




# RECRUITMENT PACK

## ST JOHN FISHER CATHOLIC HIGH SCHOOL

# Lead Teacher - Science

  
Good  
Provider

  
OUTSTANDING

Learning together as a community in Christ

# Welcome to St John Fisher Catholic High School!

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We are a thriving Catholic school community serving young people in the heart of Wigan.

We believe in delivering a challenging, broad and balanced curriculum underpinned by a strong faith experience and an excellent pastoral care system.

We believe every child deserves to feel safe and valued and, because of this, our young people flourish academically, socially and spiritually in our school.

Our mission statement, **Learning Together as a Community in Christ** encapsulates everything we do.

We promote a love of learning through our quality first teaching. We are a fully inclusive community which recognises the worth of every individual and we encourage all our community to be Christ-like - being respectful, polite, kind and aspirational.

**Could you be part of our team?**

Thank you for taking an interest in our school.

Alison Rigby

**Headteacher**





# Why work at St John Fisher?

We have high expectations of our students and of our staff - people matter in our school. We expect our staff to be models of excellence and demonstrate a strong moral core and a professional work ethic. Staff are valued and supported in their pursuit of professional development. In return, we expect total commitment to our strong Catholic ethos and a relentless pursuit of aspiration for our young people - we want them to do their best and be their best.

We are a Good school, as judged by Ofsted in November 2021. Further, we are an Outstanding Catholic School, as confirmed by our Section 48 Inspection within the new framework in June 2023.

It is an exciting time for our school community as our school has been identified as one of fifty schools to be in the first stage of the Department for Education's new School Rebuilding Programme. Our new state-of-the-art, net-zero school with a separate sports facility is now under construction and will be ready for January 2025. Currently, our school is effectively operating amongst the construction with adapted breaktimes and lunchtimes, using existing school blocks and the addition of a temporary block. This current situation presents us with immense challenge, however, due to our cohesive and supportive staff team and loyal pupils our school is managing incredibly well and is looking forward to moving into an innovative and modern environment.

Be part of something exciting...



# What we do for the wellbeing of our staff

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- Commitment to Health Assured Employee Assistance Programme.
- Strong commitment to ongoing staff training and development including engagement in NPQ programmes and Masters accreditation.
- Strong and healthy relationships between SLT and staff.
- An appraisal process which recognises staff (teaching & non-teaching) contribution to school priorities and follows a developmental approach rather than performative.
- Recruitment of additional staff to strengthen the pastoral team.
- Reasonable expectations with regards to staff duty commitments.
- Strong commitment to reducing staff workload and decision-making processes consider staff wellbeing.
- High levels of staff consultation.
- Advance notice for staff with monitoring and evaluation tasks and a well-planned and transparent annual calendar.
- Regular information sessions for staff to help staff make informed career choices and feel supported in the school environment e.g. menopause, pensions etc.
- SLT are a visible presence around school both during lessons and in unstructured times of the day.
- Wellbeing weeks in school calendar to support staff in managing workload.
- Active social calendar for staff.
- SLT arrange detentions each Friday to reinforce standards.
- Support for staff spiritual development through school chaplaincy, regular Masses and liturgy.
- Birthday cards for every member of staff.

# Our Science Department

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## Our Curriculum Vision

The mission of the SJF Science department is to develop inquisitive and knowledgeable problem solvers, who are numerate and mathematically literate. We aim to do this through a broad and balanced spiral curriculum, where fundamental principles are revisited regularly to embed learning and understanding. We offer a variety of extra-curricular activities to engage pupils with their Science education and develop Scientists of the future.

## Staffing

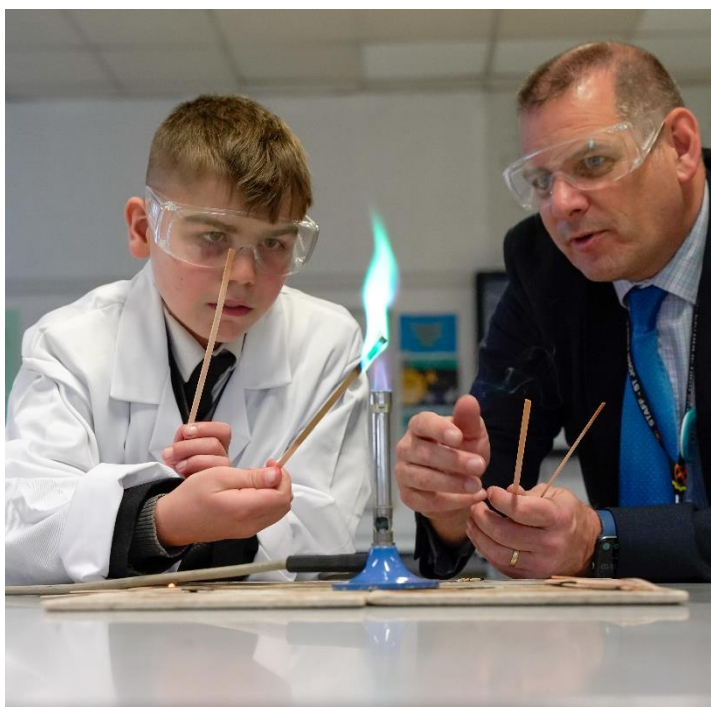
The Science department consists of eight full time and one part time teachers, plus the Senior Deputy Headteacher who teaches Science. We are also fortunate to have two full time, experienced technicians, who fully support the teaching staff and are COSHH trained.

