A Level, we invariably achieve outstanding value-added results and many of our students go on to take Science related courses at the best Universities, including Oxford and Cambridge.

Design & Technology Department



The Design & Technology Department consists of eight well-equipped wireless teaching rooms comprising workshops, catering and textiles facilities, multi-media studios and specialist suites along with a CAD/CAM facility Laser Cutter and a 3d Printer which is utilized by all aspects of the subject. The Department team is made up of six full and two part time members of staff including the Subject Leader and one further TLR post, who are supported by two Design and Technology Technicians. The overall structure of the Design & Technology Department enables staff to work within a whole team approach, with a variety of component subject areas contributing to a common end.

Faculty Information – Science and Technology



A new Technology course was introduced across Year 7 as part of Curriculum for Wales. Years 8 and 9 are taught Food and Textile Technology and Design Technology in common mixed ability groups. Learning activities respond to the wide variety of interests that students have while acquiring knowledge of design methods. Students experience a wide range of materials and techniques within Key Stage 3 and gain an awareness of a broad base of technological concepts.

The Department offers a wide range of pathways at Key Stage 4. A BTEC L2 Certificate in Engineering is available and provides a popular alternative assessment route. Via work related scenarios, this course allows students to acquire knowledge, understanding and practical skills in engineering related topics that reflect the needs of employers and further education courses. GCSE design courses are also offered in Textiles, Resistant Materials and Graphic Products along with a course in GCSE Hospitality & Catering. All Key Stage 4 programmes are taught in specialist facilities.

At post 16 'AS' and 'A' Level Design & Technology (Product Design) is taught and a Level 3 Engineering course is well established. Students achieve well in both pathways with many students progressing to university within these specialist areas. In collaboration with the Science Department, teams of engineers, product designers and physicists enter the nationally recognised annual ESSW awards with support from local engineering companies in our locality.

The Recruitment Process

1. Application

Application forms can be downloaded via www.eteach.com – we do not accept CVs.

Completed paper applications should be returned to: Mrs Laura Claypole, Monmouth Comprehensive School, Old Dixton Road, Monmouth NP25 3YT.

Emailed applications may be sent to: mon.recruitment@monmouth.schoolsedu.org.uk

Closing Date: Monday 19th February 2024 at 12.00 noon

2. Interview Process

Interview Date: Friday 23rd February

3. Additional Information

Please contact: Mrs Laura Claypole mon.recruitment@monmouth.schoolsedu.org.uk for any further information.

4. Safeguarding

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check. Candidates must be aware of and comply with policies and procedures relating to child protection and safeguarding, health, safety and security, confidentiality, and data protection, reporting all concerns to the appropriate person.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. Applications are welcome in English or in Welsh, and will be treated equally.

