



Blanchelande College

INFORMATION FOR CANDIDATES

TEACHER OF SCIENCE
(full time or part time; an
additional responsibility
allowance may be available)

For September 2024

This pack includes: general information; a job description; a person specification; and an outline of the application process.

The College

Blanchelande College is a co-educational Catholic independent school for boys and girls from age 2 ½ to 18 in Guernsey, the Channel Islands. The College educates approximately 460 pupils.

Blanchelande's Catholic mission and identity, understood and supported by all staff, are at the heart of school life. Approximately one third of students and staff are Catholic; our ethos is welcoming and inclusive.

Blanchelande has a one-form structure from Nursery and Reception to Year 4, with room for two forms in Years 5 and 6, and for three forms in the senior school (Years 7-11). Classes sizes are typically around twenty. Sixth Form cohorts are smaller, enabling students to benefit from seminar-style A-Level teaching, a superb preparation for university.

Pupils are required to pass an entrance assessment to ensure that they can access our mainstream academic curriculum.

Our Learning Support department supports and nurtures students with minor to moderate additional learning needs.

GCSE results reflect excellent value added in most subject areas, with outstanding results overall, well above the island average:

- 2017: 100% of students achieved at least five A*-C grades, with 33% of grades at A*/A.
- 2018: 83% of students achieved at least five grades 9-4, with 38% of grades at 9-7.
- 2019: 97% of students achieved at least five grades 9-4, with 42% of grades at 9-7.
- 2022: 96% of students achieved at least five grades 9-4, with 35% of grades at 9-7.

In 2020 and 2021, examination results were again excellent, in the context of teacher assessed grades due to the COVID pandemic.

Following the reopening of its Sixth Form in September 2020, the first A-Level results were registered in 2022:

- 68% of grades at A*-B
- 84% of grades at A*-C

During two periods of lockdown in 2020 and 2021, Blanchelande won widespread praise by its early adoption of online live lessons via Microsoft Teams, ensuring students did not develop a gap in their learning. In later phases of the pandemic when lessons in school resumed, students in isolation at home were able to access



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lessons taking place at school via livestream. The achievements of staff, and their ability to adapt quickly to the circumstances, were acknowledged through very strong parental survey feedback.

Blanchelande was most recently inspected in October 2018 and the full report is available on the school website. Blanchelande was rated 'excellent' (the highest grade) in both outcome areas (pupil achievement and pupil development) as well as meeting all the regulatory requirements. The College is also subject to inspection by the Roman Catholic Diocese of Portsmouth.

Blanchelande offers an extensive programme of extra-curricular activities before, during and after the school day, to which all academic staff are expected to contribute the equivalent of at least one hour per week throughout the year.

History

Blanchelande was re-founded in 1992 by parents and members of the local community after the Sisters of Mercy withdrew their Order from Guernsey. The new school began in temporary accommodation and in its first five years grew from 40 pupils to almost 200. It has now more than doubled in size from its inception and in recent years, following the introduction of co-education, is experiencing a sustained period of strong growth.

In April 1999, the College moved to its current address at Les Vauxbelets (former site of the De La Salle boys'

school) after an extensive refurbishment programme. Les Vauxbelets is a beautiful estate in a rural setting with large historical buildings.

Since 2017 a substantial number of upgrades have been made to facilities, including: the relocation and renovation of the Infant department; the conversion of Victor House (formerly the Infant school) into an Arts Centre for music, drama and art; new Science laboratories; a new cricket pitch and resurfaced netball/ tennis courts; a new classroom block; a new Senior school library; new Sixth Form facilities, including a common room and seminar rooms; an Eco Hut; a new Fitness Suite; new locker, changing and shower facilities; and the conversion of The Pink Cottage into two Modern Language classrooms. Development in facilities is very much ongoing, including plans for an upgraded Primary Playground, further sports facilities and an enlarged Refectory.

Governance

Blanchelande is administered as a charitable trust and three Trustees oversee the finances of the College. As a grant-maintained college, Blanchelande receives a degree of funding from the States of Guernsey.

The Board of Governors meets twice a term and is responsible for working with the Principal in setting the strategic direction for the school, including approval of school policies, and for monitoring and evaluating the performance of the school. The Board operates sub-committees – such as for



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educational issues, ICT and property management – which also meet regularly.

The Trustees are financially responsible for the College and the Vauxbelets estate, including any sub-tenants.

Leadership

The Senior Leadership Team (SLT) consists of the Principal, Vice Principal, Bursar, Head of Pastoral Care, Heads of Phase (Head of Infants, Head of Juniors, Head of Lower Seniors, Head of Upper Seniors and Head of Sixth Form); and the Director of Studies.

New staff benefit from a thorough induction year, led by the Senior Teacher and Assistant Senior Teacher. Induction is delivered through weekly sessions (mostly during lunchtimes, but some after school or prior to or during INSET days) led either by the Senior Teachers or other members of the staff body.

