

May 2022

**Application for Science Teacher (STEM Leader)**

Thank you for your interest in the vacancy for the above position.

Valence School is a Kent County Council Foundation residential and day Special School for students from age 4 to 19 with physical disabilities, complex medical needs and associated learning difficulties. We are part of the Kent Special Educational Needs Trust (KsENT). We have a large, dedicated staff team of over 200 people providing specialist teaching, social care, therapies and nursing care to an exceptionally high standard.

Valence School is a supportive environment and a rewarding place to work, and whether working directly with our students or in a school support role, every member of staff participates in enabling students to learn and aspire to achieve meaningful independence. Students flourish in a supportive but challenging environment, making good educational progress and achieving a range of accreditation as they get older.

If you would like to arrange a tour of the school please contact the HR team and please also see our website videos to see our school in action in our [Formal](#), [Semi-Formal](#) and [Pre-Formal](#) curriculum pathways.

Please find enclosed the following forms:

- Application Form and Equality Monitoring Form : to [complete and submit online](#)
- Mission Statement
- Copy of the Advertisement
- Job Description and Person Specification.

The closing date is **30 June 2022** and we look forward to receiving your completed forms at your earliest convenience. Interviews are expected to be held on **w/c 11 July 2022**.

We reserve the right to interview and appoint before the closing date.

Valence School is committed to safeguarding and promoting the welfare of every student and we expect all staff to share this commitment. References will be taken up before interview and successful applicants will need an enhanced Disclosure and Barring Service check. Please note that smoking (including e-cigarettes) is prohibited within the school premises and grounds.

Should you require any additional information please do not hesitate to contact us.

Yours sincerely  
*Sarah Lowndes*  
HR Manager



**Valence School**  
enabling independence

Westerham Road, Westerham TN16 1QN

t: 01959 567841

e: [vacancies@valence.kent.sch.uk](mailto:vacancies@valence.kent.sch.uk)

w: [www.valenceschool.com](http://www.valenceschool.com)

# SCIENCE TEACHER

Full Time 1.0 FTE

MPR/UPR + TLR2\* + SEN allowance

Are you an innovative and passionate science teacher with high expectations?

If so, we have an exciting opportunity for you to teach a broad science curriculum, including all three sciences, in a fully accessible laboratory to students with a range of disabilities. \*Additional responsibility of leading STEM projects across the school is available for the right candidate.

Valence School is a KCC Foundation day and residential special school for students aged 4 to 19 with physical disabilities, complex medical needs and associated communication and learning difficulties. We are part of the Kent Special Educational Needs Trust (KsENT).

You will make a tangible difference to the lives of students at our school, teaching across two of the three learning pathways in the secondary school. Alongside teaching science, you will be a valued part of the whole school community, who work together closely to ensure we meet our students' individual needs.

Students at Valence behave impeccably and are highly motivated; we are looking for a science teacher who can help our students navigate the world around them and achieve their full potential.

This post is suitable both for early career and more experienced teachers who would like to add an additional dimension to their practice, or an ambitious teacher looking to take on a new challenge. Previous experience of teaching SEND would be an advantage but not essential. Visits to the school are strongly advised.

For application details please visit [www.valenceschool.com](http://www.valenceschool.com) > work for us  
or contact HR on 01959 567841 or [vacancies@valence.kent.sch.uk](mailto:vacancies@valence.kent.sch.uk)

for further information or to arrange a visit

Application closing date: 30 June 2022

Interview date: w/c 11 July 2022

We reserve the right to interview and appoint before the closing date

Valence School is committed to safeguarding and promoting the welfare of every student and we expect all our staff and volunteers to share this commitment.

References will be taken up before interview and the successful applicants will require an Enhanced Disclosure and Barring Service (DBS) check.

Valence School is committed to valuing diversity and promoting equality for all.



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# Valence School Job Description:

## Teacher of Science (STEM Leader)

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**Responsible to:** Assistant Principal (Curriculum)

**Responsible for:** Teaching & Learning Assistant (Science); Science Technician; support staff

This post is subject to the professional duties and conditions of the service set out in the current DfE School Teachers' Pay and Conditions Document. The post holder is expected to undertake duties in line with the professional standards for qualified teachers.

### Main purpose

To plan and deliver an inspirational and accessible science curriculum across the semi-formal and formal pathway.

To co-ordinate and deliver STEM projects across the whole school.

