



*Saint Joseph's*  
CATHOLIC SCHOOL

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# Teacher of Science

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CANDIDATE INFORMATION



## Welcome from the Headteacher

Dear Candidate,

The Governors and I welcome your interest in the position of Teacher of Science at St Joseph's Catholic School. The opportunity we are offering is for an experienced aspiring leader to be part of an exciting period in the history of this great school.

St Joseph's is a smaller than average school. The warm and welcoming atmosphere is matched by a strong focus on pupil progress and hence improving their life chances.

Our reputation within the community, following year-on-year improvements in results, has resulted in us becoming oversubscribed and a school of choice for many parents. Since 2016, the school has seen an increase in pupil numbers of 31%.

Following an extremely pleasing Ofsted inspection in January 2018, we have a clear focus on the areas we need to improve. I am thrilled that the Inspectors recognised the tireless hard work, commitment and dedication that occur every day and how the school has improved over time because of the relentless drive for excellence. The school was judged to be Good in all areas with clear evidence of elements that are Outstanding.

Our 2023 headline figures for Maths and English showed a 10% rise compared to the previous year's results which bucks the national trend.

This is an invaluable opportunity to make a significant impact as a teacher on the development of our school. If successful, you would become part of a dynamic team seeking to achieve the very best education for the young people that we serve.

If you believe that this is a challenge that you would like to be a part of, I would invite you to visit the school and see for yourself the opportunity we are offering.

I very much look forward to receiving your application. Should you have any queries, please do not hesitate to contact me.

**Mrs R. Ridley**  
Headteacher

## Key Information

Post: **Teacher of Science**  
Salary Range: **MPS / UPS Pyscales**  
Responsible To: **Head of Science Department**  
Contract Type: **Permanent**

## Dates

Application Deadline: **Monday 8<sup>th</sup> January 2024**  
Interviews: **Thursday 11<sup>th</sup> / Friday 12<sup>th</sup> January 2024**  
Start Date: **ASAP**

“Thank you for your support and leadership throughout my time at St Joseph’s. I am very grateful for the high standards you set and feel confident to further my career, but St Joseph’s will always hold a special place for me.”



## Responsibilities & Key Tasks for Teacher of Science

**What follows is designed as a generic job description for all Science Teachers without specific teaching and learning responsibility points. The conditions of employment of teachers are provided in the 'School Teachers' Pay and Conditions Document', issued annually.**

- To plan and prepare courses and lessons so that teaching and learning has due regard to up-to-date knowledge of the subject and teaching methodology.
- To plan with reference to the Science schemes of work for each Key Stage.
- To teach students according to their educational needs, including the setting and marking of work.
- To keep methods of teaching and learning, and programmes of study, under regular review.
- To teach other subjects from time to time as may be required by timetable constraints, including covering for absent colleagues.
- To provide and contribute to oral and written assessments, reports and references relating to individual students or groups of students. This will be in the context of helping to raise their standards of achievement, or for purposes of public examinations and assessments, and will be according to reasonable expectations established within the practices of the school.
- To assess, record and report on the development, progress and attainment of students, and to maintain accurate records of student attendance.
- To participate in current arrangements for performance management/appraisals.
- To identify personal development needs and seek ways of meeting them.
- To participate in arrangements for further training and professional development. This includes activities on School in-service training days or related to those days.
- To participate in induction arrangements where appropriate.
- To support and encourage all students to achieve the highest standards that they can. In some cases, this encouragement will extend to independent learning and student involvement in extra activities beyond the classroom.
- To provide guidance and advice to students on educational and appropriate social matters and, as far as is practicable, on their further education and future careers. This is likely to include information about sources of more expert advice on specific questions and is partly, but not exclusively, related to the work that many teachers perform as form tutors.
- To communicate and consult with parents and others outside the school when necessary (including appropriate meetings) according to the routines of the School.
- To advise and co-operate with the Headteacher and other staff on the preparation and development of courses, materials, teaching programmes, methods of teaching and assessment.
- To maintain good order and discipline among the students, using the scope of the existing guidelines and the expectations of conduct as specified by the Headteacher.
- To endeavour to create a safe and attractive environment for teaching and learning.
- To participate in the school's agreed pattern of meetings.
- To participate in arrangements for supervision during examinations where necessary.
- To contribute to a regular programme of supervisory duties assigned in an equitable way.
- To perform particular duties in accordance with directions given by the Headteacher, allocated from time to time on a reasonable basis.



**We are committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.**

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 SLT to reflect or anticipate changes in the job commensurate with the grade and job title.







