



Fareham  
Academy

Unlocking Potential  
Creating Opportunity

## APPLICANT PACK

### Teacher of Science

### MPS

***Start Date: 1<sup>st</sup> September 2022***

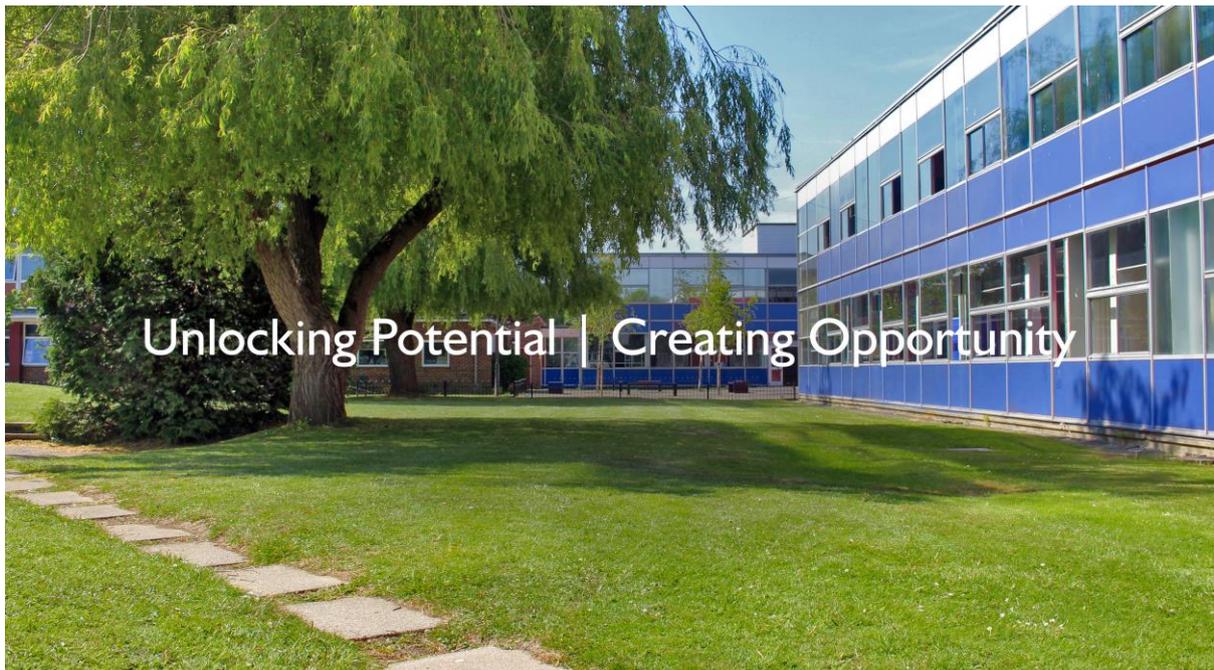
Fareham Academy

<https://www.fareham-academy.hants.sch.uk/vacancies>

For more information please download our application pack from our school website or alternatively contact Mrs Payne on

[g.payne@fareham-academy.co.uk](mailto:g.payne@fareham-academy.co.uk)

Closing Date: 20 May 2022 (Noon)



## Letter from Headteacher

Dear Applicant

I am delighted that you are expressing an interest in working at Fareham Academy. We are a caring and forward thinking school, where academic achievement and the personal development of each child go hand in hand. Our motto “Unlocking Potential – Creating Opportunity” supported by our “Kindness” ethos captures the ambition we have for all our students.

Throughout my time as Headteacher, especially through these turbulent times I have consistently seen exceptional teaching and learning. I am especially proud that several members of our Middle Leaders started their careers as ECTs in the school. We are committed to your development and providing you with the opportunities and support to progress in your career.

I wish you luck with the application process and invite you to visit us and see the Academy yourself. Indeed, it was the students and the team that inspired me and many others to join Fareham Academy.

If you have any questions on the recruitment process, please email [g.payne@fareham-academy.co.uk](mailto:g.payne@fareham-academy.co.uk) or visit our website:- [www.fareham-academy.hants.sch.uk](http://www.fareham-academy.hants.sch.uk)

Yours faithfully

Christopher Prankerd  
Headteacher



## **Teacher of Science**

We are seeking to appoint an enthusiastic Teacher of Science. The successful candidate will be able to demonstrate the capacity to lead, inspire and develop students and staff.

Science is the study of the world around us, looking to explain the processes that take place and allowing us to develop new technologies for the good of humankind. Through observation and experimentation, students formulate ideas and identify patterns.