### Duties and responsibilities

1. Plan and teach highly effective science lessons to students in the semi-formal (Simmonds) and formal (Hawking) pathways.
2. Set and assess appropriately challenging work so that all students make at least expected progress.
3. Manage Science TLA, Technician and other support staff working in the classroom, directing their work and ensuring that they are kept informed about teaching methods, targets for individual pupils and other relevant information.
4. Liaise with students' parents, attending parents' evenings and other parent consultation opportunities when required.
5. Develop appropriate teaching and learning strategies and create resources that are appropriate to individualised learning needs.
6. Prepare students for external assessments and examinations as required (including Entry Level and GCSE).
7. Maintain appropriate records to ensure students' achievements and progress are documented and available to plan future work and targets.
8. Write reports for annual reviews, other reviews and end of year reporting to parents.
9. Participate in developing Individual Education Plans for students and to co-ordinate these when required.
10. Liaise with therapists and care staff, exchanging and sharing information as necessary and planning and implementing programmes for students as devised by the multidisciplinary team.

11. Teach other areas of the curriculum (including PSHE) as required and contribute to other cross-curricular work in the school, including the primary stage.
12. Always ensure the safety and supervision of students and to follow agreed procedures in the event of emergencies/accidents.
13. Attend meetings as required.
14. Maintain bright, relevant and interesting displays in one or more classrooms and to contribute to displays in other parts of the school, ensuring that students' work and achievements are sensitively exhibited with an emphasis on celebrating success.
15. To ensure that communication with students, staff and other departments is effective and contributes to securing efficiency and high standards of care and personal development for students within a learning and residential environment.
16. Maintain high standards of safety and observe good practice in relation to health and safety and safeguarding in all issues and report any concerns to line management.
17. To pro-actively observe and comply with all school policies and procedures relating to child protection, equality and diversity, health, safety and security, confidentiality and data protection reporting all concerns to an appropriate person.
18. To undertake any other duties commensurate with the terms and conditions for teachers as determined by the principal.

It is in the nature of the work of special schools that many tasks and responsibilities are unpredictable and varied. All teachers are, therefore, expected to work in a flexible way and when occasions arise, to undertake tasks not specifically covered in their job description.

This job description may be amended at any time in consultation with the postholder.

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# Valence School Person Specification:

## Teacher of Science (STEM Leader)

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The following outlines the criteria for this post. Applicants should describe in their application how they meet these criteria.

REQUIREMENT	ESSENTIAL	DESIRABLE
1. Qualifications/ Experience	<p>Qualified teacher, recognised by the DFE.</p> <p>Science degree, or evidence of teaching Science as a main/subsidiary subject.</p> <p>Experience of teaching science up to GCSE level.</p> <p>Knowledge of safeguarding and child protection including Keeping Children Safe in Education (Statutory Guidance)</p>	<p>Basic knowledge of the educational implications of physical disabilities.</p> <p>Experience and/or appreciation of the SEND Code of Practice and individual education plans.</p> <p>Experience of working with children and young people who have special educational needs and/or appreciation of their needs and the implications these have for teaching, planning lessons, classroom organisation and pastoral support.</p>
2. Skills	<p>Ability to communicate effectively with a wide range of children and young people (including those using alternative communication systems*) and with professionals from a number of disciplines.</p> <p>Ability to assess pupils across the whole ability range and to plan individual programmes of work for science and STEM development.</p> <p>Appreciation of and ability to promote the fundamental rights of children and young people, in particular their privacy, dignity, choices, independence and personal fulfilment.</p>	<p>Appreciation of the value and opportunities associated with residential education and multi-disciplinary working.</p>



## Mission Statement

Student's views and rights are central to the ethos of Valence School.

Its mission is to provide a learning community where there is quality education, care, access and therapy in order to promote each student's intellectual, physical, social, emotional and spiritual wellbeing.

Our work is about enabling children and young people who have special physical, medical and sensory needs to develop the knowledge, skills and understanding together with the confidence, self-esteem and self-dependence necessary for them to participate in and contribute to society in the way each chooses.

The School's aims are to:

1. Meet the individual needs of each student as documented in their individual Statements of Special Educational Needs.
2. Maintain and develop in students lively enquiring minds; to promote the ability to question and argue rationally; to encourage students to apply themselves to a range of tasks and skills.
3. Provide a multidisciplinary approach to a broad, balanced and relevant curriculum that meets individual needs with full access and accreditation.
4. Raise students' self-esteem and self-confidence and create in them a sense of personal excellence enabling them to acquire knowledge and skills relevant to life in a fast-changing world.
5. Help students to develop self-knowledge, spiritual and moral awareness and understanding and respect for other people's feelings, values and beliefs.
6. Help students to understand the multicultural world in which they live as citizens and the inter-dependence of individuals, groups and nations and the rights and responsibilities of living in today's Britain.

**Our Child Protection Policy can be found on our [website](#)**