

## **Recruitment Pack – Science Teacher**

**Closing date: 15<sup>th</sup> May 2020 12 noon. Interviews 19<sup>th</sup> May 2020**

**During the COVID-19 pandemic the interview will be conducted remotely:**

- A planning task (sent and submitted in advance)
- Filming yourself doing a short 'lesson' on a topic (sent in advance)
- 30 minute interview questions with the panel

# Welcome to The Rise School - A Vibrant Learning Community.

Welcome to our school community. Our pupils are some of the most vulnerable children in society and we are passionate in our desire to see them blossom, experience success and develop confidence and strategies to overcome some of the challenges associated with their autism. We have two pillars that run throughout all our work: the academic and social progress of our pupils. These are of equal importance.

## **Vibrant**

Our school is a vibrant place to work. We've got great facilities: a wellbeing garden, sensory room, soft-play room and a gym – which staff use too. Break and lunch times are opportunities to play and interact with our pupils, role-modelling our values.

Learning also takes place outside the classroom via frequent trips, camping, externally-led workshops, community trips and after school clubs.

## **Learning**

Learning is at the heart of everything that we do at The Rise – we make the effort to make sure 'learning is irresistible' for our pupils and is equally underpinned by the principle of being evidence-informed.

Learning is central for staff too - you are encouraged to take proactive ownership of your CPD. There are many ways to develop yourself which of course include conference attendance but goes beyond also: borrow a book from the staff library in the staffroom, read the L&T bulletin and platform, access an online learning course, talk and observe colleagues. Recommendations of books to add to our library, or courses you think look interesting, are always welcomed.

## **Community**

Team work is central to all our achievements at The Rise. You will find yourself part of a staff body who is empowered to be proactive and take their own initiative; are flexible and are willing to go above and beyond to support one another.

The sense of community is developed through our Wellbeing initiatives such as 'Secret Buddy' and Friday's 3-4pm slot where you can cultivate your wellbeing through learning something new or relating to your colleagues: we've had knitting, fitness, running, dance, relaxation, art sessions. Our community is strengthened by giving and receiving feedback to one another – it's how we all grow and develop. We support our families through half-termly 'Parent Meets' and socials.

