



# BALLARD

BESPOKE EDUCATION



## Appointment of Teacher of Science

Full time (or 0.8 over 4 days)

Job Specification

*“Simply the best school every day”*

*(Parent)*

# Introduction

*“Pupils are reflective and have high levels of self-esteem and empathy. They are highly successful in displaying these characteristics through academic study as well as the wealth of sporting, performing arts and extra-curricular opportunities in which they participate.”* ISI

Welcome to Ballard, the award-winning, co-educational, independent, day school for children from Nursery to GCSE. Set in 34 acres between the New Forest and Solent on the Hampshire / Dorset border, we are rated ‘excellent & outstanding’ by ISI. Ballard offers an inclusive working environment with exceptional facilities, including a Performing Arts Centre and an Olympic Astro. There are also excellent transport links.

Ballard pupils achieve excellent examination results – subject specialist teaching staff and a diverse and inspiring range of activities and trips, nurture self-confidence, aspiration and help develop each pupil’s personality.

We offer extensive and exciting opportunities across a broad range of subjects throughout our pupils’ education; we encourage all to contribute and participate and provide a solid grounding in both academic and character skills.

A family school, Ballard offers inspiring teaching, a broad range of co-curricular opportunities and outstanding pastoral care; children are encouraged to take on responsibilities from an early age including a mentoring programme whereby older children help younger children.

There are some exciting changes taking place at Ballard with a new Leadership Team in place moving the School forward with confidence. We are already seeing excellent results, including a record set of GCSE results this summer and an increase in enquiries from prospective parents across all age groups, and waiting lists for many of them.

*“The staff have guided and nurtured him into the fine young man we see today.”* Ballard Parent

*“You are not just a number.”* Ballard Pupil



# Mission Statement and Aims

## Our mission:

To provide a supportive and caring environment for learning, and excellent teaching designed to ensure all pupils achieve their academic best.

## Our aims:

1. To identify and build on strengths to help each individual pupil reach their potential within a secure, caring community and to equip our young people to be well-behaved, resilient, rounded, and resourceful members of society and prepared for their future working lives.
2. To aim for academic excellence, so that each individual pupil may achieve his or her personal best. We believe all our pupils are entitled to an education that extends beyond the purely academic. Pupils are actively encouraged to take part in a wide range of artistic, creative, cultural, musical, sporting, and other extra-curricular activities.
3. To recognise the worth, dignity and contribution of each member of the Ballard Family and to foster self-discipline, self-esteem, mutual respect, and co-operation within an atmosphere of friendship and trust; promoting an appreciation of the needs and gifts of others.
4. To offer scope for spiritual, moral, and personal development within a disciplined and mutually supportive environment which affirms Christian values.
5. To expect high standards of achievement by developing in pupils the ability to manage change, to think and research independently and communicate confidently and effectively.
6. To celebrate our achievements, gifts, and diversity, irrespective of individual differences.
7. To respond to the wider needs of society through community projects, charitable fundraising, and outreach and by increasing awareness of local, national and world issues.





## Department Details

Ballard's Science Department currently has six members of staff (inc. Science Technician), four that teach Key Stages 3 and 4 Science and one who teaches pupils in the Lower Prep (Years 3 to 5). They are a dedicated team of subject experts with an experienced Head of Department, all having a diverse range of skills and expertise.

Our pupils start their GCSE Science course in Year 9. In Year 10, the pupils get the option to either study for the AQA Trilogy Combined Science or to study the AQA Separate Sciences in Biology, Chemistry and Physics.

The Science Department has shown outstanding progress over the last three years. The experienced staff teach inspiring and exciting lessons which include many practical activities that engage and promote enquiring minds. Principally of note, last year our pupils achieved 100% grades 9-4 in Biology, Chemistry and Physics, 63% in Chemistry and Physics were grades 9-7. On average, GCSE Combined Science pupils achieved 89% grades 9-4, which is 30% above the national average.

