



THE  
**GARIBALDI**  
SCHOOL

## Job Application Pack

### **Teacher of Science** (maternity cover)

Salary	<b>MPS/UPS</b>
Contract	<b>Full-time, temporary for 2 terms</b>
Closing date	<b>Friday 25<sup>th</sup> September 2020 at 12pm</b>



## A message from the Head of School

Thank you for your interest for the role of **Teacher of Science** at The Garibaldi School.

I am proud to be the Head Teacher of a school that truly cares about the students.

The Garibaldi School is judged to be Good by Ofsted in all areas, with high expectations, standards and aspirations of staff and students. We are constantly reflecting and refining our practice in pursuit of outstanding. The school is well considered in the local community.

Applications for places in Year 7 are regularly over our published admission number.

Our Mission Statement states that we:

*“Create a supportive and caring learning community that gives all our students the confidence and opportunity to achieve and prepare them for a successful adult life.”*

The school invests heavily in supporting and developing staff. There are a range of in-school and Trust CPD opportunities available.

Staff well-being and welfare are also strongly considered.

Over the last three years, the staff survey reports that 100% of staff say that “Garibaldi is a good place to work” and 100% say “They would recommend the school to others”.

Further details about the school can be found on the website [www.garibaldischool.co.uk](http://www.garibaldischool.co.uk)

Visits to the school are warmly welcome.

I look forward to receiving your application.

Yours sincerely

**James Aldred**  
Head of School



## Overview of the Trust

The Garibaldi School is a member of the Nova Education Trust. [www.novaeducationtrust.net](http://www.novaeducationtrust.net) Nova Education Trust is a dynamic and growing Multi Academy Trust based in the East Midlands. Our Trust is committed to providing high quality education to all our students, regardless of their backgrounds. Our track record demonstrates our ability to deliver our core goal: achievement for every child. Our portfolio of schools covers both secondary and primary phases, working in a range of contexts.

Our values are central to the positive ethos that we develop throughout our group of schools. This approach is focused on securing success for all our learners and providing them with the very best life opportunities.

We believe nothing is more important than making a difference to children.

## Overview of the School

**Our Ethos is based on three key words:**

**Pride Respect Achieve**

The well-being and success of our students is at the centre of The Garibaldi School vision. The school is a safe environment where students can feel comfortable, well supported and confident.

We believe that it is our duty to develop the aspirations of our students and we encourage students to set high standards for themselves. As a result, targets are high and we expect high quality teaching and a personalised approach to learning to support our students to achieve.

Our students take pride in themselves and in being part of The Garibaldi School. We help students develop teamwork and leadership skills. Most importantly our students learn how to respect themselves and others. We are clear in a way that we expect our students to conduct themselves with all members of our community. Therefore, by the time our students leave, they have gained the skills, qualities and qualifications needed for a successful future.

### **Achievement**

At The Garibaldi School we believe that examination success allows our students to make the very most of their lives coupled with extraordinary compassion and support.

We have developed a curriculum designed to challenge and engage students, offering them the very best preparation for examination success and the skills and confidence required to make full use of those qualifications. As well as academic qualifications, we teach students the personal skills/characteristics required in life to be successful.

Exciting, engaging and inspiring lessons lie at the centre of our curriculum and as a school we constantly strive to provide every child with the very best educational experiences.

Should a student require additional support, The Garibaldi School provides a range of support services that will ensure every student's success, whatever their individual educational needs.



In 2018/19, the school was ranked as the best school in Mansfield and 6<sup>th</sup> best school in Nottinghamshire for its Progress 8 figure of +0.47.

The school is designated as a Leading Edge school in recognition nationally for the achievement of the students and our creative approaches to education.

## **Pastoral**

We pride ourselves on the quality of care, guidance and support given to individual students. All students are treated as individuals who are well supported and nurtured over their time here.

All students have a mentor and a Student Services team to support and guide the students.

This system provides students with the care they need whilst allowing them to nurture friendships and develop a strong sense of community.

Mentors play an active role in ensuring that students are happy, well supported and fully engaged in school life and serve as a first point of contact between school and home. There are regular updates of students' progress through termly reports and a Parents Evening.

Students' attainment and well-being is closely monitored, ensuring that they are recognised when they succeed but also supported when things are more challenging.

## **Curriculum**

### **KS3**

Year 7 and Year 8 students are taught a balanced curriculum of English, Maths, Science, Computing, Spanish, Music, Physical Education, Performing Arts, Art, Design Technology, Food Technology, Geography, History and PSCHE/Citizenship. Students are placed in sets for English, Maths and Science according to KS2 SATS results and this is reviewed regularly with standard assessments within core departments.

In Year 8, more subjects introduce sets based on standard assessments and prior learning from year 7.

Support for students with learning difficulties and disabilities (LDD) is provided by teaching assistants within mainstream lessons or as a targeted group based in the Student Support Department.