By studying Science at Fareham Academy, students are able to link theory with real world scenarios and explain the world around them. They are able to manipulate data, explore the use of modern technologies and techniques and are able to develop a sound understanding of method and practical skills. These skills are transferable to a variety of courses at A-Level and are fundamental for a diverse range of future employment opportunities.

Our motto, 'Unlocking Potential – Creating Opportunity' encapsulates our vision and ambition for our students.

### **Your opportunity**

The Science department at Fareham Academy is a dynamic and innovative department with a drive to deliver excellent progress and results for students. The department is a well-resourced Curriculum area and we are looking to add capacity to the department due to the growing student numbers. The Science Department are committed to stimulating and inspiring students to be enthusiastic about the natural patterns in the world around them. We aim to encourage and equip all students with a broad range of literacy skills in order to be successful in a highly competitive environment. Within the Science department, we:

Key Stage 3 Science runs across Year 7, 8 and 9. Students are introduced to basic practical skills which are developed in lessons to enable them to competently and confidently test a range of theories and hypotheses. Biology, Chemistry and Physics topics are studied in a variety of contexts to build a sound basis for GCSE studies at Key Stage 4. Students are able to use a variety of practical equipment, ICT resources such as iPads and are invited to workshops and after school clubs to promote their interests in the subject.

Students further develop their practical skills and use these to analyse specific hypotheses for coursework elements. They look in depth at different forms of life, electricity generation and chemical processes among many other varied and exciting topics. The majority of students will study Core and Additional Science for two GCSEs, whilst the most gifted students will study the separate science of Biology, Chemistry and Physics.

We are looking for a highly motivated individual who:

- Believes in young people
- Is dynamic, innovative and inspirational in the classroom
- Is passionate about your subject and is keen to improve standards across all year groups
- Ensures all students succeed and are able to achieve their maximum potential.
- Has the ability to teach outstanding lessons across the age range.
- Enjoys working as part of a team
- Sets high expectations of themselves and their students.
- Is committed to providing access for students to a range of opportunities

In return we will offer you:

- A professional, hardworking and supportive team of staff with the capability and desire to raise student achievement even further
- Enthusiastic students who are willing to learn and are proud of their learning environment
- Opportunities for further professional development
- A caring and supportive working environment within a vibrant school community
- Well Being Service - Employee Assistance Programme (EAP)



Please note: academies may hold interviews as and when applications are received and this job may be withdrawn at any point without notice. With this in mind, you are encouraged to apply as early as possible.

Fareham Academy is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants, in line with our commitments to safeguarding.

Post Details					
Department:	Science				
Job Title:	Teacher of Science				
Salary:	MPS/UPS				
Responsible to:	Head of Department				
<b><u>Job Purpose Statement</u></b>					
<p>Job descriptions are subject to annual review and specific responsibilities may change to take account of the school improvement plan and staff professional development.</p> <p>All staff should promote the school ethos, health and safety, contribute to continuous school improvement.</p> <p>To contribute to the wellbeing and development of the school by teaching, inspiring, guiding and caring for students inside and outside the classroom. To ensure that all students make outstanding progress and achieve targets and fully implementing policies and procedures.</p>					
<p><i>This job purpose reflects the core activities of the post. As the Academy and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The Academy expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary. Should significant changes to the job purpose become necessary, the post-holder will be consulted and the changes reflected in a revised job purpose.</i></p>					
Qualifications	Essential/ Desirable	A	I	L	R
Degree in Science (2.1)	E	*		*	
PGCE or equivalent teaching qualification	E	*		*	
A postgraduate degree	D	*			
Professional Knowledge and Understanding	Essential/ Desirable	A	I	L	R
A minimum of three years' experience in a teaching/learning/child support working environment, with a proven track record of improving results.	D	*			*
Detailed knowledge and understanding in the subject of Science	E		*		*
Ability to apply knowledge and skills from theory in a practical classroom context	E		*		*
Ability to motivate and encourage children	E		*		*
Effective classroom manager	E		*		*
Ability to demonstrate understanding of complex problems and apply in depth knowledge to address them	E		*		*

Ability to create effective relationships with a variety of different people	E			*	
<b>Experience</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Excellent experience and knowledge of IT support learning	E	*	*	*	*
Excellent use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life.	E	*	*		
Experience of marking for examinations boards	D	*			
Evidence of ability to teach across the whole of the 11-16 age range	E	*			*
Evidence of use of strategies for raising achievement and achieving excellence	E	*			*
Evidence of use of strategies for ensuring inclusion, diversity and access	E	*			*
Highly successful teaching including exam result success at all key stages for at least 3 years	D	*			*
<b>Leadership and Management Skills</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Ability to prioritise, plan, organise and manage work life balance	E	*			*
Ability to work as an effective team player, understanding the strengths and weakness of others to help team development	E	*	*		
Excellent time management and organisational skills	E		*		
Excellent interpersonal, presentation and communication skills, both written and spoken	E	*	*		*
Ability to manage and deliver own course units and contribute to team taught course units	D	*	*		
Ability to contribute to wider school administration and initiatives	D	*	*		*
<b>Communicating &amp; Influencing</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Ability to influence desired student behaviour	E			*	
Ability to generate enthusiasm in students	E			*	
Excellent communication skills, able to clarify and explain instructions	E		*	*	
<b>Other skills &amp; Behaviours</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
Ability to stay calm	E			*	
Empathy with students and sympathetic to their needs	E			*	
Professionally discrete and able to respect confidentiality in particular areas	E				*
<b>Safeguarding Children</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>

