



A young woman with blonde hair tied back, wearing a light blue lab coat over a dark blazer, is looking through the eyepiece of a white compound light microscope. She is in a classroom or lab setting, with other students visible in the background. A large blue circular graphic overlays the lower half of the image, containing the text.

VACANCY INFORMATION PACK

TEACHER OF
CHEMISTRY



READING BLUE COAT



INTRODUCTION

Reading Blue Coat is a leading independent day school of 760 pupils; 677 boys aged 11 – 18 and a further 83 girls in the co-educational sixth form.

The School was founded in 1646 by Richard Aldworth, a Master of The Skinners' Company and a Governor of Christ's Hospital. The School was established near St Mary's Minster Church in Reading and was originally known by its historic name of Aldworth's Hospital. In 1947, Reading Blue Coat School moved to the magnificent estate of Holme Park in the Berkshire village of Sonning, where it remains today.

The ethos of the School derives from its Christian foundation and traditions, fostering care and concern within the community and enabling all pupils to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each pupil can realise his or her full intellectual, physical and creative potential. Pupils are encouraged to be self-reliant and adaptable, and the School intends that they will learn the basis of good citizenship, founded on honesty, fairness and understanding of the needs of others. The curriculum provides a balanced blend of academic and non-academic activities that combine to meet these objectives.

The School has recently (November 2019) had a full ISI Inspection from which our excellent reputation will be enhanced. Publication of the ISI report is awaited. The previous full ISI Inspection in 2011 noted that "The excellent quality of the spiritual, moral, social and cultural development of the pupils successfully ensures that the School's aims are met, and that its ethos of mutual respect, tolerance and courtesy is firmly underpinned." In 2017 the School 'met all the standards of the Regulatory Compliance Inspection.'

The School employs in excess of 170 salaried staff, of whom about 50% are academic. Reflecting the character of our co-educational sixth form, nearly half of our academic staff are female.

FACILITIES

Reading Blue Coat is located four miles from the centre of Reading, in the Thames-side village of Sonning. It is also three miles from Twyford, which will be located on Crossrail. Set in 46 acres of land for pupils to enjoy, the facilities have been well maintained and the School continues to invest in the site. New buildings add to an already impressive list of facilities which include: the Sports Complex, the Science Centre, a Sixth Form Centre, a Lower School Common Room for Year 7 and 8 boys, a boathouse and various other amenities.

- **Key developments built as part of the 2012 Campus Strategy and completed over the past decade include;**
- **The Richard Aldworth Building, a 25-classroom block that provides first-class teaching facilities for a number of departments and a new Art department with views over the sports pitches and the River Thames, as well as a Common Room for Middle School pupils.**
- **A new IT Centre**
- **A new Geology and Psychology Centre**
- **A Design & Technology Centre**

Under construction is the learning Innovation Centre and the Grounds, Maintenance and Activities Centre. The latter clears the site for a new Performing Arts Centre in 2022. Planning permission has been obtained for the Performing Arts Centre but there is still work to do on the detailed design.



ACADEMIC LIFE

The academic curriculum at Reading Blue Coat is based on the principle that all pupils should experience a broad and balanced range of basic subjects and skills. From Year 9 onwards, this range is gradually modified, by elements of choice, enabling both the interests and aptitudes of individual pupils to be reflected. Most lessons are taught initially in classes of mixed ability, although setting occurs in Mathematics and Languages in Year 7, and Science in Year 9. Geology is also a thriving subject, with a new Geology and Psychology Centre supporting the increased levels of interest. In Year 11, all pupils take qualifications in English, Maths and Science (all IGCSE) and a Modern Foreign Language. They also take three GCSEs from a broad range of eleven subjects. All pupils take a GCSE in Religious Studies (full course) in Year 10.

In the Sixth Form pupils can choose from a range of 24 subjects, including subjects most will not have studied before, such as Economics, Politics and Psychology. Enrichment opportunities in the Sixth Form include the Extended Project Qualification (EPQ), and a weekly schedule of visiting speakers. Reading Blue Coat always seeks to stretch and challenge pupils and the School's Learning Support Department ensures that pupils with specific learning needs are supported effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2019 academic results were impressive; the A Level results were amongst Blue Coat's best with 71.1% achieving A*-B and at GCSE 66% gaining A*-A.