## Curriculum and Specifications

The Science curriculum is planned to ensure the delivery of the KS3 National Curriculum and the KS4 AQA Specification in a 5-year programme of study that follows a conceptually progressive order for all pupils. Our curriculum spirals, building on prior knowledge and skills, revisiting key concept areas from Years 7-11. We deliver the AQA syllabus at GCSE, including the Separate Sciences and the Combined Science Trilogy course.

## Extra-Curricular and Enrichment Opportunities

Pupils have the opportunity to take part in a range of extra-curricular activities to further develop their understanding of the subject, including trips to Chester Zoo, Manchester City FC, London and CERN, Switzerland. To enhance pupils' understanding of where studying Science can lead to, pupils learn about a different career in each topic studied.



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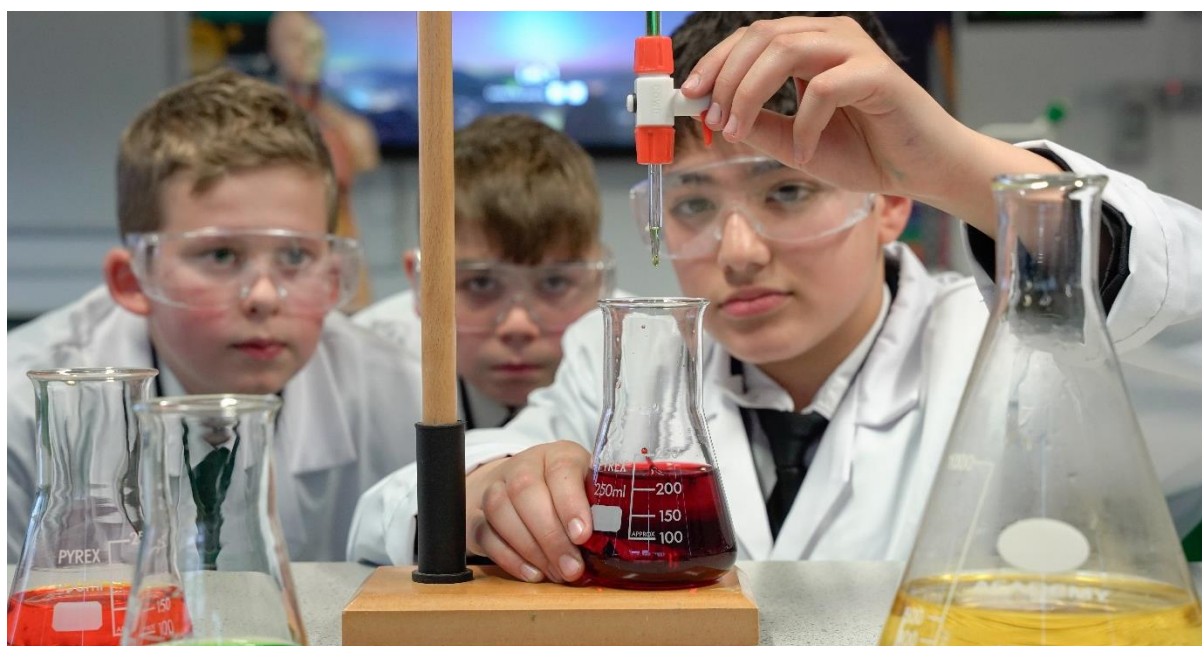
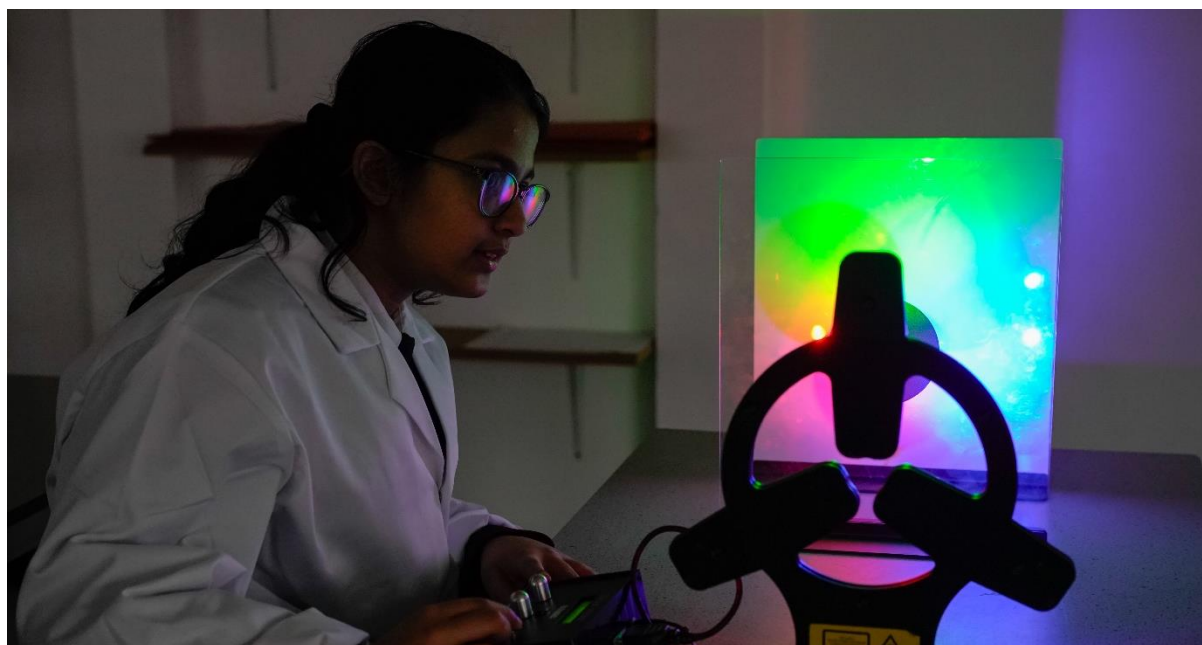


