Computer Science Teacher Recruitment Brochure
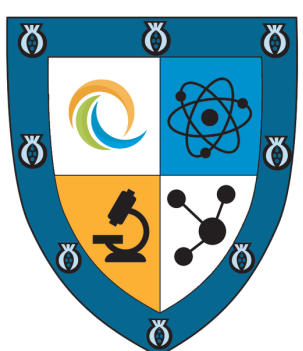
QUEST

Letter of welcome from CEO

Dear Candidate,

I am delighted that you are considering becoming a member of the **QUEST** Team. Here we all lead to secure a place for Learning, Innovation and Opportunity, and we seek those who have determination for success, a thirst for continued learning and a drive to be relentlessly ambitious for the students and communities they serve. Here we make a difference and transform lives.

In this pack, I have set out what makes us unique in the educational landscape, defines our success as thriving digital learning communities, and captures our forward thinking and research-led rigour of implementation. We think outside the box here. We listen well and we are clear about our vision for education; a blend of student agency and digital technology for delivery. Here the talent drives the technology. We have created a culture of shared ownership, in partnership with our schools, where we embrace challenge as teams and ensure our core moral purpose is at the heart of all we do. Our Spirit of Purpose is at the heart of all we do.

If you deliver exceptional educational outcomes for the children and young people in your care, have the inner determination to secure success for all and relish the chance to create with us, we would be delighted to hear from you.

Please look through our detailed pack and if this sounds like the role you have been waiting for, and you are ready to unlock your own potential as well as the potential of others, we look forward to hearing from you, meeting you and receiving your application.

Sharon Bruton
CEO

UNLOCKING POTENTIAL

QUEST has a clear and compelling vision for the future of education.

As an Academy sponsor, QUEST has a strong track record for making a long-lasting positive impact within the local communities it serves. Our ambition is to deliver education differently, making a positive impact on the life prospects of the pupils and communities we serve. The Trust is a collaborative family of schools. It enables us to build community, hope, dignity, and wisdom for all.
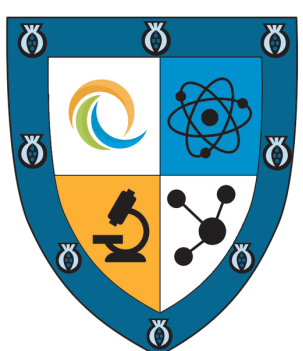
Our schools are all about passion, determination, and enthusiasm. We see challenges as opportunities and have an unshakeable belief in the right of children and young people to access high-quality education.

As *Century Flagship Schools*, our digital strategy and technological approach to learning is embedded within our curriculum. We harness the personalised support of an Artificial Intelligence learning platform and digital devices on a 1:1 basis for all aged 7 and above. We all lead learning in our Trust and all staff are Apple Teachers.

The curriculum is complemented by our coaching approach to develop student agency which promotes life skills of mental toughness, critical thinking, and communication. As *Pearson National Award Winners for Digital Innovation 2019*, we are proud to be leading the way by creating and shaping the next phase of education.

Together we will ensure they thrive.

Together we are stronger.

WHY WORK FOR US?

Our staff members are committed, patient, resilient, reliable, and reflective.
Our staff deliver high-quality teaching, hold their colleagues in high regard and display the highest level of professionalism. With honesty and care, our staff will leave no stone unturned in the pursuit of excellence. They are scrupulously honest and act with integrity, deal with students, parents, and staff with respect, demonstrate passion and pride, are prepared, punctual and polite, and make everyday matter and every student count. If you are as extraordinary and have the same skill set, we want to hear from you.

We're passionate and committed to the development and education of our students.
Our children and young people are fearless, ambitious, positive, aware, compassionate, inquisitive, and use their mistakes to grow. They feel safe, have the confidence to explore and share their ideas and take ownership of their learning.

Our pupils and students think of others before themselves and treat their peers with respect and honour. They take pride in their work and want to affect change within the world around them. With resilience and collaboration, our pupils and students will tread the steps to success and become lifelong learners. They value every lesson and every day, respect themselves, each other, and their communities, are polite, prepared, and demonstrate a sense of pride.