The Principal of Blanchelande College is Mr Robert O'Brien, formerly Deputy Head Academic and Head of Boarding at Westminster Cathedral Choir School. He brings to school his golden retriever, Gilbert, who provides a homely welcome to all who visit Blanchelande College for the first time.

SCIENCE DEPARTMENT

The Science department currently consists of six teachers, and two part-time Science Technicians. Darren Broad, Head of Science, joined the College in 2019.

Along with other academic departments at Blanchelande, the Science department

delivers specialist teaching not only to the senior school but also to the Upper Juniors (Years 5 and 6). While predominantly teaching senior school Science, the postholder should be open to delivering inspiring lessons to budding scientists in younger year groups, as required.

The department has three well-equipped full-size laboratories, and one smaller A-Level specific laboratory, with an adjacent common area for A-Level Science students to use when they have Independent Study Periods. Two laboratories have been completely renovated since 2020; while further renovation of the remaining two laboratories is in the early stages of planning. Further investment in equipment has ensured that the department is well-resourced and that practical work in all year groups is performed alongside theory, wherever possible. Development in the Department is ongoing.

All laboratories have data projectors and teaching staff at Blanchelande are issued with a school laptop.

Following the opening of our new Sixth Form in September 2021, A-Level Chemistry, Biology and Physics are now taught to Years 12 and 13. Chemistry currently follows the Pearson Edexcel syllabus for 9CH0, while Biology and Physics follow AQA. Teachers and students benefit from small class sizes at A-Level.



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All students sit either Combined Trilogy or Separate Sciences at GCSE, following the AQA syllabi. GCSE courses commence in Year 9, ensuring academic rigour and a strong emphasis on practical work. Recent results have shown steep improvement in student achievement. This is due to the additional support generously provided by staff within the department and we are looking for a talented and dedicated practitioner to continue this level of improvement.

In the Lower Seniors (Years 7 & 8) students follow the AQA Activate

Science syllabus, which is a rigorous and inspiring preparation for GCSE.

Throughout Key Stages 2-5, teachers within the department strive to make Science interesting, relevant, and fun. The successful candidate will contribute fully to the academic environment of department, and to stretch and challenge students through participation in competitions and on-island and national/international initiatives and trips.



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THE APPLICATION PROCESS

Applications for this post should consist of:

- A detailed letter of application stating how you believe you meet the criteria for this role.
- A completed application form, including details for two references.
- *Optional*: an up-to-date copy of your C.V.

We will assume that you are happy for us to take up references straight away, unless you state otherwise on your application form.

You may be asked for further information following short listing. You will be asked to provide proof of identity. Original qualification certificates may also be required at this stage (and certainly prior to confirmation of appointment).

After short listing, the selection process will normally include:-

- A tour of the College.
- An observed lesson.
- A general interview, including Safeguarding, with a Governor, Principal and Head of Department.

Interviews are expected to be scheduled in the week beginning Monday 13th May.

The Contract

The position of Teacher of Science is full or part-time and remuneration will be in line with the States of Guernsey Teachers pay scale, and will reflect the qualifications and experience of the successful candidate.

- For a suitably qualified teacher, there may be the opportunity to take on additional responsibility as subject leader of a single science (under the leadership of the Head of Science).
- Blanchelande accepts applications from well-qualified graduates who would like to study towards a teaching qualification.

All Blanchelande staff are admitted to the contributory Guernsey Civil Service Pension Scheme.

All staff are required to undergo a current police check, a medical declaration, provide proof of qualifications and identity and have (or be eligible for) a Guernsey housing qualification.



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Closing Date

Applications must be received by Wednesday, 5th June 2024 for consideration and should be addressed to Mr Robert O'Brien, Principal.

Further information about Blanchelande College can also be obtained from our website, www.blanchelande.co.uk. Our prospectus can be downloaded from the homepage.

If you have any further questions or need any clarification, please contact the Principal's P.A., Mrs Sarah Curle.

Tel 01481 237200

Email curles@blanchelande.sch.gg



PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Degree or equivalent in a related subject 	<ul style="list-style-type: none"> Qualified teacher status
Experience	<ul style="list-style-type: none"> Experience of teaching Science 	<ul style="list-style-type: none"> Experience of teaching Science across key stages 4-5 Experience of external review or inspection Chemistry specialism
Knowledge and understanding	<ul style="list-style-type: none"> Excellent subject knowledge, both practical and theoretical Clear understanding of effective teaching and learning <p>Knowledge of:</p> <ul style="list-style-type: none"> Current curricular and assessment developments Use of assessment to support learning 	<ul style="list-style-type: none"> Understanding of external examination progress STEM development
Skills	<ul style="list-style-type: none"> Develop good personal relationships within a team Establish and maintain good relationships with parents Excellent time management skills Communicate effectively (orally and in writing) to a variety of audiences Create a happy, challenging and effective learning environment Demonstrate high expectations of all pupils Use ICT effectively to support teaching and learning 	