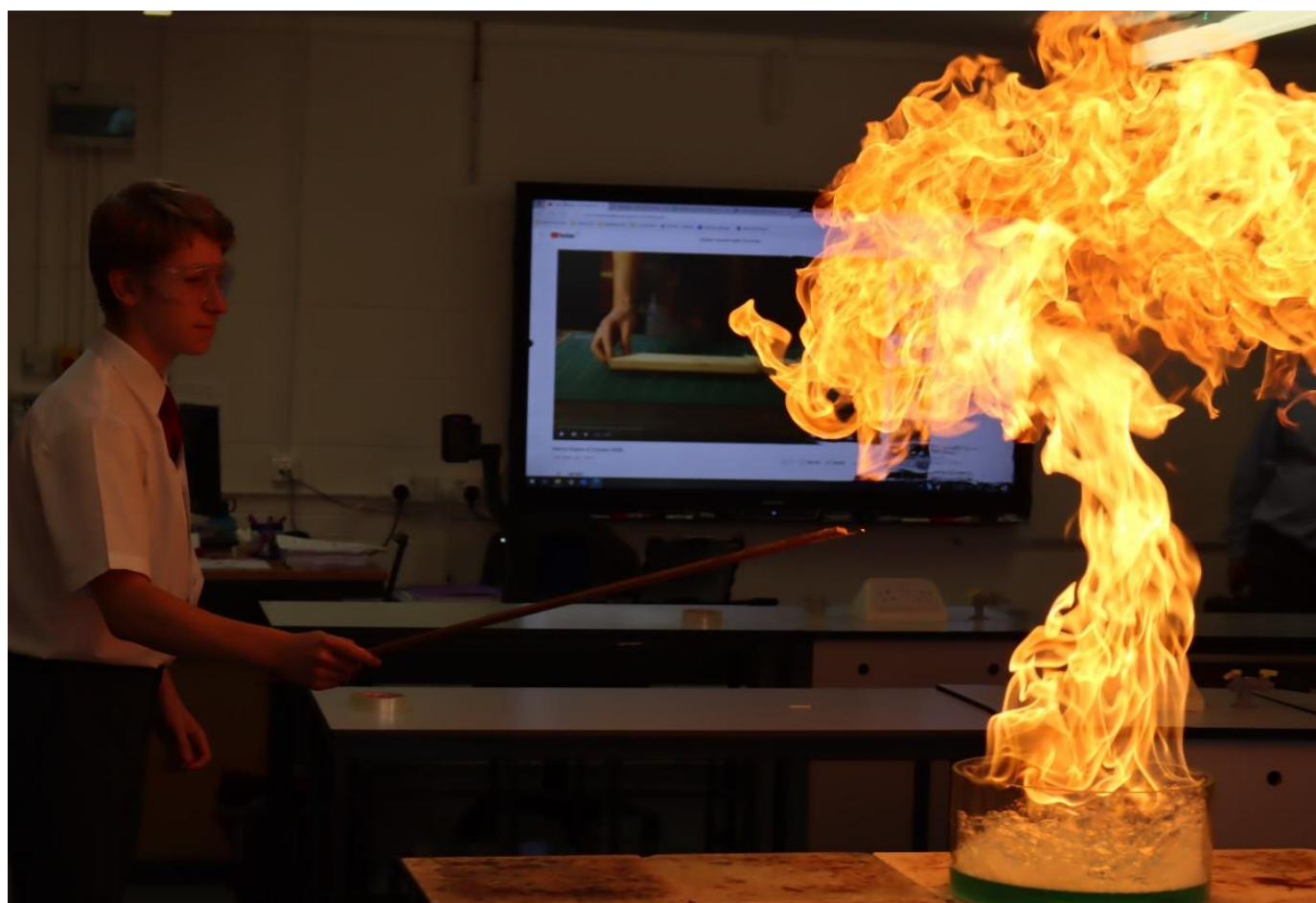
The Department always seeks to encourage and enable pupils to achieve their full potential. Key to this success is the Department's focus on developing pupils' confidence and fundamental understanding of command words, problem-solving skills and developing Science capital.

Science is delivered within three 50-minute lessons each week for Year 6 to Year 9 by specialist Science teachers. If the pupils study Combined Science, they have four 50-minute lessons a week and two 40-minute lessons and Separate Scientists have nine lessons a week in total. Lower Prep pupils

are taught in tutor groups and have two lessons a week with a specialist teacher. There are three well equipped laboratories with a wealth of equipment to ensure practical activities can be the heart of the lessons taught. Equipment is prepared by a highly skilled Science Technician.

The Science Department currently runs the following after-School activities; a Science club in Lower Prep, a STEM club at KS3 and Science clinics for GCSE pupils. Teachers in the Department need to be willing to run or help support these activities and be keen to plan new exciting activities or trips to help develop our already excellent provision. The Department is keen to further develop its STEM provision. Annually, Year 6 participates in the Crest Discovery Award and Year 8 take part in the Crest Silver Award.

We seek a candidate who is passionate and knowledgeable about their subject and are able to communicate this with empathy to the pupils; steering them to achieve success at GCSE. We are looking for a teacher that could teach all three Sciences up to GCSE level.



# The Role

## General

This role will start in September 2024 (or as soon after as possible - a January start may be possible for the right candidate if a full term's notice is required from current role) and has become available owing to the retirement of the current Second in Department. Once the role is filled, there will be an opportunity to apply for additional responsibilities within the department.