Virtually all Year 13 leavers proceed to degree courses at universities of which approximately 70% go to the Russell Group of universities. Each year a number of our students attain places at Oxbridge.

PASTORAL

Pastoral care, focused on the individual, is at the heart of the School. Reading Blue Coat's pastoral structure is based around the tutorial system within the framework of four houses: Aldworth, Hall, Malthus and Rich.

All pupils are part of a tutor group that is overseen by a member of staff who is responsible for their well-being and for personally overseeing the development of their character and intellectual curiosity. The School prides itself on mutual respect, tolerance and courtesy and all activities seek to re-enforce these values. The house system enables pupils to take part in activities that foster the development of these ideals through a variety of opportunities that include music, sport, drama and public speaking.

SPORT

Reading Blue Coat has an enviable reputation, both locally and nationally, for the high quality of its sporting teams. Sport plays a key role in developing every pupil's potential – physical fitness and skill, teamwork and learning how to win and how to lose. Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

Major sports are rowing, rugby, netball, football, cricket, tennis and athletics. The School competes well at local, regional and even national level. Other sports include golf, squash, cross country, climbing, weight training, touch rugby, shooting and archery.

Recent sporting achievements include:

- Silver medals for J16 and Bronze medals for Seniors at the National Schools' Regatta and the 1st VIII's participation at the Henley Royal Regatta.
- The School won its first round draw at the 2019 Henley Royal Regatta for the first time in the School's history.
- U12 cricketers won the county cup.
- U15 were the County Cup rugby champions.
- The girls' hockey team were Super 8 League champions.
- Junior and intermediate Athletics teams qualified for Regional Championships.
- Junior Swimming team came 7th in the National Schools relay finals.
- 1st XI and 2nd XI football teams won their respective Thames Valley Leagues.



DRAMA, MUSIC AND THE ARTS

Reading Blue Coat has a reputation for drama performances of the highest quality, with an extensive programme of performances throughout the year. The main expressions of artistic undertakings at the School are music, drama, public speaking and painting. Pupils' endeavours in the arts are highly successful and widely acclaimed, including internationally. Music is at the heart of the School; all boys are auditioned for the choir and many learn a musical instrument. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of plays, concerts, "Swing into Summertime" (an outdoor festival of the arts), and other eclectic events that take place throughout the year.

CO-CURRICULAR

Co-curricular activities are designed to enable pupils to develop practical and social skills such as leadership, enterprise and communication. As part of the extensive co-curricular programme, Reading Blue Coat offers a number of exciting options from which pupils can choose for their weekly activities session. Activities offered include Combined Cadet Force (all services), Duke of Edinburgh Award Scheme, Young Enterprise, Film Club, Archery, Scuba Diving, Creative Writing and Journalism.

COMMUNITY

Reading Blue Coat pupils are encouraged to be aware of their place in the wider world and to show consideration for all those with whom they come into contact. These principles are based on the ideas handed down by Richard Aldworth who founded the School in 1646.

In recent years the School has greatly enhanced its links with the wider community under what is now called the Aldworth Partnership, an umbrella term for all that might traditionally be considered 'public benefit'. One example is the Sports Leaders programme, through which pupils go into primary schools in Sonning, Caversham and Maidenhead to coach a number of sports.

Reading Blue Coat's Primary Schools Placement programme also gives pupils the opportunity to assist with tuition in Maths, English and languages in local primary schools. Through the Community Service programme, pupils also help out in residential care homes and assist in local charity shops, while an environmental group undertakes projects in and around Sonning.

Internationally, Reading Blue Coat has a partnership with Ankwanda School in Ghana, which our pupils visit biennially and have helped to build a number of buildings. We also have a strong relationship with the charity Brass for Africa, and our pupils support their work amongst disadvantaged children and young people in Uganda through music. As the Aldworth Partnership continues to grow, the long term aim is that all Blue Coat pupils have the opportunity to be involved in transformative service projects in the local and wider community at some point in their school career.