On some occasions, there is also a small amount of short term withdrawal targeted towards those individual students or small groups who most need it, delivered by a teaching assistant based in Student Support.

### **KS4**

All students receive a core provision and study GCSEs in English Language, English Literature, Maths and Trilogy Science (double award). There is a core provision of PSCHE and PE. Students then choose 4 options which currently begin in Year 9 to study over three years. From 2020/21 GCSE courses will commence in Year 10 and will be studied for two years.

From September 2020, we will revert to a three year KS3 provision and a two year KS4 provision.



### **Staff Well-being and Welfare**

The school contributes to the Westfield Health Scheme for all members of staff, which covers a range of services including dental care, optical care, health screening advice and 24 hour counselling services.

Teaching staff are eligible to join the Teachers' Pension Scheme and support staff are eligible to join the Local Government Pension Scheme.

All teachers receive a 10% reduction in timetable for planning, preparation and assessment.

### **Safeguarding and Child Protection**

The Trust and all its schools are committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. All new staff within the Trust will be subject to an enhanced DBS check.

Each school in the Trust 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 policy.



## Application details

Thank you for your interest in this vacancy at The Garibaldi School. Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

### How to Apply

The online application form for this role is located on the current vacancies page of the school website [www.garibaldischool.co.uk](http://www.garibaldischool.co.uk). Wherever possible, please provide email addresses for your referees.

### Closing Date

Please ensure your application arrives by the time and date specified on the front cover of this information pack.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

### Safeguarding

The Garibaldi School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

## Job Description - Science Teacher

Reports to: Lead Teacher of Science

### Key purpose of the job

To teach students in allocated classes in order to ensure that their Progress, Achievement and Personal Development is of the highest quality.

### Responsibilities of a classroom teacher

- To uphold and fulfil the requirements of the Teachers Professional Standards
- Teach students within allocated classes, enhancing their learning and providing the opportunity for achievement for all students
- Planning and preparing tasks which challenge students and ensure high levels of interest during lessons
- Monitor the academic progress of students within allocated classes and implement appropriate strategies to address underachievement
- To assess, record and report on the progress and attainment of all students within allocated classes
- To register the attendance of students in class
- To set appropriate homework
- To mark student's work and give appropriate and constructive feedback
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials
- Manage student behaviour in the classroom and on school premises and apply appropriate and effective measures in cases of misbehaviour
- Communicate with parents and carers over students' progress and participate in departmental meetings, parents' evenings and whole school training events
- Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD)
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

### Responsibilities of a Mentor

- To address any issues concerned with the wellbeing, personal development and academic progress of students within the mentor group
- To check uniform and general appearance on a daily basis
- To monitor the behaviour of students in the mentor group.

### Performance Management responsibilities

- All members of staff are required to participate fully in the school's performance management system.

### Other professional requirements

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

## Person Specification: Class Teacher

Factor	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status - Degree or equivalent in a relevant subject</li> <li>• Good Honours degree (First or Second Class)</li> </ul>	<ul style="list-style-type: none"> <li>• Higher professional qualification</li> <li>• Qualifications in/specialism in Chemistry</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Relevant teaching experience or teaching practice in the subject</li> <li>• Experience of teaching a wide range of abilities</li> <li>• This role would be suitable for an NQT or an experienced teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of pastoral/tutor/mentor role</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent teaching skills, including effective communication skills, ability to motivate students and the capacity to create good learning environments</li> <li>• A clear understanding of the characteristics of high quality teaching and learning and achievement for all students</li> <li>• Knowledge of current issues and recent developments in the curriculum area</li> <li>• Capacity to use ICT as integral part of teaching</li> <li>• Knowledge and an understanding of the value added agenda, including levels of progress</li> <li>• Ability to lead initiatives, support the process of change and work effectively in a team</li> <li>• Secure commitment to a clear aim and direction for the subject</li> <li>• Understanding of equal opportunities issues and their application to work</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of particular needs of students with SEN</li> <li>• Awareness of factors affecting language and learning across the curriculum</li> <li>• Knowledge/involvement in other cross curricular initiatives/projects or whole school developments</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Enthusiasm for the subject</li> <li>• Ability to use own initiative</li> <li>• A commitment to the vision of the school.</li> <li>• A commitment to inclusive education</li> <li>• Ability to form good working relationships with students and staff</li> <li>• High standards and expectations</li> <li>• Ability to use student assessment data to raise achievement</li> <li>• Outstanding communication skills</li> <li>• Reliability and integrity</li> <li>• A commitment to safeguarding and promoting of welfare of children issues</li> </ul>	<ul style="list-style-type: none"> <li>• A willingness to contribute to extra-curricular activities</li> <li>• A vision for the development of the department</li> <li>• A commitment to personal and professional development</li> </ul>