



Scott Medical and Healthcare College Teacher Recruitment Pack

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Dear Applicant,

Thank you for your interest in a chemistry teaching post at Scott Medical and Healthcare College. These are unusual times in which to be recruiting but we are looking ahead, building on our successful inspection in February and preparing for our new Sixth Form and new Year 9 students in September.



We have been successful in recruiting a team of excellent professional teachers, all expert in their field. Have a look on the staff section of our website. They enjoy teaching motivated young people who are preparing for future careers in Medicine and Healthcare. If ever there was a time for Scott College, that time is now. In our recent Ofsted inspection, inspectors reported **'Leaders are mindful of the well-being and workload of staff. They value their work and ensure that their workload is not onerous.'**

Scott College opened its doors in September 2017 with an oversubscribed Year 9 and a full Sixth Form. In September 2018 we started the new academic year in our brand new purpose built school. Since September 2019 we are at our planned capacity with students in all our year groups, from year 9 to 13.

Ofsted reported **'Leaders have designed the curriculum with great care. The curriculum is both academic and vocational. It enables pupils to apply their knowledge and skills in real-life scenarios.'** Scott College is not the same as many other schools. Our promise to parents, students and staff is: a small school with about 375 students, small classes of up to 20 students, personal coaches for students and a focus on medicine and healthcare through our curriculum and employment partners. This makes Scott College a uniquely exciting and rewarding place to work.

Ofsted saw what we see **'Pupils' behaviour is exemplary both in lessons and around the school. Pupils are kind, courteous and supportive.'** Our students tell us it is the integration of our specialism into our curriculum, the regular talks from healthcare professionals and the support of our industry partners that makes Scott College such a great place for them to learn. Ofsted said **'Pupils relish learning at Scott College.'**

Our vision is simple, we want to be the most successful small school in England and we will achieve this with a relentless focus on the teaching and learning that happens both in and out of the classroom.

If you have any questions, please get in touch. Thank you for your interest.

Yours sincerely,

A handwritten signature in black ink that reads "Martyn Cox". The signature is written in a cursive, slightly slanted style.

Mr Martyn Cox
Headteacher

An Introduction to Scott Medical and Healthcare College

‘Parents were overwhelmingly positive about the quality of education at the school. One parent’s comment echoed the views of others, “Fabulous school that is run by fantastic staff”’ *Ofsted 2020*

Scott Medical and Healthcare College is a new small state school for Plymouth, specialising in Medicine, Social and Health Care. We opened in September 2017 in a temporary building. Fittingly, it was on the site of the Royal Naval Hospital on The Millfields, Plymouth. We moved into our purpose built, new £5m school in summer 2018 and in February 2020, following a two day inspection have been rated ‘Good’ by Ofsted.

We are a small school (375 capacity) for young people of all abilities. Our students join us at the start of their Year 9, meaning they have to be determined to leave their current secondary school to gain a place here. The other point of entry is to join Scott College Sixth Form following on from GCSEs.

Our proposition to parents, students and staff is clear, small school, small classes and expert teachers. All students are given free, new, chromebook computer on their first day for use at home and in school. We supply free uniform, pens, pencils and the things students need in school.

In Year 9 Students study Mathematics, English Language and Literature, Biology, Chemistry, Physics as separate sciences and then they choose two subjects from: Health and Social Care, Psychology, Sport Science, Dance, History or a Language. A significant majority have chosen Psychology and Health and Social Care.

We combine academic study with a focus on employability skills and preparation for work experience. Like in any university medical schools, a proportion of our learning is delivered using a project based approach and we work closely with local hospitals, health care providers and businesses to ensure that our projects are relevant, engaging and ‘real’ to young people. Students also have a programme of ethics, creative and physical enrichment.

In Year 12 our students join one of three pathways;

- A traditional A level pathway where they might study Mathematics, Biology, Chemistry, Physics, Psychology or Health and Social Care. Students study for six hours per subject per week to explore the full extent of the curriculum. We also prepare students for interview, UCAT and job applications.
- Our Health Sciences Pathway delivers an Extended Diploma in Health and Social Care.
- Our Access Pathway is the third pathway and focuses on improving Maths and English GCSE grades alongside a Level 2 Health and Social Care course preparing students either for further study or the world of work.