Further information is available on the School's website at www.rbc.org.uk

SEE ALSO THE GOOD SCHOOL GUIDE:

<https://www.goodschoolsguide.co.uk/schools/102976/reading-blue-coat-school>

AND MUDDY STILETTOS SCHOOLS REVIEW GUIDE:

<https://berkshire.muddystilettos.co.uk/kids-2/school-reviews-kids-fashion-2/reading-blue-coats-sonning/>



The Chemistry Department at Reading Blue Coat is a thriving and successful one. Each year, it attracts large numbers of A Level students.

Pupils in Years 7 and 8 are taught a Combined Science course, with Science staff teaching across their disciplines. Classes generally consist of 24 students, selected according to the Houses that they are in, and are of mixed ability. They receive 5 lessons a week, each of 35 minutes duration. At the end of Year 8, the students are placed in 5 teaching groups, before being set at the end of Year 9.

Students in Years 9-11 inclusive, study the Edexcel IGCSE Chemistry syllabus, and are taught by Chemistry specialists. The top two sets (generally containing 24 students each) work towards the Triple Science certification. They take 2 written papers in each of Biology, Chemistry, and Physics, and receive an award for each subject.

Students in the lower sets (with slightly fewer students), study for a Dual Award Science certification.

In IGCSE last year, 100% of our candidates achieved a 9-7 grade at IGCSE in Chemistry and 80% were awarded 9-7 across Science including Dual Award candidates.

Our A level students follow the Edexcel Chemistry course. Currently we have 2 Year 12 sets, accommodating 21 pupils, and 3 Year 13 sets (27 pupils). We achieve considerable success at A level, with 76% awarded A*-B in Chemistry over recent years.

We encourage our higher ability A level students to enter the Chemistry Olympiad, organised by the Royal Society of Chemistry. Year 12 students also enter the Cambridge Chemistry Challenge in June each year.

The Chemistry Department currently has 4 full-time members of staff. The Department has excellent technical support and is fully equipped for teaching at all levels. There are three fully equipped Chemistry laboratories and a further laboratory that is equipped for both Chemistry and Physics. The laboratories are situated in a two storey dedicated Science Centre.

All students, whether studying IGCSE or A level, are tested frequently, so that their progress can be monitored and assistance given when required. Our staff are dedicated to providing the best possible education for those in our care, so that they find the subject fascinating, stimulating, and, above all, enjoyable.

The department encourages professional development, with staff expected to develop their skills via INSET and through sharing good practice within the school.

For an informal telephone conversation about the role, contact Mr Mike Jerristic, Head of Chemistry, on 0118 933 5878 or email mjj@rbcs.org.uk

LINE MANAGER

Head of Integrated Science/
Head of Chemistry

DEPARTMENT

Science

CONTRACT STATUS:

Permanent contract.
Commencing 20 April 2020 or
2 September 2020.

SALARY

The School has its own salary scale. Starting salary will depend on the experience and qualifications of the successful candidate. The Governors review salary scales each year to ensure they remain competitive. Annual salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments.

MAIN PURPOSE OF THE POST

Efficiently execute such responsibilities as are assigned by the Headmaster or his assignee: this involves teaching duties and non-teaching duties as are reasonably expected with regard to the functions listed under Duties and Particular Duties. Be familiar with and implement all policies and procedures as are set out in the Staff Handbook and other School documentation.

MAIN DUTIES AND RESPONSIBILITIES:

- To contribute to the development of subject and pastoral teams.
- To put into practice the school policies, including the planning and delivery of the curriculum.
- To support and maintain the agreed codes and discipline policy consistently and fairly.
- To plan, prepare and deliver the curriculum in the subjects for which he/she is responsible, including the setting and marking of homework as appropriate.
- To take an active part in curriculum development.
- To accept a measure of administrative responsibility.
- To engage in such supervisory activities as may be reasonably required.
- To be responsible for a group of pupils (tutor group) in all aspects of their development.
- To manage a classroom and form registration room according to school policy.
- To undertake professional development as part of a continuous process of career progress.
- To act as a member of the staff team in general school life.
- To assist in maintaining discipline throughout the school consistently according to the policy laid down.
- To organise and supervise co-curricular activities, as reasonably requested.
- To provide supervisory duties as reasonably requested.
- To attend meetings, parents' evenings, open mornings, entrance examinations and other functions as appropriate.
- To meet all deadlines reasonably required.
- To ensure that personal behaviour, dress, appearance and time keeping is commensurate with the high standards expected of all members of the school community.