This role would suit an ECT.

The teacher is accountable to the Head of Department and has responsibility for the following:

Promoting and supporting the School's aims and policies and the School's code of ethics.

## Teaching, Learning and Assessment

- Preparation and planning of lessons in accordance with departmental schemes of work.
- Demonstrating a range of teaching methods and keeping abreast of developments in the subject area at KS3 and GCSE; employing a range of teaching resources including the display of pupils' work.
- Carrying out assessment according to departmental and School policies. Recording assessment grades/reports etc. within deadlines set and keeping clear records.
- Setting and marking of class work and homework according to relevant School and departmental policies.
- Reporting to parents on progress at parents' evenings or on reasonable request from parents.
- Setting and marking/moderating examination coursework where appropriate.
- Providing pupils with appropriate challenges.
- Recognition of the specific needs of each pupil and of classes as a whole. Setting an appropriate pace for lessons and adapting teaching methods to the needs of pupils.
- Establishing a structured learning environment conducive to learning and where pupils know that high standards are always required.
- Managing the classroom effectively with appropriate use of sanctions and rewards in accordance with departmental and School policies.
- Motivating pupils to learn and establishing a rapport with pupils conducive to learning.
- Attending departmental meetings and sharing departmental responsibility; attending staff meetings and School or departmental INSET; seeking opportunities for professional development; participation in the School Professional Review (appraisal) scheme; participation in induction arrangements.

## Other

- Promoting high standards of work and behaviour inside and outside the classroom.
- Contributing to the pastoral and extra-curricular life of the School and carrying out the role of Form Tutor effectively.
- Carrying out the normal supervision duties as laid down in School policies.

# Person Specification

## Experience required

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>• Good honours degree, or equivalent, and recognised teaching qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continued CPD</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of teaching at least one Science up to GCSE level</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching A level</li> <li>• Experience of teaching all three Sciences at GCSE</li> </ul>
Knowledge, skills, and abilities	<p><u>Job Related:</u></p> <ul style="list-style-type: none"> <li>• Excellent and motivational teaching skills</li> <li>• Ability to teach a wide and varied ability range</li> <li>• Knowledge of the requirements of GCSE specifications</li> </ul> <p><u>Personal:</u></p> <ul style="list-style-type: none"> <li>• Excellent organisational skills</li> <li>• Reliability, energy, integrity, resilience, and enthusiasm</li> <li>• Ability to form good relationships with staff and pupils</li> <li>• Ability to work well in a team</li> <li>• Versatility and adaptability</li> <li>• IT competent</li> <li>• Someone who understands children and wants the very best for them academically, whilst being fully committed to their safety and well-being</li> <li>• Willing to be fully involved in the life of a busy and purposeful independent school, which will mean taking extra-curricular activities and being involved with a form group. Full-time staff take on three after-School activity slots per week with part-time pro rata. Some staff are also involved in the School's PSHE programme</li> </ul>	

# The Appointment

## Teacher of Science – full time or 0.8 (over 4 days)

This role would suit an ECT

The School is seeking to appoint an energetic and enthusiastic classroom practitioner with strong organisational and teaching skills.

The School operates a programme of induction for new members of staff and the successful applicant will be supported by the Head of Department.

Salary will be determined according to qualifications and experience. Lunch in term time is provided for staff free of charge.

## Applications

### How to apply:

Applicants are asked to complete and email an application form to [recruitment@ballardschool.co.uk](mailto:recruitment@ballardschool.co.uk), along with a covering letter outlining their suitability for the role and reasons for applying. The letter should be addressed to Mr Andrew McCleave, Headmaster, and should arrive no later than 9.00am, Tuesday 23<sup>rd</sup> April, 2024.

Salary: Will be determined according to qualifications and experience

Interviews: w/c Monday 29<sup>th</sup> April, 2024

Start date: September 2024 (preferable) or January 2025 (for the right candidate)

Shortlisted applicants will be invited to the School for interviews and will also have the opportunity to see the department, meet departmental staff and demonstrate their teaching skills in the classroom.

**The School retains the right to interview and appoint at any time during the application process, so early applications are welcome.**

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. The successful applicant must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (Enhanced Disclosure). As part of the referencing process, the School will undertake a digital screening, including online searches of candidates and any potential matters of concern will be discussed with the candidate.

This post is exempt from the Rehabilitation of Offenders Act.

The successful candidate will be required to complete and sign a medical form.

**Ballard School is committed to Equal Opportunities and welcomes applications from all sections of the community.**

For further details and an application form, please visit: [www.ballardschool.co.uk/vacancies](http://www.ballardschool.co.uk/vacancies)