



Science Teacher

Job Description and Person Specification

Contract Type:	Permanent
Salary:	M1 – U3 +TLR (£37,928 - £56,217 +TLR) Outer London
School:	Haberdashers' Crayford Academy
Location:	Iron Mill Lane, Dartford DA1 4RS
Hours per week:	32.5
Accountable to:	2iC Science / HOD

Job Purpose

We are looking for a passionate and dedicated Science teacher to join our team, inspiring students and bringing science to life through engaging and innovative teaching. You will provide inclusive support to ensure students have full access to the curriculum and help them foster a love for Science, through delivery of high quality, appropriately adapted learning experience. The successful candidate will be able to teach all three sciences across Key Stages 3, and 4 but we are particularly interested in candidates with a **Physics and/or Chemistry specialism**.

Key Responsibilities of Role

Curriculum, Teaching & Learning

- Assist the HoD in monitoring the quality of teaching across the department, ensuring a consistent and continuous focus on achievement and aspirations
- To lead a Key Stage, consistently plan and deliver excellent curriculum plans and lessons within the department.
- Lead the development of schemes of work to support the team in delivering high-quality lessons.
- Devise and implement appropriate interventions for pupils, both within lessons and extracurricular, to ensure all pupils make good progress.
- Further develop the secondary Science curriculum in line with national changes and revised qualifications.
- Establish creative, responsive and effective approaches to learning and teaching to meet and support the aims of the school.
- Promote the study of Science across the whole 11-18 phase.
- Support the HoD in raising the profile of Science in school and in the wider school community.
- To devise innovative, challenging schemes of work
- Ensure the consistent implementation of School and Trust policies and procedures throughout the subject area.

Assessment & Review

- Consistently and accurately assess students' progress and achievement in Science

- Monitor and assess students' work and use assessment data effectively to inform planning and identify individual needs. Use these assessments to set appropriate targets.
- Keep effective and in-depth records of student progress and report overall achievement in line with school policy and statutory requirements.
- Write reports for Annual Reviews and student progress meetings and provide high quality evidence to present at review meetings
- Gather evidence of work for the purposes of moderation.

Other responsibilities

- Assist the HoD with any necessary administrative tasks that support the daily running of the department
- Work collaboratively with the other academies and colleagues within the Trust.
- Take responsibility for your own professional development in discussion with your Line Manager
- To participate in INSET and to initiate change where appropriate
- Support positive behaviour taking into account the personal, social and emotional needs of students.
- Establish and maintain a positive regard towards both students and staff, promoting equality and diversity.
- Be aware of and support difference to help ensure everyone else has equal access to the facilities and feels valued, respecting their social, cultural, linguistic, religious and ethnic background.
- Work as a member of the PE department, planning co-operatively, sharing information, ideas and expertise
- Consult and plan with multi-agency colleagues, as appropriate.
- Act as a form tutor and establish good relationships with families to promote students' learning and development.
- To be responsible for the day to day organisation and outcomes of a cohort, or Tutor Group, of students.

General

- To work within the school framework with regard to Health and Safety
- To promote equal opportunities in the school
- To promote the ethos of the Trust / school
- To promote the school's commitment to the continued professional development of all staff.
- To work within the school's framework with regards to Health and Safety.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To report any Safeguarding concerns in accordance with Trust's Safeguarding Policy
- To undertake any duties as may reasonably be required by the Executive Principal or Leadership Team

Person Specification

	Essential	Desirable	Method of Assessment A = Application I = Interview AS = Assessment R = References
Education & Qualifications			
	<ul style="list-style-type: none"> A relevant Honours Degree, with UK PGCE, or other teaching qualification giving QTS 	<ul style="list-style-type: none"> Masters degree in Education (or similar) 	A, I
	<ul style="list-style-type: none"> Minimum three years' teaching experience 		A, I
	<ul style="list-style-type: none"> An enhanced DBS (we will apply for this for you) 		A, I
Knowledge & Experience			
	<ul style="list-style-type: none"> Proven experience of teaching Science at KS3, KS4 and KS5, with excellent outcomes 	<ul style="list-style-type: none"> Experience of working in a Multi-Academy Trust 	A, I, AS, R
	<ul style="list-style-type: none"> Experience of outstanding classroom practice, with an excellent track record of progress and results 	<ul style="list-style-type: none"> Experience of teaching Physics or Chemistry at KS3, KS4 and KS5 	A, I, AS, R
	<ul style="list-style-type: none"> Experience of mentoring and/or training NQTs 		A, I, AS, R
	<ul style="list-style-type: none"> Extensive knowledge of the National Curriculum, GCSE and A-Level developments within Science 		A, I, AS, R
	<ul style="list-style-type: none"> Experience of using performance data to track student progress and monitor achievement 		A, I, AS, R
	<ul style="list-style-type: none"> Demonstrable evidence of good pedagogy and practice 		A, I, AS, R
	<ul style="list-style-type: none"> Demonstrable ability to organise and manage classes to 		A, I, AS, R

	create an effective learning environment		
Personal Qualities			
	<ul style="list-style-type: none"> • Clear commitment and understanding of the Trust ethos, vision and values and an ability to uphold them 		A, I, AS, R
	<ul style="list-style-type: none"> • Belief in equality and opportunity for all, ensuring that all staff feel included and listened to 		A, I, AS, R
	<ul style="list-style-type: none"> • Ability to establish and articulate a clear vision in an engaging way 		A, I, AS, R
	<ul style="list-style-type: none"> • Determination and resilience 		A, I, AS, R
	<ul style="list-style-type: none"> • High level of interpersonal and communication skills and the ability to build relationships and influence at all levels – engaging with a range of stakeholders successfully 		A, I, AS, R
	<ul style="list-style-type: none"> • Commitment to collaborative working 		A, I, AS, R
	<ul style="list-style-type: none"> • High expectations of achievement, conduct and behaviour and a willingness to address situations where these fall short 		A, I, AS, R
	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 		A, I, AS, R

Staff Development

We value our people. Professional learning is central to our success, and as a new employee, you will receive support from the Senior Directors of People and Professional Learning, alongside your line manager, to help you reach your full potential.