Our current cohort of Year 12 students are split across the 3 pathways with two teaching groups at A level and Btec. In Year 12, students are supported to find and experience a relevant work placement and also benefit from a programme of speakers and master classes from healthcare professionals and Higher Education experts. On graduating from Scott College, our students will have the skills and resilience to secure purposeful jobs, apprenticeships with many going on to further study at University.

Our Students

Our Students come to us from every secondary school in Plymouth and several in Devon and Cornwall. At both Key Stages 4 and 5, students travel in excess of 50 miles with journey times of over an hour not uncommon. They are determined young people!

On entry into Year 9, students are assessed using the nationally standardised GL online assessments in Maths, English and Science. From these, students are set into teaching groups.

Students in Year 9 aspire to a range of medical and healthcare careers although a minority choose Scott College because they like the feel and ethos of a small school with small classes.

In year 12, students again come from a wide range of schools across Plymouth and beyond. They are highly motivated and determined with many of them intent on a future direction in healthcare. Those on the A level pathway are focussed on careers in medicine, dentistry, medical science, paramedics and more. On the Health Sciences Pathway students are planning to become Nurses, Midwives, Paramedics, Physiotherapists and similar roles.

On our Access Pathway, students aspire either to join the Health Sciences Pathway in the future to enter the healthcare profession through an apprenticeship or Health Care Assistant route.



‘Pupils behave very well. They are highly focused and motivated to learn. Many pupils told inspectors that the school had helped them to focus on the necessary qualifications for their chosen profession. Pupils display an impressive maturity regarding their next steps.’
Ofsted 2020

[Behaviour for Learning Policy](#)

Our Staff

We currently employ 30 teachers, 3 personal coaches, two careers staff, four full and part time administrators and a receptionist. We have a SENCO who supports our students with additional needs.

We are replacing a founding member of staff who is leaving to be closer to loved ones.

Staff teach in their specialist subjects, around 20 hours each week often across KS4 and KS5, in many cases, more than one set in each year group.

Structurally, we have a Headteacher - Martyn Cox, Deputy Headteacher - Tim Cresswell and an Assistant Headteacher Jasmin Fisher. There will be future opportunities for staff to apply for leadership posts across the college.

The Local Governing Body for Scott College are an active group of professionals. Chair of Governors Julia Strang has been a Governor since our establishment and specialises in HR and safeguarding. Governors bring a range of skills including HR, Finance, NHS Leadership, Education and more.

Photographs and short profiles of our staff are on our website.



Photo L to R; Mr Cox, Miss Fisher, Mr Dix (Founding Chair of Governors) and Mr Cresswell

'The quality of teaching and learning is strong. Students told inspectors about the quality of personalised teaching that helps them to succeed. Students receive effective, impartial guidance about careers and further education opportunities.'

Ofsted 2020

[Our Staff - Link](#)

Our Building

We know a school is much more than a building but having our purpose built £5m specialist school is a huge asset to teaching and learning.

Our building has specialist teaching rooms, labs and areas for our masterclasses and visiting speakers.

The building is designed to be energy efficient, low cost and low maintenance and support our Medicine and Healthcare specialism.



Scott College is in Plymouth in the South West of England. We are located close to the sea in an area of natural beauty.

Plymouth is a vibrant, affordable, waterfront city packed full of attractions. We are located near the historic Royal William Yard and just a stone's throw from the beautiful waterfront area 'Plymouth Hoe' and harbourside area of the Barbican. Cornwall is a short distance from the school, just over the river Tamar on the Cremyll or Torpoint Ferry.

'Leaders and staff prioritise raising the aspirations and expectations of disadvantaged pupils. The curriculum enables such pupils to understand the link between academic achievements and success in the future workplace.'

