



Teacher of Science

Permanent
Full Time

Closing Date 9.00am Monday 20 February 2023



Dear Candidate

I am delighted that you have requested further information regarding the position of **Teacher of Science** at Unity College. This is a full time, permanent appointment.

I have been the Headteacher at Unity College since September 2022. Unity College has a very positive, friendly atmosphere. The staff care passionately about the well-being of our children and students are vibrant, enthusiastic and affable. Although Unity College is a large school, we strive to maintain a 'family feel' and a powerful sense of community in which every member of our community feels valued, but also contributes positively to College life.



Our primary focus is, and will always be, developing a superb curriculum across all areas of the College. At Unity College we share a belief that the curriculum - and the enactment of that curriculum - is the single most important factor in closing the disadvantage gap. The curriculum is the key lever in accumulating advantage year-on-year and is the most important mechanism that we have to privilege those who are presently or previously experiencing disadvantage. Curriculum and pedagogy underpin all we do and all staff at Unity College are committed to their own learning as well as their teaching.

You will be joining a large team of excellent and enthusiastic teachers who, together, have designed a challenging and enriching curriculum for our students. The curriculum has a clear moral purpose, with an overarching aim of ensuring all students are engaged, inspired and can access the knowledge and skills required to succeed both during their school career and in later life. At Unity College, we believe that the study of Science should fire students' curiosity about phenomena in the world around them and offer opportunities for students to ask questions and find explanations. We ensure that our teaching strategies are informed by research and engage learners by linking practical experience with scientific ideas.

Working at Unity College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit Unity College to help you decide if this is the school and the role for you; I'd be delighted to meet you. Please contact my PA for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, which appears to read 'J. Richardson'. The signature is fluid and cursive.

Jane Richardson
Headteacher

The College

Unity College is a co-educational, 11-16 college. By September 2025, we will be the largest 11-16 secondary school in Lancashire, with 1500 students on roll.

Unity College lies within the beautiful grounds of Towneley Park with breath taking views of the local countryside. The College was part of the Building Schools for the Future project. Our £33 million building opened in September 2010. Due to the huge demand for places at Unity College there is large expansion programme which has included a new build of 19 classrooms and some internal structural changes. The new building opened in April 2022. This is a very exciting, but challenging, time for the College as we work hard to ensure that such rapid expansion does not detract from our core business of offering the very best possible education for every student at the same time as knowing our children and families really well.

The College's intake is diverse, with its catchment area comprising some of the most disadvantaged and most affluent areas of Burnley. In 2021/2022, 34.9% of students were classed as disadvantaged, 87% of students were White British and 66.4% of students came from E/E* areas of overall multiple deprivation. In 2021/2022 21.6% of students were identified as having Special Educational Needs, compared with 12.1% in Lancashire and 14.1% nationally.

We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued. At Unity College, we are proud of the extensive and expert support systems that we have in place for our students. These comprise a wide range of people and processes (both within college and involving outside agencies). We currently have 11 DSLs trained and operational at Unity College.



The Science Department

Dear Applicant

The Science team is headed by two committed and dedicated leaders who have been in post for several years. The team consists of 12 excellent and enthusiastic teachers. Together we have designed a challenging and enriching curriculum for our students; it has a clear moral purpose, with an overarching aim of ensuring all students are engaged, inspired and can access the knowledge and skills required to succeed both during their school career and in later life.

We believe that the study of Science should fire students' curiosity about phenomena in the world around them and offer opportunities for students to ask questions and find explanations. We ensure that our teaching strategies are informed by research and engage learners by linking practical experience with scientific ideas. Experimentation and modelling are used consistently to deepen students' understanding and to develop, analyse and evaluate scientific explanations. Our curriculum develops and embeds many skills, including scientific oracy, practical skills, questioning, analysing, evaluating and data handling. Students will be able to discern 'real science' from 'fake news' and be able to make informed choices. They will leave Unity College with a lifelong love of science and always wonder how things work. Unity College is developing ethical scientists of the future!

Most teachers have their own laboratories in our Science area and many of these are brand new in our state of the art, purpose-built Excel building. Our department is well resourced with two full time, well-qualified, superb laboratory technicians.

We have an ongoing focus on developing teaching and learning across the department and use our subject CPD time to share practice and plan strategies together. The successes of our students motivate us to continue making progress towards being a truly outstanding department.

Appointing new colleagues is always an exciting opportunity to develop our team and I look forward to meeting you in the near future.

Nadia Hargraves and Pamela Brierley

Heads of Science

The Role

This appointment is an exciting opportunity to join a dedicated, innovative, team of subject specialists and to contribute to the good work that has already begun to create a genuinely 'outstanding' department. The post offers a fantastic opportunity to work creatively with colleagues in developing and delivering excellent teaching and learning.