MAIN ACTIVITIES ATTRIBUTABLE TO THE PARTICULAR DUTIES:**1. Pupil Organisation and Curriculum Delivery**

- To manage the teaching rooms and the pupils in such a way as to provide a suitable learning environment.
- To plan, prepare and deliver appropriate learning experiences making full use of the resources available. All such planning to be based on the agreed and published curriculum policies, schemes of work and other such papers that are provided from time to time.
- To prepare, arrange and lead educational visits as part of the overall planning for the area of learning as may be appropriate.
- To ensure that the work planned is suitably differentiated to meet the needs of all the pupils within the class, and to have high level expectations within the differentiation.
- To bring to the attention of the Headmaster's appointee pupils with perceived Learning Difficulties or Disabilities.
- To display pupils' work in the classroom and around the school clearly and effectively in such a way as to raise awareness and pupil esteem.
- To be prepared to use personal expertise on behalf of any pupil or group of pupils as may be reasonably expected.
- To correct pupils' school and homework in a reasonable time and in accordance with school policy.
- To prepare and administer tests/examinations and key stage assessments as appropriate.
- To maintain personal and official records of pupils' development and to write reports where appropriate.
- To inspect and initial Student Planners at least once a week.

2. Professional Development

- To attend staff and other meetings, as appropriate.
- To maintain personal professional development by attending such courses/seminars as may be available and appropriate including school-focused INSET.
- To be prepared to join appropriate curriculum working parties.
- To undertake professional self-assessment and appraisal.



**3. Administration:**

- To maintain attendance registers
- To be present at least during the working day (8.30 am - 4.20 pm) during term time (not including duties, co-curricular activities, parents' meetings, staff meetings, open mornings, entrance assessments as may be reasonably required) and to inform the School before 8.00 am of unplanned absence.
- To undertake administrative duties as may be mutually agreed.
- To support home-school relationships and to liaise with parents as appropriate.
- To provide assistance in the smooth running of the school as may reasonably be expected.

4. Additional Duties:

- The post holder is responsible for promoting and safeguarding the welfare of pupils at the school.
- The post holder is responsible for using technical and operational knowledge to ensure a safe environment.

Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required.





TEACHER OF CHEMISTRY

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

KNOWLEDGE AND EXPERIENCE

- Essential:** Outstanding specialist subject knowledge.
- Essential:** Knowledge of both the Edexcel IGCSE and AQA A level specification in Chemistry.
- Essential:** Experience of teaching Chemistry to years 7 to 13.

SKILLS AND ATTRIBUTES

- Essential:** Confident in preparing students for IGSCE and A level exams.
- Essential:** Self-motivated and highly dedicated.
- Essential:** Demonstrates a real passion for teaching and characteristics of outstanding teaching practice.
- Essential:** Able to inspire students in their subject.
- Essential:** Excellent communication skills with ability to establish rapport with students, parents and colleagues.
- Essential:** Effective in planning and prioritising work load.
- Essential:** A willingness to engage in the whole life of the School and an ability to offer skills in some part of the co-curricular programme of the School.
- Essential:** Commitment to the ethos of the School and its pastoral approach.

QUALIFICATIONS

- Essential:** A good Honours degree relevant to the teaching aspects of the role (Chemistry or Sciences degree preferred).
- Desirable:** Applicants will preferably have qualified teacher status, although the School will accept applicants who are on an accredited programme working towards Qualified Teacher Status.
- Desirable:** A recognised teaching qualification, such as a PGCE.
- Desirable:** Full clean driving licence.