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Personal qualities & characteristics	<ul style="list-style-type: none">• Flexible• The ability to work independently in a small department• Able to relate well to students in and out of the classroom• Reliable, punctual and well organised• Approachable, enthusiastic, self-motivated and able to motivate others• Supportive of the Catholic identity and mission of the College• Commitment to own continuing professional development	
Safeguarding and pastoral	<ul style="list-style-type: none">• Committed to safeguarding and promoting the welfare of children and young people• A satisfactory Enhanced Disclosure from the DBS	



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BLANCHELANDE COLLEGE – TEACHER

MAIN PURPOSE OF THE JOB

Teaching at Blanchelande is a hugely stimulating and rewarding experience. All teachers are expected to participate fully both in the life of their academic department and the wider life of the School, and are encouraged to pursue their own professional development.

RESPONSIBILITIES AND DUTIES:

1. TEACHING

- (a) Planning and preparing appropriate course and lessons in accordance with departmental and school policy;
- (b) Teaching, according to their educational needs, the pupils assigned including the regular setting and prompt marking of pupils' work;
- (c) Promoting the progress and academic development of pupils, differentiating for ability where appropriate;
- (d) Assessing, recording and reporting on the development, progress and attainment of pupils according to the normal practice of the College;
- (e) Preparing pupils for and participating as appropriate in the College's arrangements for pupils taking public examinations.

2. OTHER ACTIVITIES

- (a) Supporting the Catholic ethos and mission of Blanchelande College and participating in its religious life, as appropriate (eg facilitating prayers in form time, attending assemblies, ensuring good behaviour during services, etc.).
- (b) Any duties required as a result of accepting a position of Responsibility and the accompanying Responsibility Allowance;
- (c) Acting as a Form Tutor as required and fostering the general progress and well-being of individual pupils of any class or group of pupils assigned, implementing the programme set by the Phase Leader/ SLT;
- (d) Taking an interest in the personal and social needs of pupils, and communicating as appropriate with the relevant Form Tutor or Phase Leader;
- (e) Playing a full role in the wider life of the School, contributing actively to the extra-curricular programme (ie a weekly club or activity throughout the year);



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- (f) Providing guidance and advice to pupils on educational and social matters and making relevant records and reports;
- (g) Making records of and reports on the personal and social needs of pupils;
- (h) Communicating and consulting with the parents of pupils as necessary and attending all parents' evenings and official functions;
- (i) Providing or contributing to oral and written assessments, reports and references relating to individual pupils or groups of pupils;
- (j) Supporting pupils as appropriate at major school events and in other activities, eg: plays, concerts, matches etc.
- (k) Accompanying students on school trips (including residential), as required (trips being inclusive of salary).
- (k) Monitoring and ordering books, supplies or other materials required for your subject or department.

3. REVIEW AND PROFESSIONAL DEVELOPMENT

- (a) The College may review from time to time your methods of teaching and programmes of work and you will be required to participate in the Performance Management (Appraisal) process for teachers;
- (b) Attendance at INSET days is required as is attendance on assigned courses; the College will support and participate in arrangements for your further training and professional development as a teacher and professional.

4. CURRICULUM DEVELOPMENT

- (a) Advising and co-operating with the Principal and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

5. DISCIPLINE AND WELLBEING

- (a) Maintaining good order and promoting self-discipline among pupils and taking reasonable care for their safety and wellbeing, whilst in your charge whether they are engaged in school activities on or off the property;
- (b) Undertaking supervisory duties, as required;



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(c) Actively implementing the College's policies on rewards and sanctions.

6. STAFF MEETINGS

(a) Attending staff meetings which relate to the College curriculum or to the administration or organisation of the College, including pastoral arrangements. Such meetings shall normally be held at the College and be of reasonable duration, and attendance may be required at meetings held on a day when part-time staff may not be teaching.

7. ADMINISTRATION

(a) Where appropriate, taking responsibility of the maintenance of an accurate register of the pupil's attendance at the College;

(b) Taking a reasonable share of the supervision of pupils on the school premises whether before, during or after school sessions;

(c) Taking such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School.

(d) Participating, as required, in administrative tasks related to the curriculum, pastoral and organisational tasks of the School.

(e) Attending assemblies, as required;

(f) Exercising reasonable care for the classroom and other relevant teaching areas and all the equipment therein, which may include auditing and visually checking classroom equipment;

(g) Contributing, where appropriate, to the professional development of other teachers;

(h) Setting high personal and professional standards at all times.

FLEXIBILITY

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required by the Principal. The particular duties / responsibilities listed here may be reviewed from time to time at the request of the Principal or post holder as circumstances make necessary.

(For completion upon appointment) I hereby confirm acceptance of the above job description:



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Signed: _____

Date: _____