How we will meet the demand and ensure high-quality teaching and learning
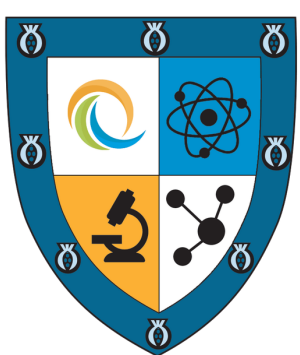Our curriculum is designed to lead the way in a new era of learning. We are a teaching school for Century Tech, a cutting-edge *Artificial Intelligence Learning Platform*. Our experience tells us that our pupils and students are able to close their knowledge gaps faster and more consistently through using this diagnostic learning platform, whilst being supported to overcome challenges and develop critical thinking with our blended approach of coaching support. This is what we all require in life, not simply learning, and our children and young people need to have this inner resilience to support their learning and life chances. At QUEST, we will provide this bespoke support.

At QUEST, learning will embrace creative and innovative approaches that engage pupils and students, utilising modern technology and virtualisation to maintain pace and interest. We work 1:1 with students, using iPads and as an Apple School, our teachers strive to make the most of your time, skills, and expertise. Our Trust's digital strategy, *recognised by Pearson as Silver Award Winners for Digital Innovator of the Year*, is evidence of our commitment to excellence for all. This approach, outlined below, is partnered with our life skills curriculum and approach to student agency within all schools in QUEST.

This blend of approaches to learning provides our children and young people and staff with a readiness for the professionalism of the workplace, a way of establishing learning habits for life, and the security of self-motivation and mental toughness to enable all to thrive.

Working for us, we want you to embody the essence of success, in its many guises and look forward to your talents and expertise being added to the collective group for the benefit of all.

QUEST's Digital Strategy creates pathways for learners and maximises staff time to give quality learning feedback.