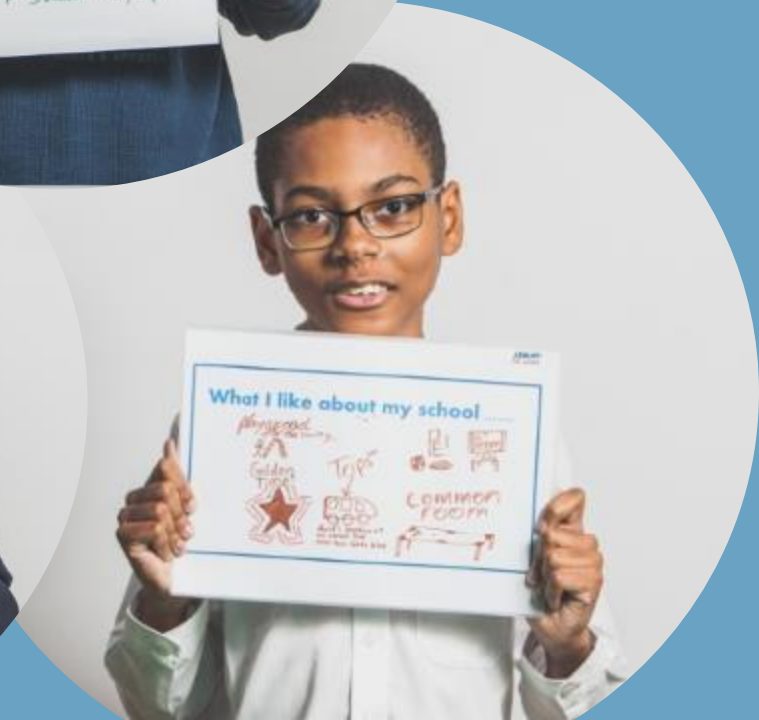
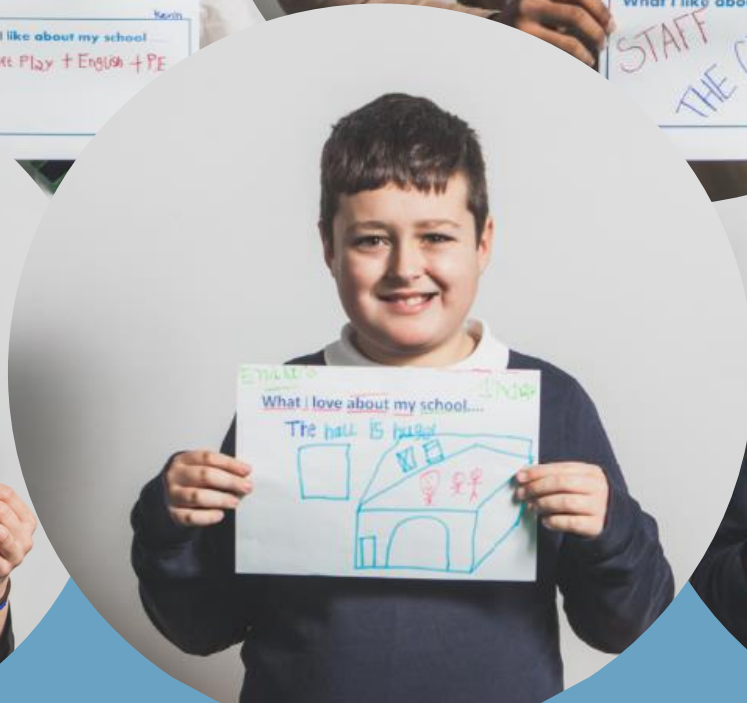
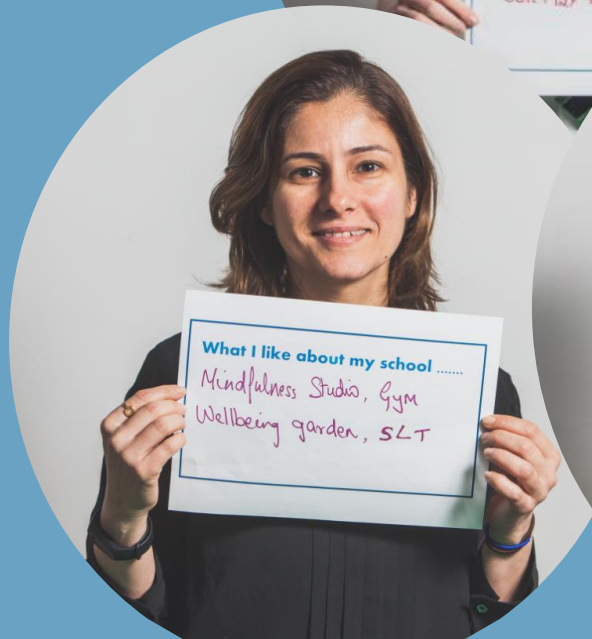
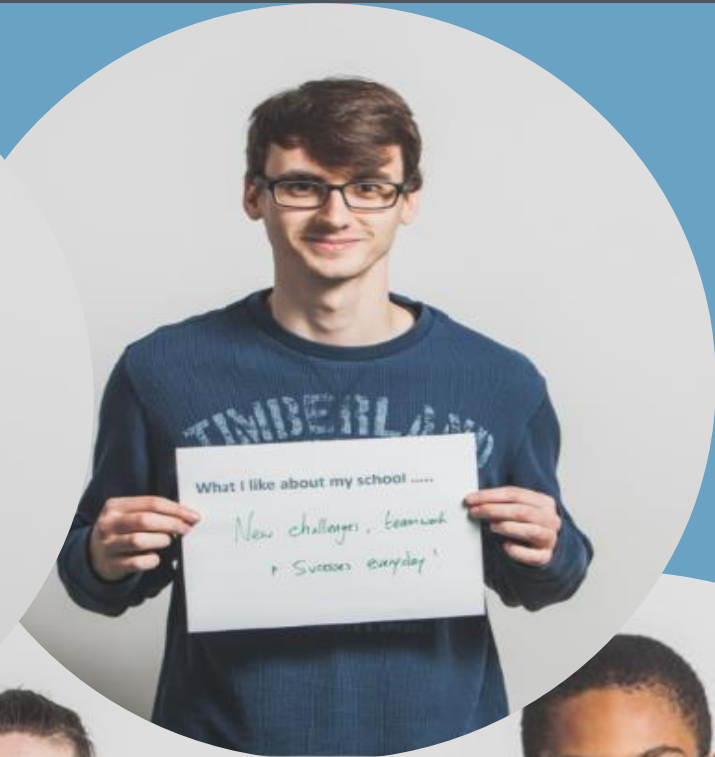
## **Values**