**Closing date for applications: 09:00 on 10 February 2020.
Interviews will be held during the week of 24 February 2020.**

Applications may be submitted by CV or School employment Application Form, which can be downloaded from our website "Vacancies" page www.rbc.org.uk/vacancies/

This should be submitted with your letter of application, by email to recruitment@rbc.org.uk. If you choose not to submit a completed Application Form when you apply, you will be required to complete one if invited to attend an interview.

Contact for questions about the application process should be addressed to:
Mr Ian King, HR Manager, Reading Blue Coat School, Holme Park, Sonning Lane,
Sonning-on-Thames, RG4 6SU. Telephone: 0118 933 5813

For further information about the role, please contact Mr Michael Jerstice
(Head of Integrated Science and Chemistry) at mji@rbc.org.uk

**PLACE OF WORK**

Reading Blue Coat School,
Sonning on Thames, Berkshire.

**MEALS**

Lunch and refreshments are
provided free by the School.

**SPORTS FACILITIES**

Free membership of the School
Sports Centre with access
to fully equipped gym and
swimming pool.

**EMPLOYEE ASSISTANCE PROGRAMME**

Confidential independent support
service available to staff when you
most need it.

**WORKING HOURS**

From 08:30 to 16:20, Monday to Friday,
with 60 minute meal break.

Additional hours will be required for the
delivery of co-curricular activities
school events, open evenings
parents' evenings etc.

**PARKING**

Free Car parking is
available on site.

**LEAVE ENTITLEMENT**

School holidays in accordance with
the published School calendar.

**CYCLE SCHEME**

Tax free Cycle to Work Scheme
is offered by salary sacrifice.

**PROFESSIONAL DEVELOPMENT**

Strong commitment to support
professional development,
overseen by Deputy Head
(Staff) and people
development budget.

**PENSION**

Membership of the contributory
Teachers Pension Scheme
(employee contribution between
7.4% and 11.7%, dependent on salary;
employer contribution is 23.68%).

DISCOUNTS

Reduction in Reading
Blue Coat school fees
for employees' children
offered after 6 months



service.
50% reduction for all full
time staff, pro-rated for
part time staff.



Fees
(from 1 September 2019)
are £5,838 per term.

Through the Blue Coat Benefit Hub you can access discounts, rewards and perks on
thousands of the brands that you love to shop with including travel;
motoring; electronics; clothing; education; entertainment; restaurants;
health and wellness; beauty and spa; insurance; sports and outdoors.

All staff, both teaching and support, form part of a qualified and experienced team, which functions at its best in being mutually supportive in a common goal: to provide the best possible education for all Blue Coat pupils.

Relationships between staff and pupils at Blue Coat are often remarked upon by visitors and parents for being warm, relaxed and mutually respectful. Click on the link to find out more about some of our staff. Can you see yourself as part of the Blue Coat team?

www.rbc.org.uk/the-school/meet-the-staff/



GETTING HERE

BY CAR

We are located in the village of Sonning-on-Thames, just off the A4, between Reading and Twyford.

We are about 15 minutes' drive from Junction 10 of the M4 motorway. From there, take the Reading / Bracknell turnoff at Junction 10 on to the A329M to Reading. At the roundabout by the flyover take the third exit (A4) towards Maidenhead. Follow the dual carriageway over the next roundabout and up the hill. Over the railway bridge, turn left into Sonning Lane. The School is about ½ mile on the left.

BY BUS

The School and village of Sonning is served by local bus services 128 and 129 (operated by Courtney) from Reading to Wokingham.

Also by service 850 (operated by Arriva Bus) from High Wycombe, Marlow,

Henley, Twyford to Reading. Alight at the junction of Sonning Lane and Bath Road, from where it is a short walk.