## Environment and Resources

The Science department has eight fully equipped laboratories and one classroom space with ICT facilities. There are two Science prep rooms, with extensive equipment for all three Science specialisms. Further, there is a large Science workroom, where all Science staff have their own work space.

## Professional Development Opportunities

The Head of Science fully supports the professional development of her staff. Within the last two years a number of teachers have completed subject knowledge enhancement courses at the STEM Learning Centre, York. One member of the team has completed a master's degree, whilst another has completed the CCRS. Four teachers are ECT and ITT mentors. Our technicians attend regular CPD at York and through the ASE. Extensive internal CPD opportunities are on offer and other members of the department are involved with SEND development and Literacy skill enhancement.



# Lead Teacher - Science

## Job Description: Lead Teacher – Science (TLR 2A)

Post:	Lead Teacher – Science (TLR 2A)
<b>Responsible to</b>	<ul style="list-style-type: none"> <li>• Headteacher, SLT link, Head of Science</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• To work closely with the Head of Science and AHT in leading teaching and learning in the department</li> <li>• To deliver outstanding lessons and coach others to do the same</li> <li>• To observe outstanding peers in St John Fisher and beyond in order to improve your practice</li> <li>• To collaborate with others in professional learning communities</li> <li>• To have the skill and flexibility to deliver excellent lessons in new ways, in new settings and with new curriculum content</li> <li>• To understand progression and be able to assess against benchmarks</li> <li>• To be comfortable using data to plan interventions for individual pupils across the department to ensure every child makes the expected progress in Science</li> <li>• To provide on-going, specific and personalised feedback to pupils on a regular basis</li> <li>• To contribute to the induction of newly experienced and early career teachers into the department</li> </ul>
<b>Science</b>	<ul style="list-style-type: none"> <li>• To contribute significantly to raising attainment and improving progress in Science</li> <li>• To collaborate with the department staff in developing innovative and stimulating schemes of work and lesson plans</li> <li>• To collaborate with the Science Leadership Team to continuously improve pedagogy in the subject</li> <li>• To assist the Head of Science/Second in Science in ensuring all pupils who receive Pupil Premium are making expected or better than expected progress</li> <li>• To develop Science, curriculum projects, STEM and other collaborations</li> <li>• To use data to intervene where there is underachievement</li> <li>• To enrich Science and STEM with outside visits, speakers and events</li> <li>• To help in the development of Science learning and teaching in which pupils can enhance their Science skills beyond the curriculum</li> <li>• To present at departmental meetings on Teaching, Learning and Assessment</li> </ul>
<b>Learning and collaborating</b>	<ul style="list-style-type: none"> <li>• To be a creative and deep thinker about pedagogy</li> <li>• To reflect constantly on what and how children learn</li> <li>• To work with colleagues to address particular learning challenges</li> <li>• To be immersed in your subject specialism and the literature around how children learn</li> <li>• To be interested in cutting edge techniques and action research</li> </ul>