Our school values are Be Kind, Be Resilient, Be Proud. They were generated collaboratively and underpin our community. We explicitly teach, embed and celebrate these values, for example our kindness trees are growing outside each classroom.

The Rise is a very special place for children and young people to learn, thrive and be happy, hand in hand with our families. It's an equally special place to work.

We hope to welcome you to our team!

# Our School: What pupils and staff have to say:





# Our School: What staff have to say (Annual Survey – May 2019)

95%

feel able to  
manage their  
**WELLBEING**

98%

would  
**RECOMMEND**  
The Rise as a  
work place

97%

feel they  
receive  
regular  
**FEEDBACK**

98%

feel **PROUD**  
to work at The  
Rise

97%

feel  
**MOTIVATED**

97%

think The Rise  
is well **LED**  
and  
**MANAGED.**

# Our School: The Facilities



# Our School: Finding Out More

We LOVE visitors and would absolutely encourage any potential applicants to come and see the school in action during the day. This is particularly relevant for mainstream teachers who might not be sure about making the switch to a SEND school (you definitely should!) However, sadly that is not possible during the COVID-19 pandemic, so please do use these links to try and get a better flavour of what we do here.

<http://www.theriseschool.com/>

<https://twitter.com/RiseSchoolUK>

[Teaching Science at The Rise Video \(2020\)](#)

[The Rise School Video – Who we are \(2020\)](#)

[The Rise School Video – Oli's Tour: Values, Wellbeing \(2018\)](#)

[Ofsted Report \(June 2017\)](#)





# Job Description: Science Teacher

**Job Band:** MPS + SEN1 Allowance

**Job Term:** Permanent

## **Purpose:**

To plan and teach high quality Science lessons that enthuse and inspire so that all pupils progress and achieve their potential (including GCSEs) in Science.

To continue to develop a rigorous and engaging KS2-KS4 curriculum in Science.

## **Key Tasks & Responsibilities**

### **As a Science Teacher:**

- Develop the curriculum and assessment of Science across the primary and secondary phases
- Keep up to date with educational developments and changes within the subject area
- Adhere to the criteria as set out in the school handbook with particular regard to setting work, providing feedback and reporting.
- Bring to the attention of the line manager any difficulties which arise within the department
- Attend regular meetings, formal and informal, to discuss department matters and to ensure that the department works as a team.
- Plan syllabuses/schemes of work and lesson plans
- Set work if you are absent in accordance to school guidelines
- Co-operate with other members of the school in cross-curricular activities
- Work closely with other staff to ensure that pupils are entered for public examinations in liaison with the examinations officer
- Bring to the attention of your department if equipment needs to be ordered
- Ensure differentiated homework is set across the department as per the school timetable and ensure that it is regularly marked with constructive feedback
- Actively engage in relevant CPD opportunities
- Keep up to date with safety issues through regular checking on CLEAPSS

### **Subject Teacher**

- Teach great lessons, ensuring that pupils progress through an ambitious, broad, balanced, relevant curriculum that is personalised in accordance with pupils' needs towards aspirational outcomes.