Committed to safeguarding and promoting the welfare of children and young people (References)	E	*	*		
<b>Equality</b>	<b>Essential/ Desirable</b>	<b>A</b>	<b>I</b>	<b>L</b>	<b>R</b>
<ul style="list-style-type: none"> <li>The ability to ensure that there is equality of access to educational attainment</li> <li>All aspects of equality are adhered to</li> </ul>	E	*	*		
<b>Personal and Professional Qualities &amp; Attributes</b>	<b>Essential</b>				
<ul style="list-style-type: none"> <li>Excellent organisational ability</li> <li>Ability to organise own teaching resources and activities to deadline and quality standards</li> <li>Ability to plan, manage, organise and assess teaching objectives</li> <li>Ability to contribute to the design of subject units, curriculum development and new teaching approaches</li> <li>Inspire, challenge, motivate and empower the school community to carry forward a shared vision.</li> <li>Build and maintain effective relationships.</li> <li>Think strategically, create, maintain and share a coherent school vision.</li> <li>Manage change, conflict and empower individuals and teams.</li> <li>Listen to, and reflect on, feedback from others, including colleagues and governors.</li> <li>Think creatively to anticipate and solve problems</li> <li>Prioritise, plan and organise themselves and others</li> <li>Set &amp; achieve ambitious, challenging goals and targets</li> <li>Knowledge/understanding, consistency, complete finisher, supportive/loyal/trustworthy/effective communicator, take initiatives, follows up, creates sustainability and motivates.</li> </ul>					
<b>Organisational Information</b>					
<p><b>All staff are expected to:</b></p> <p>Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Schools Equal Opportunities Policy.</p> <p>Help maintain a safe working environment by:</p> <ul style="list-style-type: none"> <li>Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.</li> <li>Following local codes of safe working practices and the school's Health and Safety Policy.</li> </ul> <p><b>Undertake such other duties within the scope of the post as may be requested by your Manager.</b></p>					
<pre> graph TD     HT[Headteacher] --- SLT[Senior Leadership Team]     SLT --- HD[Head of Department]     HD --- T[Teacher] </pre>					

## Main Responsibilities/Activities:

***This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities and should be read in conjunction with the accompanying Job Purpose.***

***More specifically the post holder will be expected to:***

### **Main Responsibilities:**

- To create an exciting learning environment securing department improvement, raising attainment and achievement.
- To plan, resource and deliver lessons to a high standard that ensure real learning takes place and students make good progress.
- To prepare, develop and deliver lessons in the timetabled subject, according to the schemes of work agreed within the department.
- To ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- To monitor and record the performance of students.
- To foster and maintain high standards of effort and discipline amongst the students by the use of appropriate school based rewards, negotiated goals and sanctions.
- To encourage effective learning by the appropriate use of formative assessment, target setting and the development of teaching and learning styles.
- To foster an atmosphere of mutual respect with students in all classroom activity.
- To develop and foster good working relationships with all staff.
- To be prepared to undertake the pastoral role of a form tutor
- To comply with all Examination Board regulations in regard to the teaching of examination subjects and the completion of coursework.
- To attend meetings as directed by the Head of Department.
- To attend Academic Review Process as appropriate.
- To care for and maintain such equipment and books as may be in use in the teaching base or location.
- To display work or materials which enhance the learning environment.
- To contribute positively to the extracurricular life of the school.
- To be proactive in the pursuit of continuous professional development ensuring you maintain an up to date knowledge of teaching practices.
- To liaise with the department on assessment.
- To build positive relationships with Pupils, Governors, Colleagues, Educational Psychologist, Education Welfare Officer, LEA Specialist, Examiners, Educational Specialists and Outside contractors.
- To comply with the requirements of Health and Safety, other relevant legislations and school policies, and understand and comply with the school's equal opportunities policy

All the above duties and responsibilities to be carried out in accordance with Fareham Academy's Policies, Standing Orders and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety. Any other duties and responsibilities appropriate to the grade and role