



MALMESBURY SCHOOL

Happy, caring, excellent



TEACHER OF SCIENCE





Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of five secondary schools and two primary schools in Wiltshire, Gloucestershire and South Gloucestershire. Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We intend to enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

A handwritten signature in black ink that reads "Tim Gilson".

Tim Gilson

Chief Executive Officer

The Athelstan Trust





Dear Colleague,

Thank you for your interest in working with us at Malmesbury School. It is a wonderful opportunity for an ambitious and talented individual to join a forward thinking and invocative school with exceptionally high levels of achievement, behaviour and performance.

At Malmesbury we endeavour to ensure our school is a Happy, Caring and Excellent environment in which all students can thrive. We are proud to be a truly comprehensive school, and our provision matches the needs of our truly comprehensive and rural in-take.

As you visit the school, walk the corridors and speak to our staff and students, you will see our mantra embodied in everything we do, including our recruitment process. We are recognised regionally for our superb outcomes for students with significantly positive Progress 8 year-on-year. We are also proud of the development the students make personally during their time with us, the destinations of our leavers and the numbers attaining exceptionally well after leaving Malmesbury in Higher Education.

Our offer goes beyond the classroom and we are proud of our extensive extra-curricular offer, whether that be our exchanges and foreign links with Denmark and South Africa or vast range of clubs and societies. We believe strongly in developing all our students culturally and exposing them to range of opportunities that best prepare them for being Happy, Caring and Excellent adults.

This letter provides a flavour of Malmesbury School. There is much more to see on our website and if you would like any further information/clarification then please contact Kelly McCarthy, our HR Lead, kmccarthy@malmesbury.wilts.sch.uk who will be only too happy to help.

I look forward very much to hearing from you and wish you the very best of luck with your application.

Yours sincerely

A handwritten signature in black ink that reads "B Jouny".

Mr Brett Jouny
Headteacher





Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme

Discounts at local gyms





Teacher of Science

- Start date:** week commencing 24th February 2025
- Salary:** MPS/UPS - £31,650 - £49,084 per annum
- Contract:** Temporary contract – maternity cover, part time (0.2fte to 0.8fte considered)
- Location:** Malmesbury School
- Closing date:** Monday 6th January 2025 at 12 noon

NB: Should a suitable applicant be found then the vacancy may be closed to applications ahead of the advertised closing date.

The Athelstan Trust is a successful and growing Multi-Academy Trust consisting of five secondary schools and two primary schools in Wiltshire, Gloucestershire, and South Gloucestershire. We currently employ over 600 people and educate 4,100 pupils and plan to expand further over the coming years. At Malmesbury School our vision is to be a Happy, Caring and Excellent community. We are proud to be a truly comprehensive school providing an education of the highest quality for all the students within Malmesbury and the surrounding area.

Malmesbury School requires a dynamic, enthusiastic and well-qualified teacher of Science to cover a period of maternity leave in the Science faculty. Applications are welcome from teachers of all science specialisms. The school occupies a modern building with a suite of laboratories built around a faculty office and prep rooms. All labs have an interactive whiteboard or Clevertouch screen and computer. Students follow either AQA Trilogy Combined Science or the AQA Separate Sciences at GCSE with exceptional exam results. We have large numbers of students studying at least one Science subject (Biology, Chemistry, Physics and Psychology) at A-level. The Science faculty has an ethos of “inspiring and equipping young people to discover their world” and we believe in using practical work to inspire our students and to support them in developing their investigative skills. The faculty has a very successful YouTube Channel which we encourage you to visit. In addition, we have a vibrant extracurricular programme involving regular trips, guest speakers and themed weeks.

The Athelstan Trust is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check.

We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.





JOB DESCRIPTION

POST: Teacher of Science

LEVEL OF PAY: MPS/UPS

PRIMARY FUNCTION: To be responsible for the day-to-day teaching care of allocated groups.

LINE RESPONSIBILITIES:

- Directly responsible to the Senior Curriculum Leader/Curriculum Leader for teaching commitment
- Directly responsible to the appropriate Academic Leader and Student Support Leader for role as a form tutor (or as attached staff to the year group)

BUILDINGS AND EQUIPMENT:

Responsible for all learning materials, audio visual aids and consumable stock as allocated by Senior Curriculum Leader/Curriculum Leader.

Responsible for the physical condition of allocated classroom(s) including furniture and equipment in the room(s).

Main duties:

1. To teach allocated groups according to the faculty/subject scheme of work and in accordance with the general methodology of the faculty/subject area and school.
2. To be responsible for the academic performance, behaviour and appearance of groups taught, in sympathy with the stated aims of the school and faculty/subject area.
3. To undertake the duties of a form tutor (or attached staff member to a year group) as allocated by the Headteacher.
4. To plan and prepare lessons.
5. To keep accurate records of the work covered by all teaching groups including records of homework and coursework set as part of the scheme of work.
6. To keep accurate records of students' progress and prepare such assessments and reports as are required by the faculty/subject area, school or National Curriculum.
7. To maintain accurate records of students' attendance at lessons and notify the Senior Curriculum Leader/Curriculum Leader and form tutor of any unusual absence.
8. To undertake a management role, appropriate to a main scale teacher, within the faculty/subject area as indicated in this job description.
9. To contribute to the schemes of work and the improvement plan for the faculty/subject area.
10. To liaise with, and set appropriate tasks for, Teaching Assistants allocated to groups or individuals taught.
11. To deliver all aspects of the entitlement curriculum as required by the schemes of work.
12. To carry out tasks allocated in accordance with the faculty/subject area improvement plan and meet the targets set within the faculty/subject area plan.