Ofsted 2020

[Our Building - Link](#)

Our Multi Academy Trust

Inspiring Schools Partnership comprises Montpelier Primary School, Stoke Damerel Community College and Scott Medical and Healthcare College.

As a MAT comprising a primary, secondary and small school, we embrace the opportunities presented to collaborate together and to eradicate disadvantage providing new experiences, progression and new career paths for all our young people and members of staff.

Teaching and learning is at the heart of all that we do together and individually. We recognise that we are all teachers and learners, regardless of age, stage, context or experience, hence every member of our MAT is valued for their contributions, their needs and their investment in our MAT becoming “better together”.

Scott College use a range of MAT central and school improvement services.

Recruitment Programme

Application Opens	Friday 24th April 2020
Application Closes	Midday Monday 11th May
Inform shortlisted candidates	Tuesday 12th May
Online Interview Planned	Friday 15th May

Advert posted - TES, Scott College Facebook, LinkedIn, Schools Post, Devon CC Bulletin



Scott College Assessment Policy - 2019/20

Principles

- Assessment will improve student outcomes
- Assessment will be simple for staff to implement
- Staff will work towards assessment and feedback that will be immediate, impactful and require student response

Practice

- Effective in class assessment for learning (Every Lesson)
- Effective questioning (Every Lesson)
- Self/Peer marking of the Low Stakes Knowledge Quiz (Every Lesson)
- In-Class Live Assessment/Marking (Every Lesson)
- Marking of BTEC Assignments (As Appropriate)
- Midpoint/ Value Piece Formative Assessment (Every 6 Weeks)
- End of Cycle Summative Assessment (Every 12 Weeks)

What is NOT expected

- Triple Marking
- Marking of classwork (except for Live Marking of SPAG and understanding)
- Using a stamp to indicate 'Verbal Feedback Given'

Teacher of Science (Chemistry)

Job Description

Job Title: Pre Threshold Teacher

Salary: MPS

The appointment is subject to the current conditions of employment for Pre Threshold teachers contained in the School Teachers Pay and Conditions Document, the 1998 School Standards and Framework Act, the required professional standards for Qualified Teacher Status and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

General Description

To carry out the following professional duties of a teacher as circumstances may require and in accordance with the College's policies under the direction of the Headteacher.

Pupil Progress

- Identifying clear teaching objectives and specifying how they will be taught and assessed
- Setting appropriate and demanding expectations
- Setting clear targets, building on prior attainment
- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Mark and monitor students' work and set targets for progress
- Assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the student is achieving

Professional Practice

- Identifying SEN or very able students
- Provide clear structures for lessons maintaining pace, motivation and challenge
- Make effective use of assessment data and ensure coverage of programmes of study
- Ensure effective teaching and best use of available time
- Monitor and intervene to ensure sound learning, behaviour and discipline
- Use a variety of teaching methods to:
 1. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.
 2. use effective questioning, listen carefully to students, give attention to errors and misconceptions.
 3. select appropriate learning resources and develop study skills through books, ICT and other resources.

Job Title: Post Threshold Teacher

Salary: UPS

This appointment is subject to the current conditions of employment for Post Threshold teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required professional standards for Qualified Teacher Status and Post Threshold teachers and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually.

General Description

To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, actively engages in and takes responsibility for Professional Development of both self and others, and has students who achieve well.

Core Requirements Of The Post

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics who will securely meet and often exceed the teaching standards and, in particular, will:

- Inspire trust and confidence in students and colleagues
- Build team commitment with colleagues and with students in the classroom
- Engage and motivate students
- Demonstrate analytical thinking
- Improve the quality of students' learning

Pupil Progress

- Demonstrate appropriate consistent progress (3)*
 - for the majority of students
 - across all teaching areas
 - across all spectrums of background, ability and behaviour
 - that compares favourably with students in similar settings
- Use performance data to evaluate students' progress and set appropriate targets for improvement (2c)*
- Use assessment to inform planning and teaching
- Report on progress to all stakeholders
- Develop and manage appropriate intervention strategies that support progress

