



**Upper Shirley High School**  
**Belle Moor Road**  
**Southampton SO15 7QU**  
**Co-ed Comprehensive (11-16)**  
**Tel: 023 8032 5333**

**Teacher of Science (NQT)**  
**Salary: NQT/Early Entry Teachers (MPS)**  
**Full time, Permanent**  
**Start date: September 2018**

We are seeking to appoint a highly motivated and enthusiastic newly qualified Teacher of Science. This role offers an excellent opportunity for teachers recently qualified, who are imaginative, creative and inspiring to work in a supportive, energetic and innovative school where students are making significant and sustained progress.

People say there's a buzz at USH which we believe is created by our passion for learning. 2016 saw the best results that the school has ever achieved, along with a very successful Ofsted inspection. We are seeking an excellent classroom practitioner who is flexible, dedicated and passionate about delivering exceptional learning experiences. USH has energy and drive and is a highly stimulating place to be.

The successful candidates will:

- Be highly motivated.
- Support the development of Schemes of Work across the Key Stages.
- Have a clear vision and pedagogical knowledge of the teaching of Science.
- Be prepared to lead extra-curricular, educational visits and out-of-school learning.

We can offer you:

- Dedicated teams who place students at the heart of everything.
- Experience of leading a development within a team.
- Amazing students who are proud to be part of the school.
- An open and honest professional culture and learning community.
- A team who place a high premium on your professional development and induction.

The successful applicant will be welcomed and supported in our friendly environment where we have a passion for learning.

Full details and application forms can be downloaded from our website:

[http://uppershirleyhigh.org/staff\\_vacancies](http://uppershirleyhigh.org/staff_vacancies) . Please send your completed applications to [applications@ushschool.org](mailto:applications@ushschool.org) .

We positively encourage prospective candidates to visit our school prior to applying, please contact our HR Officer, Georgina Figgins, to arrange this. Her email address is: [Georgina.Figgins@ushschool.org](mailto:Georgina.Figgins@ushschool.org)

**Closing date: Friday 23<sup>rd</sup> February 2018.**

**Interviews: To be confirmed.**

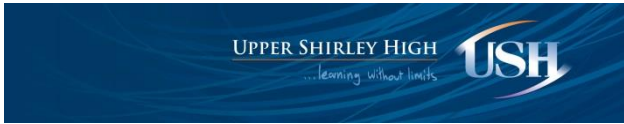
*Our school is committed to safeguarding and promoting the welfare of children and an enhanced DBS will be required for this post.*

## Person Specification for Science Teacher



Essential	Desirable
<p><b>Qualifications</b>            Degree.            Qualified Teacher Status.            Experience of teaching Science related subjects.</p> <p><b>Professional Development</b>            Evidence of a commitment to own professional development.            Recent relevant in-service training in Science.            Professional development/ mentoring of colleagues.            Experience of leading a development within a team.</p> <p><b>Experience</b>            A keen interest in developing the teaching of Science.            Evidence of achievement in teaching across the Key Stages.            Contributing to the development of Schemes of Work across the Key Stages.            Effective use of Assessment for Learning to engage students as partners in their learning.</p> <p><b>Knowledge</b>            Use of assessment and attainment information to improve practice and raise standards.            Use of strategies to promote good student relationships and high attainment in an inclusive environment.            Clear vision for the teaching of Science.            Strategies to enhance teaching and learning of Science.            Sound knowledge of requirements for SOW at KS3/4.            An understanding of Science related subjects at KS3/4.</p>	<p>Other recognised qualifications in Science</p> <p>Development of partnerships with other schools, business and the community.</p> <p>An understanding of Emotional Literacy developments to support learning and teaching.            An understanding of Health and Safety regulations affecting the curriculum area.</p>