The role would suit either an Early Career Teacher or a more established practitioner. The ability to teach Chemistry and/or Physics to GCSE level would be an advantage. A TLR may be available for an appropriately qualified candidate.

The Science Curriculum

As subject specialists, we believe that a strong curriculum is one that is reviewed and adapted continuously. We are currently revising our Key Stage 3 offer to ensure it not only prepares students effectively for both their GCSE and Post-16 courses, and beyond, but also fires their curiosity for every day Science phenomena and current global issues.

Key Stage 3

In Key Stage 3, students learn key principles in Biology, Chemistry and Physics. We have developed a list of questions we consider as 'key questions' that we expect students to be able to answer by the end of Key Stage 3. In Biology, these key questions are covered in the following topics: cells, reproduction, nutrition, bioenergetics, ecosystems, movement, drugs and genes and evolution. In Chemistry, we ensure that students can answer key scientific questions which run through topics including particles, atoms, elements and compounds, acids and bases, separating mixtures, chemical reactions and reactivity. The key questions we have developed in Physics underpin topics including energy, light and sound, forces, heating and cooling, speed, electricity, magnetism, pressure and moments and space. You will notice that some of these topic areas are not assessed at Key Stage 4. We believe in a holistic approach to curriculum and teaching in Key Stage 3: preparing students not only for exams but for real world Science, too.

Key Stage 4

We follow the AQA specification for Separate Sciences and Combined Science Trilogy at Key Stage 4. Again, we teach beyond the specification to ensure our students have a great depth of knowledge and are well prepared not only for their examinations but also for the next stage in their career. We use both required practicals and additional practical work to give our students a good breadth of practical experience.



Why work at Unity College?

Every Headteacher will say good things about their own school and so we asked our staff to contribute to this brochure to give you an honest view 'from the chalkface'. Furthermore, interviews always provide opportunities for candidates to talk frankly with a range of staff.

"I feel so proud and privileged to have worked with so many amazing children over the years. There is nothing more satisfying than seeing children who deserve to achieve great results do so. The fact that we, at Unity College in Burnley, can help students achieve high grades of 8s and 9s shows the true value and quality of our teaching and curriculum. It gives me joy to know our students from Burnley can not only rival the grades achieved by children at grammar schools/private schools but beat them too. (It also makes me feel quietly smug!) We have, and continue to have, a positive impact on the life chances of young people across our community in Burnley."

"I genuinely enjoy coming to work and love what I do. I enjoy teaching and being part of such an amazing team who are more than just work colleagues but are genuine friends. I have worked in a few schools but none of them have ever felt like home in the way that this school does. Here are just a few reasons why I love teaching at Unity College.

1. Many students here at Unity College come from challenging backgrounds, but I feel that I make a difference in their lives by working here. I love working with the dedicated team of staff in our department.
 2. This school has a sense of community where students, staff and our parents and carers work together to look after each other.
 3. We have access to incredible facilities that allow us to offer our students a broad curriculum that is not only engaging but also provides fun experiences that no other local school can genuinely match. As a result, we can offer students of all abilities access to opportunities to lead an active, healthy lifestyle.
 4. I feel proud to be a member of the Unity College family because we have an excellent reputation for the quality of our teaching and excellent behaviour of our students."
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"I believe that Unity College has a genuine desire to do the best for all the students. The staff within the department are a good team who work together and the staff have an excellent spirit. When I first came to the school, the staff and pupils were warm and welcoming and accepting of new staff and pupils. I feel as I can discuss any issues with any other member of staff (SLT or class teacher) and will not be judged or questioned but supported to find a solution that is best for everyone."

“I have worked at Unity for six years now and commute here every day from Yorkshire. One of the many reasons I am still here is the excellent working relationships I have with other members of the mathematics department. There is a very friendly feel to the department, and everyone just "gets on" with each other. I have worked in several other schools where there was not the same cordial atmosphere in the staffroom. As for the students I have found that they take a little bit of getting used to but once you have gained their respect, they are a great bunch of young people to work with. The diverse range of student backgrounds makes it a very rewarding job where you can feel that you are really making a difference to the lives of the students in your care.”

“Unity College is a modern, successful, and well-respected school with great facilities based in beautiful surroundings – but none of that to me is truly important. The reason I work at Unity College is because I love the great team dynamic in the supportive, professional department that I'm part of; it was also immediately obvious when I interviewed here that the whole of the college really cares about the future of our children. The fact that the school is within easy reach of a variety of vibrant places to live doesn't hurt matters either!”