- Work collaboratively with The Rise team to personalise learning journeys and lesson planning for each pupil to ensure they overcome potential barriers to learning and participation, using strategies and interventions that are evidence-based.
- Ensure the adults supporting during lessons generate high levels of engagement and commitment to learning and offer sharply focussed and timely support and intervention that matches individual needs accurately
- Promote pupils' spiritual, moral, social and cultural development to enable them to thrive both within our supportive learning community and in their everyday lives
- Actively participate in the appropriate curriculum resources/activities/displays etc within the department
- Demonstrate, through practice, an understanding and personal commitment to safeguarding and promoting the welfare of children and young people
- Responsible for ensuring you are effectively communicating (the right information, to the right people, at the right time)

### **Training & Professional Development**

- Be committed to continued professional development, in teaching, behaviour and curriculum (relevant to The Rise School)
- Participate in scheduled Line Management meetings
- Engage with personal CPD reading on a weekly basis

### **As a Class Tutor**

- To promote the general purpose and well-being of pupils assigned to them
- Lead Pupil Annual Reviews, Individual Support Plans (ISPs), Annual targets and attend relevant meetings
- Ensure that ISPs are reviewed and updated as per the school calendar and that there are actions in place to help pupils achieve their ISP targets.
- Be responsible for the academic, disciplinary and pastoral welfare of pupils in their registration group
- Be the first point of call for parents
- Ensure registration times are purposeful and productive.

To undertake any other appropriate responsibilities and duties that may arise as and when required.

# Person Specification: Science Teacher

The personal specification shows the abilities and skills you will need to carry out the duties in the job description.

## Education Levels & Qualifications

- Qualified Teacher Status (**Essential**)
- Special Needs Qualification (**Desirable**)
- Experience as a Science Teacher (**Essential**)

## Specific Knowledge, Experience & Technical Skills

- Knowledge of the National Curriculum Key Stages appropriate to phase (**Essential**)
- Knowledge of good practice in curriculum planning, development, assessment and evaluation of pupil progress including preparing pupils for externally accredited awards and qualifications (**Essential**)
- Experience and sound knowledge of teaching across various Key Stages (**Essential**)
- Good understanding and proven experience of managing health and safety arrangements in the workplace, with particular reference to Food Technology teaching to include education off-site / beyond the classroom (**Essential**)
- Experience of managing assessment, recording and reporting (**Essential**)
- Knowledge of school inclusion (**Essential**)
- Commitment to The Rise School aims and objectives – able to demonstrate an understanding and personal commitment to safeguarding and promoting the welfare of children and young people (**Essential**)
- Knowledge of typically developing children (**Essential**)
- Experience of curriculum development (**Desirable**)
- Proven experience of teaching pupils with ASD in the 4-19 age group within a mainstream or specialist settings (**Desirable**)

## Personal Attributes

- Evidence of excellent interpersonal and communication skills (both verbal and written) (**Essential**)
- Evidence of experience, ability and enthusiasm for collaborative working across multi-disciplinary team and with other settings (**Essential**)
- Excellent organisational skills; able to balance conflicting priorities (**Essential**)
- Good data analysis skills (assessment for learning) (**Essential**)
- IT literate (**Essential**)
- Physically and emotionally resilient in order to work with children and young adults with autism with challenging behavior (**Essential**)
- Leadership / coaching training (**Desirable**)