<p><b>Skills</b>  Competent user of IT.  Competent coordinator and motivator.  Ability to plan and resource effective interventions to meet curricular objectives.</p> <p><b>Commitments</b>  To comprehensive education.  To actively support the school's aims and commitment to ITT.  Active participation in whole-school developments.  To lead extra-curricular activities/educational visits/ out-of-school learning.</p> <p><b>Personal</b>  Passion for teaching.  Energy, enthusiasm and flexibility.  Good health and attendance record.  Sense of humour and a positive outlook on life.  Ability to work under pressure and determination to succeed.</p>	<p>Ability to use and promote a wide range of teaching methodologies.  An enthusiastic and effective leader and manager.  Excellent communication and presentation skills.</p> <p>Commitment to the value and promotion of vocational and work related learning.  Innovative curriculum development and partnership with other schools and the wider community, including business and industry links.</p> <p><b><i>Our school is committed to safeguarding and promoting the welfare of children. An enhanced DBS will be required for this post.</i></b></p>
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**Job Description: Upper Shirley High School**

<b>Post Title:</b>	Teacher
<b>Reporting to:</b>	Subject Leader
<b>Responsible for:</b>	Posts of responsibility, teaching staff and support staff within the department.
<b>Liaising with:</b>	Headteacher/Deputy Head, Department Improvement Partner, other Subject Leaders, relevant staff with cross curricular responsibilities, students and parents.
<b>Working Time:</b>	Full time – 1265 hours per year
<b>Salary/Grade:</b>	MPS (NQT)
<b>Purpose:</b>	<ul style="list-style-type: none"> <li>▪ To have commitment and enthusiasm and work closely as part of a team.</li> <li>▪ To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in your lesson, in accordance with the aims of the school.</li> <li>▪ To aim to make your subject effective and high profile within the school and community.</li> <li>▪ To prepare, develop and deliver appropriate schemes of work, which provide challenging lessons that stimulate students and allow them to succeed.</li> <li>▪ To provide information to parents about the achievements and progress of their child as required through parents' evenings and reports.</li> <li>▪ Have excellent subject knowledge and understanding of current developments.</li> <li>▪ To effectively inspire students and improve their achievement.</li> <li>▪ To be focussed consistently, inspiring confidence and commitment from students and colleagues.</li> <li>▪ To use self-evaluation in a well- informed manner and effective analysis of performance.</li> <li>▪ To co-ordinate joint planning and the effective sharing of good practice.</li> <li>▪ To teach effectively across the full age and ability range.</li> <li>▪ To be aware of and meet the developmental needs of staff within the department.</li> <li>▪ Have ambitious aims for the subject and its relevance to the students attending USH.</li> <li>▪ To communicate these aims effectively to students and staff.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ To take on the role of a tutor within the team and be responsible for the academic and pastoral well-being of a tutor group.</li> <li>▪ To take an active interest in their own personal development and keep professional skills up-to-date.</li> <li>▪ To complete all other reasonable tasks as directed by the Headteacher or line manager.</li> </ul>
<b>Achievement of students</b>	<ul style="list-style-type: none"> <li>▪ Enable almost all students, including, where applicable, disabled students and those with special educational needs, to make rapid and sustained progress in the subject over time given their starting points.</li> <li>▪ To enable the students to develop and apply a wide range of skills to great effect, including reading, writing, communication and mathematical skills that will ensure they are exceptionally well prepared for the next stage in their education, training or employment.</li> <li>▪ To focus where standards of attainment of any group of students are below those of all students nationally, to close the gap over a period of time.</li> <li>▪ To make teaching in your subject at least good, which ensures that all students make sustained progress.</li> <li>▪ Supporting and owning excellent subject knowledge, resulting in planning astutely, setting challenging tasks based on systematic, accurate assessment of students' prior skills, knowledge and understanding.</li> </ul>