“There are so many reasons why I love working at Unity College. Here are just a few:

1. There is a whole school approach to behaviour management: staff are supported by Heads of Department and SLT to maintain a positive learning environment.
2. Teachers are respected as professionals.
3. Although some students face real challenges outside of school, when they see that you as a teacher are staying here and not giving up on them, they behave well and work hard. I find this one of the most rewarding things about working here.
4. We have such a range of students from different backgrounds.

There is never, ever a dull day!”

“You really should choose to work at Unity College because it is a school where staff are valued and made to feel welcome, truly act as part of a team, and are encouraged to develop themselves as practitioners. As the College expands and grows, it is an exciting time to join to help shape the future of more young people in Burnley and make a difference to their lives every day.”

“I have travelled 6121 miles from my home town and have taught for half my life at Unity College. I absolutely love being part of the 'Unity' family. It is one of the most rewarding experiences playing a part in educating young people in Burnley, watching them grow in confidence, develop a love for Mathematics and achieve success.”

Why work in Burnley?

A big warm Northern welcome to Burnley. After all, we weren't voted the friendliest town in Britain without good reason! From world-renowned, cutting-edge brands to affordable living and housing and spectacular countryside to explore, we truly believe we have it all in Burnley.

Burnley is conveniently located on the uncongested M65, providing easy access to the M62, M66, M6 and beyond. There are three international airports within an hour's drive, as well as Manchester, Leeds, Preston, Blackpool, The Lake District and Liverpool being a short drive away.



Burnley offers affordable housing: the mean house price in Burnley is £106,199, which is 36% of the national average. Not only does your money go further when you live in Burnley, but there is a wide-range of properties at your fingertips. From quality modern newbuilds and contemporary apartments to quaint cottages and impressive Victorian terraces, there's something for everyone's budget and taste. 80% of Burnley rural, making it the ideal place to wind down and explore.



Job Description

Dates	Apply by 20 February 2023 - To start on Monday 17 April
Accountable to:	Assistant/Deputy Headteacher
Salary	MPR/UPR (A TLR may be available for a suitably qualified candidate)
Contract Type	Permanent

Introduction

This job description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and also support and enhance individual professional development. It is the practice of the College to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Headteacher/Line Manager in consultation with the post holder.

Overall Purpose and Accountability

- To meet the requirements of the Teachers' Pay and Conditions document and to support students in attaining at the highest levels
- To support and uphold the ethos, principles, policies and rules of the College in all respects and at all times
- To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners
- To support the Head of Department to develop an inclusive approach to teaching Science so that all students are stimulated to accomplish their optimum performance
- To assist the Head of Department to maintain standards of teaching and learning across the Science curricula

Post-Specific Responsibilities

As a Teacher of Science you will:

- Meticulously plan and teach engaging and challenging lessons
- Meet the needs of all students through high quality planning and teaching
- Set and feedback upon appropriate homework
- Use regular, measurable and useful assessments of teaching
- Complete all reporting on time
- Closely monitor progress and attainment of students and use this to inform planning and teaching
- Provide content for and, where necessary, deliver high quality student interventions
- Support all students to achieve college targets
- Work alongside colleagues on self-evaluation measures, quality assurance processes and

department improvement strategies

- Support department leaders in the implementation of high-quality Schemes of Learning
- Maintain regular and productive communication with parents about students' learning
- Organise and participate in trips and events as appropriate
- Take responsibility for your own professional learning through participating in the College's performance management processes and CPD opportunities

College Culture

- Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships
- Help develop a college culture and ethos that is utterly committed to achievement
- To become an effective PD Tutor (teachers will usually be required to perform the role of form tutor)
- Create and sustain a positive learning culture

Health and Safety

You will:

- Adhere to college health and safety policies/procedures and current statutory health and safety requirements
- Attend training as and when required for the purposes of safeguarding children and corporate safety
- Ensure school is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS)

This post is subject to satisfactory enhanced level verification by the Disclosure and Barring Service

Person Specification

We are looking to appoint someone who:

- believes in the potential of all young people to achieve highly
- enjoys teaching
- is passionate and knowledgeable about their subject

You must have:

- a good honours degree in a relevant subject
- a teaching qualification
- QTS

You will be:

- a skilled teacher, who is adept at building positive working relationships
- enthusiastic and keen to work in a forward-thinking, inclusive school
- an effective communicator

How to apply



Please complete an application form **and** write a letter of application of no more than three sides of A4 (please use font size 11 or 12 and double spacing for this). Your letter of application should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Liz Johnson, the Headteacher's PA, **by 9.00am on Monday 20 February 2023**, preferably by email to e.johnson@unity.lancs.sch.uk

If you do not receive an acknowledgement of your application by the deadline, please contact the College.

Interviews will be held during the week commencing 20 February 2023.

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Headteacher's PA via the email above or telephone number below.

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