Professional Practice

- Maintain an up to date knowledge of good practice in teaching techniques
- Extensive subject(s) or specialism(s) to enable effective teaching (1)*
- Take account of wider curriculum developments
- Incorporate national strategies in all teaching
- Use knowledge of students' learning needs (2a)*
- Communicate learning objectives
- Effectively use homework and other extra curricular learning opportunities
- Understand and apply effective classroom management (2b)*

- Understand and apply a range of teaching strategies and share these with colleagues to support effective learning
- Be an example of best practice
- Develop students' basic skills including literacy, numeracy and ICT
- Positively target and support individual learning needs
- Maintain high levels of behaviour and discipline and coach others to exercise appropriate authority.
- Make best use of all resources
- Undertake professional development to enhance teaching and students' learning, and
 - Apply outcomes and identify impact
 - Share outcomes with colleagues
 - Actively engage in coaching and mentoring programmes to impact on the quality of teaching and learning
- Take responsibility for professional learning

Contribute to the Ethos and Priorities of Scott College

- Contribute to College development planning and promote the learning priorities of the College Improvement Plan
- Contribute to the development and/or implementation of College policies
- Use the Performance Management Process to advance student learning and enhance professional practice in line with the College's aspirations and priorities
- Have lead responsibility for a subject or aspect of the College's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Promote the wider aspirations and values of the College.
- Act as a positive role model for colleagues and students

** Post Threshold Standard*

Teaching Staff Person Specification

Please see below our teacher Person Specification, we have used 'Your Subject' for the six teaching areas to which we are recruiting.

<i>Category</i>	<i>Essential</i>	<i>Desirable</i>
Qualifications	<ul style="list-style-type: none"> ● A good Bachelor's Degree in chemistry or similar ● Qualified Teacher Status 	<ul style="list-style-type: none"> ● Google Level 1/2 ● Masters or Doctorate degree in chemistry or education ● National Professional Leadership Qualification
Experience	<ul style="list-style-type: none"> ● Successful experience of teaching chemistry in previous School or Placement ● Expertise in teaching at Key Stage 5 Chemistry 	<ul style="list-style-type: none"> ● Exam marking/ moderation
Knowledge/Skills/ Understanding/	<ul style="list-style-type: none"> ● Ability to teach chemistry to A Level ● Ability to communicate effectively: orally and in writing ● Good organisational skills ● Good ICT skills ● Good behaviour management skills ● Competence to monitor, evaluate and effectively improve teaching and learning ● Establish and maintain a culture of behaviour for learning within the classroom and the wider school 	<ul style="list-style-type: none"> ● Use and application of data to inform student progress ● Experience of Google Docs and Drive environment ● Experience of working in a science or healthcare setting outside of education
Personal Qualities	<ul style="list-style-type: none"> ● Desire for constant improvement ● Enthusiastic and inspiring ● Adaptable, flexible, efficient ● Able to take responsibility and show initiative ● Able to command respect ● A good team worker ● Able to form good relationships with young people. 	<ul style="list-style-type: none"> ● Leadership of extra-curricular activities ● Willingness to accept challenges ● Wide ranging interests and experiences

	<ul style="list-style-type: none"> ● Prepared to ask for advice and support when necessary ● Contribution to extra-curricular activities 	
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How to Apply

Please visit www.scottcollege.co.uk for more details and to apply or email your application to hr@isp.academy We will not be able to consider CVs or other application forms.

If you would like to speak to Mr Cox before an application, email mcox@scottcollege.co.uk and a phone appointment will be set up.

Safeguarding Statement

Scott Medical and Healthcare College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Safeguarding Policy, we are unable to process applications without a fully completed application form. All candidates will be required to satisfy a range of pre-appointment enquiries. Please note this post is exempt from the Rehabilitation of Offenders Act 1974: The successful applicant will be required to declare spent and unspent convictions, cautions and bind-overs.

All data will be collected and stored in accordance with DPA 2018 and GDPR requirements.

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