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	<ul style="list-style-type: none"> <li>To lead inspirational teaching and learning CPD in Science and possibly across the school</li> </ul>
<b>Professional Requirements</b>	<ul style="list-style-type: none"> <li>To carry out other reasonable tasks from time to time as directed by the Headteacher</li> <li>To contribute to the strategic direction of the school</li> </ul>
<p>This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of governance. Candidates should also refer to the most up to date Teacher Standards for the generic responsibilities of a main pay scale teacher.</p> <p>This job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually.</p> <p><b>The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</b></p> <p><b>The successful applicant will be subject to an Enhanced DBS disclosure.</b></p>	



## Lead Teacher - Science

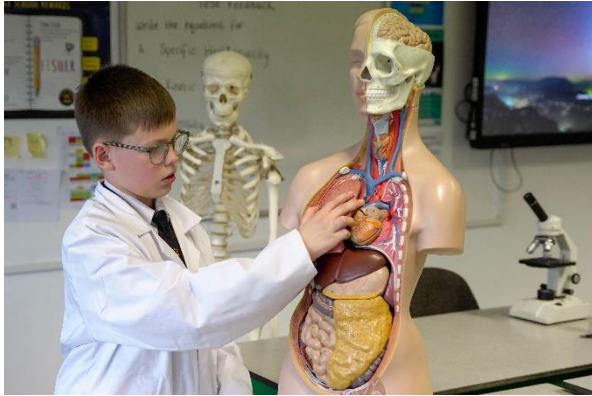
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## Person Specification: Lead Teacher – Science

Minimum Essential Requirements		Assessment
<b>To be able to share and support St John Fisher's mission and vision</b>		
<b>1. Skills and Knowledge</b>		
1.1	Ability to work effectively within a team environment, understanding teaching roles and responsibilities.	Application
1.2	Excellent classroom practitioner; outstanding teaching skills and an ability to enthuse and engage pupils.	Application/Interview
1.3	Ability to create, monitor and develop engaging schemes of learning for KS3 and KS4 in Science and be able to lead colleagues in curriculum development.	Application/Interview
1.4	Understanding of current issues relating to the teaching of Science.	Application/Interview
1.5	Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people. Act as a role model to staff and pupils.	Application/Interview
1.6	Excellent time management and personal organisational skills.	Application
1.7	Excellent interpersonal and communication skills.	Application/Interview
1.8	Excellent ICT skills; the ability to use new technology effectively to enhance learning.	Application
1.9	An ability to improve their own practice through observations, evaluations and discussions with colleagues.	Application
1.10	An ability to generate engaging resources and share them with colleagues.	Application/Interview
1.11	Demonstrate a resilience, motivation and commitment to driving up standards of achievement of pupils of all aptitudes and abilities.	Application/Interview
1.12	Ability to use pupil data to target set and inform planning and intervene.	Application/Interview
1.13	Academic transition - organise and liaise with primary schools.	Application
<b>2. Experience and Qualifications</b>		
2.1	Qualified Teacher Status.	Application
2.2	Honours Degree in Science or a related discipline (or as part of combined).	Application/Continued...
2.3	Commitment to regular and on-going professional development and training to establish outstanding classroom practice.	Application
<b>3. Professional Values</b>		
3.1	A growth mindset and an excitement about learning new things.	Application/Interview
3.2	High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements.	Application/Interview Continued...
3.3	A commitment to equal opportunities.	Application
3.4	A willingness to promote the Catholic ethos of our school.	Application/Interview
3.5	Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work.	Interview

3.6	To engage in extra-curricular Science activities and seek to source outside practitioners and resources to enrich learning opportunities.	Application/Interview
3.7	A good sense of humour and highly enthusiastic about working with young people.	Interview



# Application Process

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## Visits

If you would like to come and visit our school to help you in your application please contact us on [recruitment@sjf.wigan.sch.uk](mailto:recruitment@sjf.wigan.sch.uk)

## Applying for the role:

Please use the following links to access the appropriate forms and guidance;

Teacher Application Form - [Click here](#)

Application Forms and GDPR Guidance - [Click here](#)

Recruitment Monitoring Form - [Click here](#)

Rehabilitation of Offenders - [Click here](#)

## Timescale

The deadline for all applications: **Tuesday 24 September 2024 at 12 noon.**

Interviews: **Date to be confirmed.**

## Further Help

If you have any questions or issues with your application please email [recruitment@sjf.wigan.sch.uk](mailto:recruitment@sjf.wigan.sch.uk)







# ST JOHN FISHER

## CATHOLIC HIGH SCHOOL

[www.sjfhs.co.uk](http://www.sjfhs.co.uk)

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