“Before I came to St Joseph’s I was very close to giving up on teaching as I had many knock backs in my first school... but it turns out I just hadn’t found the right school. I will be forever grateful for the support I received on a professional level, but also on a personal level when I needed it most.”

“You really have been a wonderful lot to work with. You are so patient and kind which really makes a difference. I will miss the banter over the phone and in the corridors which has made it a joy coming to work. You are all part of an amazing team and the students at this school are very lucky to have you.”



## Person Specification for Teacher of Mathematics

Criteria	Essential	Desirable	Identified By
<b>Qualifications</b>			
Qualified Teacher Status	✓		Application Form
A degree or equivalent in Science or a related subject	✓		Application Form
Relevant higher degree		✓	Application Form
<b>Professional Development</b>			
Recent relevant in-service training in Science	✓		Application Form
Commitment to own professional development	✓		Interview
Further professional training		✓	Application Form
<b>Experience</b>			
Taught Science across the ability range and 11-16 range	✓		Application, Interview
A proven track record of good and outstanding teaching	✓		Application, Interview
Evidence of high achievement in teaching throughout the Key Stages		✓	Application, Interview
Experience as a Form Tutor		✓	Application, Interview
<b>Knowledge &amp; Skills</b>			
Strong classroom management	✓		Interview, Selection Process
Knowledge and understanding of appropriate GCSE syllabuses and schemes of work across all year groups	✓		Interview, Selection Process
The ability to motivate and inspire staff and pupils	✓		Interview, Selection Process
Ability to contribute to whole school work		✓	Interview, Selection Process
<b>Commitments</b>			
Sympathetic to Catholic values	✓		Interview
Professional and positive working relationships with staff & pupils	✓		Selection Process
An understanding of the school's priorities in line with the Development Plan and Self Evaluation process	✓		Application, Interview
Involvement in cross curricular initiatives and projects		✓	Interview
<b>Personal Qualities</b>			
Energy and ambition	✓		Application, Interview
Ability to work under pressure	✓		Application, Interview
Sense of humour and positive outlook	✓		Application, Interview
Good health and attendance	✓		Application, Interview
Good organisation	✓		Application, Interview



# About St Joseph's Catholic School

## ***"Excellence for the sake of the Gospel"***

St Joseph's is a co-educational, 11-16 Catholic voluntary-aided school in the diocese of Clifton and the county of Wiltshire. Our aim is to provide a caring educational environment where each person is valued and is given the dignity due to a child of God.

## Our School Ethos

**St Joseph's Catholic School is a small 11-16 school located in the beautiful city of Salisbury, Wiltshire. It is a vibrant, exciting, and caring school where our Catholic ethos is at the heart of everything we do.**

Our values and ethos permeate everyday life as a community, each child and every adult are treated with the utmost dignity and respect. Consequently, pupils leave us as well-rounded individuals and staff turnover is exceptionally low.

Our school is committed to be a centre of excellence for all faiths and abilities, and we are very proud of our successes and our outstanding reputation within the local community.

## Overview of the School

**Our school encourages and guides each of its pupils to develop their own unique gifts and talents.**

By providing a broad range of learning experiences and a supportive and nurturing environment, our pupils enter the world as confident, rounded individuals, with high expectations of themselves and the self-belief, skills, and attributes to achieve their true potential.

Everyone in school is here for a purpose, to learn each day, and to widen their knowledge, experience, and imaginative understanding.

At both Key Stage 3 and 4, opportunities within the curriculum enable pupils to enjoy, achieve, and grow in their learning. Pupils follow a curriculum that is appropriate to their needs, provides challenge and enables them to achieve.

There is a positive atmosphere for learning in lessons at St Joseph's, as teachers and subject leaders are constantly finding innovative and engaging learning experiences for pupils.







## Academic Success

**Over the past five years, St Joseph's Catholic School has exceeded challenging targets, securely placing us, yet again, as one of the best schools in the country and in Salisbury for the progress of pupils.**

We have received local and national recognition for our GCSE results which places our school as one of the top-performing smaller educational establishments in the country.



## Staff Welfare & Career Professional Learning

**As a school that values Career Professional Learning for all our staff, we have an extensive range of courses and opportunities on offer which enables our staff to flourish.**

We offer the NPQML and NPQSL national qualification to all those staff who show leadership potential and wish to move into Senior Leadership in the coming years.

Recently, we have supported four staff to become qualified teachers via SUPA Salisbury and the Assessment Only route.



## Safeguarding & Child Protection

**The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The school will conduct online searches through Google for all shortlisted applicants. All new staff must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.**

The school has a designated senior member of the leadership team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our Child Protection policies.



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Thank you for your interest –  
we look forward to hearing  
from you soon.

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