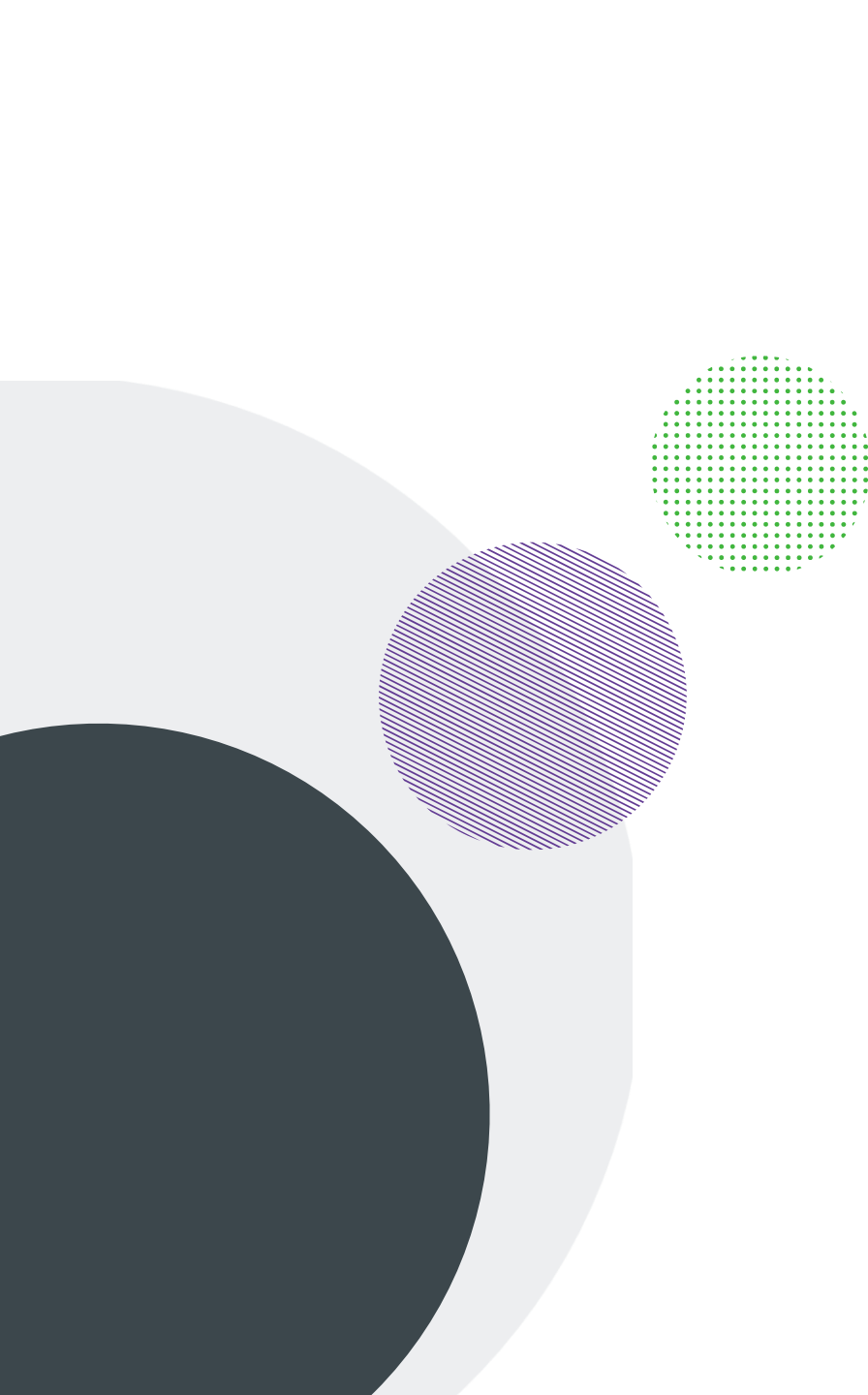


# Safer Recruitment

The Rise School is committed to safeguarding and promoting the welfare of children and young people.

In order to meet this responsibility all candidates will be subjected to a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below. Please do not hesitate to contact the school if further detail is required.

- **Disclosure** This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (CRB). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred
- **Short listing** Short listing will occur after 15<sup>th</sup> May 2020 with interviews taking place on 19<sup>th</sup> May 2020.. Interview Candidates will be subject to an in-depth, virtual/remote interview and assessment. At each stage of the process candidates will be asked to address any discrepancies, anomalies or gaps in their application form or arising from information gained at the previous stage of the recruitment process.
- **Reference checking** References from the previous and current employers will be taken up for shortlisted candidates, possibly before interview, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies or gaps in the reference provided
- **Probation** All new staff will be subject to a probation period (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides The Rise School with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.
- **Equal Opportunities** The Rise School is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all.



The Rise school is a vibrant, special school dedicated to educating pupils with autism ages 4 to 18.

**Contact us**

The Rise School  
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