13. To take part in the school appraisal review and to participate in an agreed programme of professional development.
14. To communicate and consult with parents in accordance with school policy and practice.
15. To start internal and external examinations where the presence of a subject specialist is required by the School Leadership Team.
16. To participate in the meetings programme of the school.
17. To ensure that the school Health and Safety policy is implemented.
18. To cover for absent colleagues when called upon, in accordance with school policy and practice within the national guidelines for workforce reform.
19. To complete the organisational tasks related to normal teaching duties.
20. To liaise with administrative assistants related to administrative work within the faculty/subject area.
21. To be responsible for promoting and safeguarding the welfare of the children and young people in the school.
22. To follow all the school procedures for child protection and liaise with the Designated Safeguarding Leads on all matters relating to issues of child protection.

Other duties:

To be available for such duties as are mandatory and/or mutually agreed with a member of the School Leadership Team, or the Senior Curriculum Leader/Curriculum Leader.

Trust:

There is an expectation of collaboration and resource sharing with other colleagues across the Trust.





Teacher of Science

Person Specification

Qualifications	Essential	Desirable
A graduate or equivalent in a related subject	✓	
A DfE recognised teaching qualification	✓	
Knowledge, Skills and Abilities		
A thorough knowledge of the National Curriculum in your subject	✓	
An understanding of the needs of students across the ability range	✓	
A teacher who can inspire and enthuse students and who uses a range of teaching and learning strategies for effective delivery	✓	
An understanding of the criteria employed in determining student progress in the subject	✓	
An awareness of ways to raise student attainment in the subject	✓	
The ability to use ICT to enhance learning and aid teaching	✓	
Excellent communication skills: written and oral	✓	
Experience		
Ability to successfully teach the subject up to KS4	✓	
Successful teaching of the subject up to KS5		✓
Willingness to lead/contribute to extra-curricular opportunities		✓
Experience of assessment of student progress	✓	
Experience of working collaboratively with other school staff to enhance learning		✓
Personal Attributes		
A passion for the subject and the ability to inspire others to share it	✓	
A genuine desire to provide the best education for students	✓	
A commitment to comprehensive and inclusive education	✓	
A commitment to the highest standards of child protection	✓	
A commitment to the aims and ethos of the School and Trust	✓	
A commitment to excellent pastoral care	✓	
A good manager of time who is well organised	✓	
An ability to work collaboratively as part of a team	✓	
Professional and personal integrity	✓	
A recognition of the importance of personal responsibility for health and safety	✓	
A commitment to continuous professional learning	✓	
Potential to develop further within the subject and the school		✓





SCIENCE FACULTY

The Science Faculty currently consists of 18 teachers together with 4 lab technicians. It is a dynamic team at the forefront of science curriculum development and innovation.

The faculty is housed in a suite of 10 laboratories located over two floors with each floor having access to a large preparation room. We also have a dedicated Psychology teaching room. Each laboratory is equipped with an interactive whiteboard or Clevertouch screen and computer, as well as an ordinary whiteboard. Most full-time staff have their own laboratory as well as workspace in the faculty office where all paper resources and textbooks can be found.

We teach a condensed KS3 Curriculum in years 7 and 8. The current curriculum is in electronic format using in house materials with a key focus on developing practical and investigative skills. Students in years 7 and 8 are assessed periodically through scientific skills tasks and traditional tests. These test scores are matched against CAT scores to assess progress and to highlight any significant underachievement so that we can provide extra support for those students. Students in Key Stage 3 are taught in mixed ability tutor groups. Year 9 consists of a transition course to bridge the gap between key stage 3 and 4. A small number of students follow the AQA Entry Level certificate instead of this course as it is a more appropriate route into GCSE.

In Year 10 and 11, students follow either the AQA Trilogy Combined Science GCSE or the AQA Separate Science GCSE courses. Our students' high level of success is due largely to a willingness of teaching staff to share ideas and employ a wide range of teaching and learning styles. Students are taught in ability bands and all groups are shared between two teachers which means that staff often teach outside their normal subject specialisms at GCSE.

The faculty offers four successful 'A' level courses – Biology (AQA), Physics (AQA), Chemistry (Salters OCR), Psychology (OCR).

We are therefore looking to appoint someone who is creative and innovative, who is keen to work as part of a team, willing to share ideas and adapt quickly to change. A willingness to contribute to the extended curriculum through science clubs, primary liaison, careers day and arranging extra-curricular events is essential. In return, we offer a very supportive environment where a new teacher can quickly develop a wide range of teaching strategies and a sound preparation for further promotion.

Gabrielle Peers-Dent - Senior Curriculum Leader – Science

December 2024