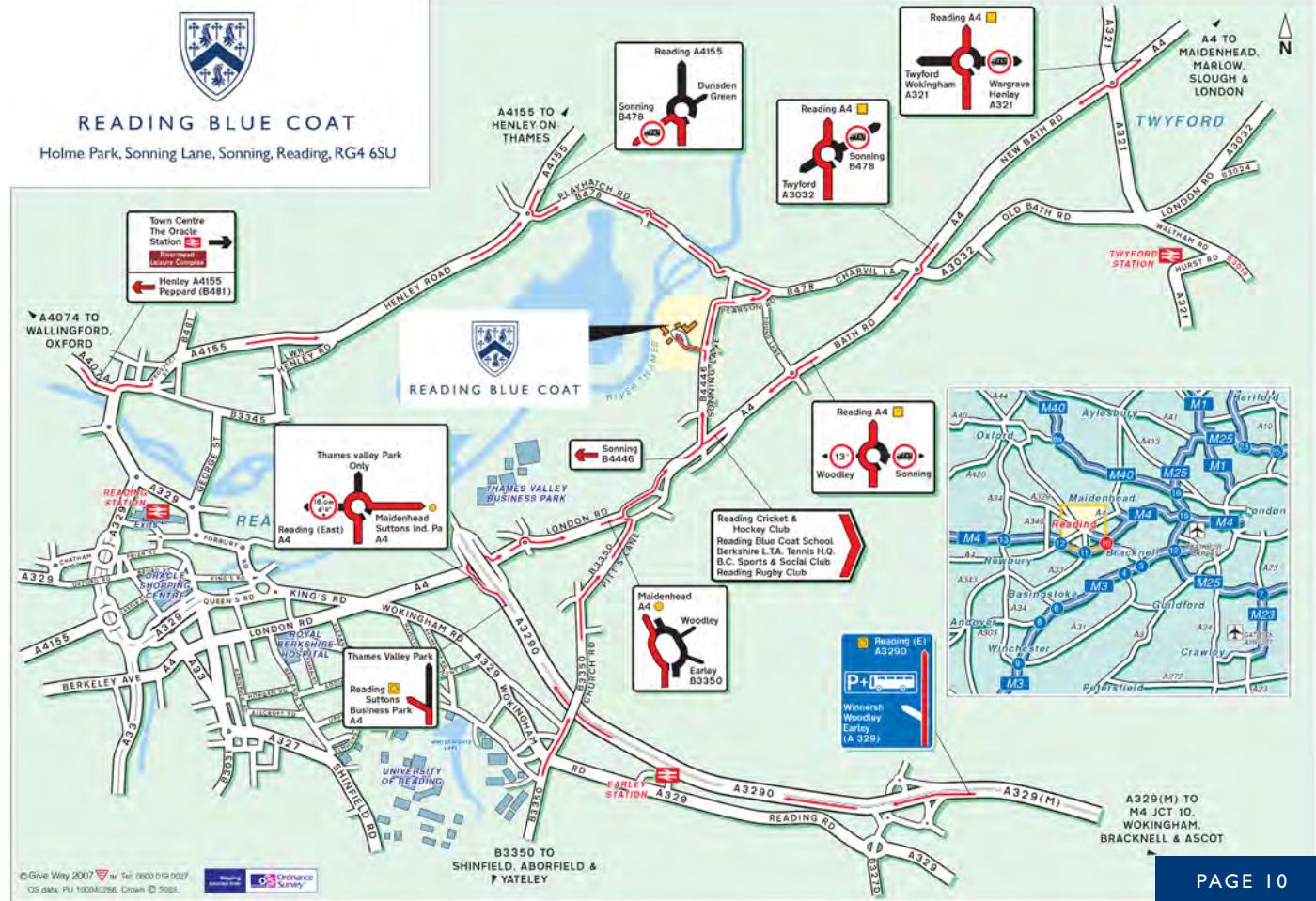
BY TRAIN

Our nearest rail links are at Reading central station (mainline to London, Wales and the West), which is about 5 miles from the School (about 15 minutes by taxi).

We are also served by local stations at Twyford, which is about 3 miles away (about 10 minutes by taxi), and at Earley, which is about 4 miles away (about 15 minutes by taxi).



For information, call Reception: 0118 944 1005
For HR call: 0118 933 5813



ONE READING BLUE COAT

— our community —



Holme Park, Sonning Lane, Sonning-on-Thames, Berkshire RG4 6SU

Tel: 0118 944 1005 rbcs.org.uk