<b>Curriculum Provision:</b>	<ul style="list-style-type: none"> <li>▪ To provide highly positive, memorable experiences and rich opportunities for high quality learning.</li> <li>▪ To deliver a subject which impacts on student behaviour.</li> <li>▪ To add to student achievement and where appropriate to moral, social and cultural development.</li> <li>▪ To liaise with the Line Manager to ensure the delivery of an appropriate comprehensive, high quality and cost-effective curriculum programme which is in line with the School Blueprint.</li> <li>▪ Deliver a subject which provides constant opportunities for discovery and challenge and where students take greater responsibility for their learning.</li> <li>▪ The day-to-day management, control and operation of course provision with the department, including effective deployment of staff and physical resources.</li> <li>▪ To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the school.</li> </ul>
<b>Curriculum Development:</b>	<ul style="list-style-type: none"> <li>▪ To participate in and contribute to curriculum development for the whole department.</li> <li>▪ To keep up to date with national developments in the subject area and teaching practice and methodology.</li> <li>▪ To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.</li> <li>▪ To liaise with the Line Manager to maintain accreditation with the relevant examination and validating bodies.</li> <li>▪ To ensure that the development of the subject is in line with national developments.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ To work collaboratively with other departments to develop cross-curricular links which support the school's specialism and promote achievement.</li> </ul>
<p><b>Teaching standards:</b></p>	<ul style="list-style-type: none"> <li>• To engender in your department and self the agreed standards for teachers: <ul style="list-style-type: none"> <li>▪ To make the education of students the first concern.</li> <li>▪ Be accountable for achieving the highest possible standards in work and conduct.</li> <li>▪ Set high expectations which inspire, motivate and challenge students.</li> <li>▪ Promote good progress and outcomes by students.</li> <li>▪ Demonstrate good subject and curriculum knowledge.</li> <li>▪ Plan and teach well-structured lessons.</li> <li>▪ Adapt teaching to respond to the strengths and needs of all students.</li> <li>▪ Make accurate and productive use of assessment.</li> <li>▪ Manage behaviour effectively to ensure a good and safe learning environment.</li> <li>▪ Fulfil wider professional responsibilities.</li> <li>▪ Act with honesty and integrity.</li> <li>▪ Keep knowledge and skills as teachers up to date and be self-critical.</li> <li>▪ Develop professional relationships.</li> <li>▪ Work with parents in the best interest of their students.</li> <li>▪ To ensure the effective monitoring and evaluation of teaching and learning within the department.</li> <li>▪ To establish the process of the setting of targets within the department and to work towards their achievement.</li> <li>▪ To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department.</li> <li>▪ To contribute to the School procedures for lesson observation.</li> <li>▪ To monitor and evaluate the curriculum area/department in line with agreed School procedures including evaluation against quality standards and performance criteria.</li> <li>▪ To ensure that the Department's monitoring and evaluation procedures meet the requirements of Self Evaluation and the Strategic Plan.</li> </ul> </li> </ul>
<p><b>Assessment of and for learning:</b></p>	<ul style="list-style-type: none"> <li>▪ To ensure that marking and constructive feedback is frequent and of a consistently high quality, leading to high levels of engagement and interest.</li> <li>▪ To promotes students' high levels of resilience, confidence and independence when they tackle challenging activities through high level teaching.</li> <li>▪ To ensure that accurate and up-to-date assessment information concerning student progress is maintained.</li> <li>▪ To make use of analysis and evaluate performance data provided.</li> <li>▪ To identify and take appropriate action on issues arising from data; setting deadlines where necessary and reviewing progress on the action taken.</li> <li>▪ To produce reports within the requirements of self evaluation.</li> <li>▪ To produce analysis reports on examination performance, including the use of value-added data.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ To ensure students are entered as appropriate for external examinations through liaison with the Exams/data officer.</li> <li>▪ To ensure that students' work is regularly assessed in accordance with the school's assessment policy.</li> <li>▪ To ensure that homework is set and marked on a regular basis.</li> </ul>
Additional Duties:	<ul style="list-style-type: none"> <li>▪ To take responsibility for, and demonstrate commitment to, own professional development.</li> <li>▪ To engage actively in the performance management review process.</li> <li>▪ To undertake any other duty as specified by STPCB not mentioned in the above.</li> </ul>
<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p>	
<p>This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.</p>	

Signed: .....  
(Post Holder)

Date: .....

Signed: .....  
(Line Manager)

Date: .....