TRUST DIGITAL STRATEGY SUMMARY

PHASE 1

COMMUNICATION → INTERNAL

EXTERNAL

PHASE 2

ENABLE EFFECTIVE AND EFFICIENT OPERATIONAL SYSTEMS

PHASE 3

MINIMISED AND EFFICIENT WORKLOAD - FOR TIME, PLANNING, ASSESSMENT & SHARED RESOURCES

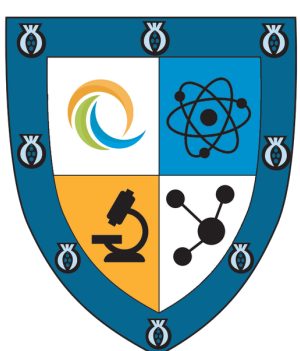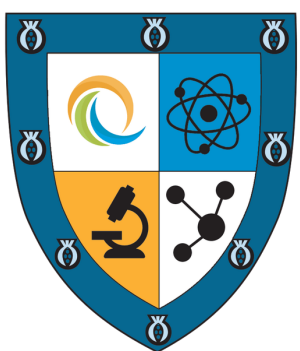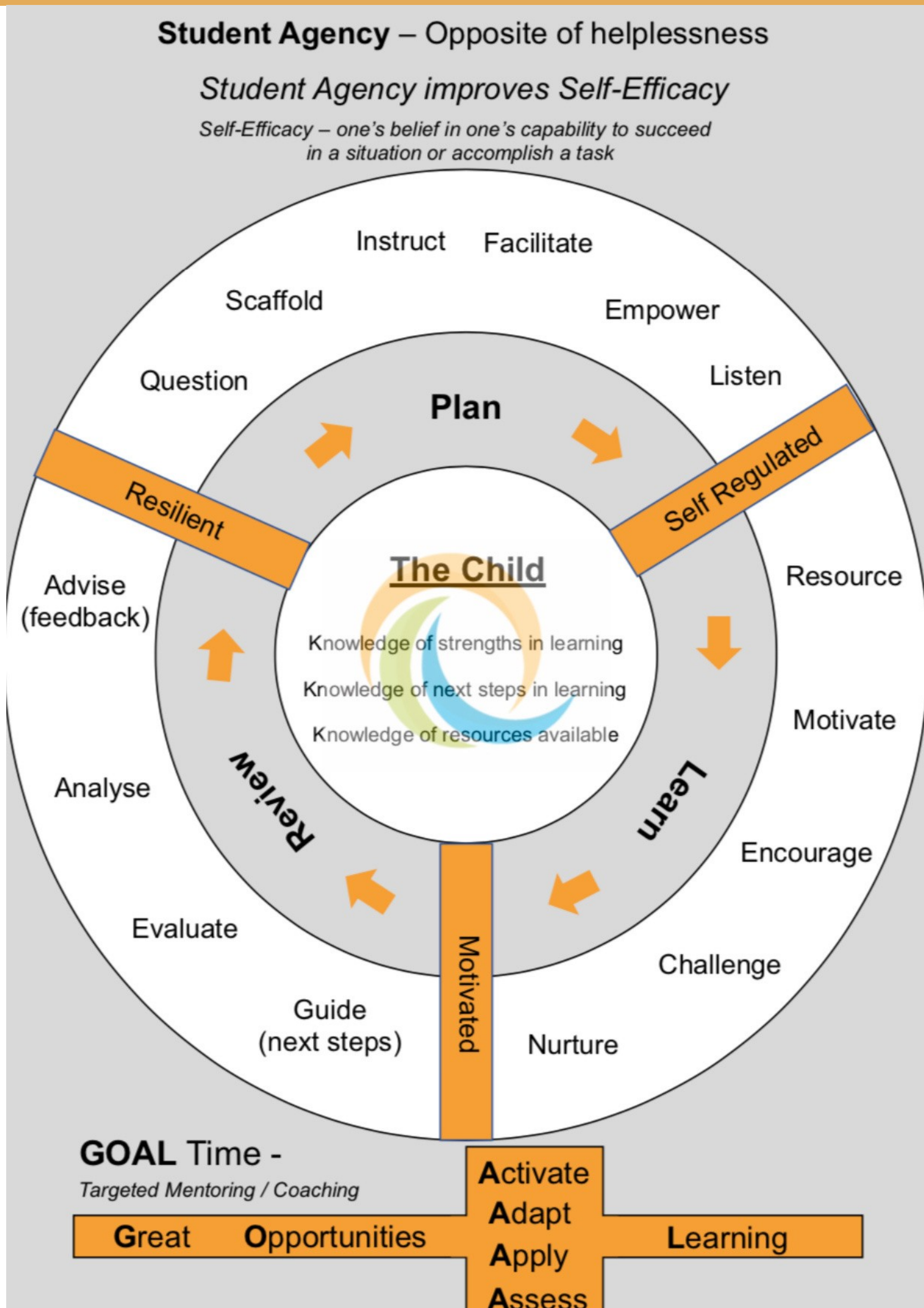**PHASE 4**

QUALITY TEACHING AND LEARNING

CULTURE OF COACHING & STUDENT AGENCY

PHASE 5

CREATE FLEXIBLE, NUANCED AND ADAPTABLE EDUCATION FOR THE FUTURE

STUDENT AGENCY - SELF EFFICACY BREAKDOWN

Student Agency – Opposite of helplessness

Student Agency improves Self-Efficacy

Self-Efficacy – one's belief in one's capability to succeed in a situation or accomplish a task

Instruct   Facilitate

Scaffold   Empower

Question   Listen

Plan

Resilient   Self Regulated

The Child

Knowledge of strengths in learning

Knowledge of next steps in learning

Knowledge of resources available

Advise (feedback)   Resource

Analyse   Motivate

Review   **Learn**

Evaluate   Encourage

Challenge

Guide (next steps)   Motivated   Nurture

GOAL Time -
Targeted Mentoring / Coaching

Activate
Adapt
Apply
Assess

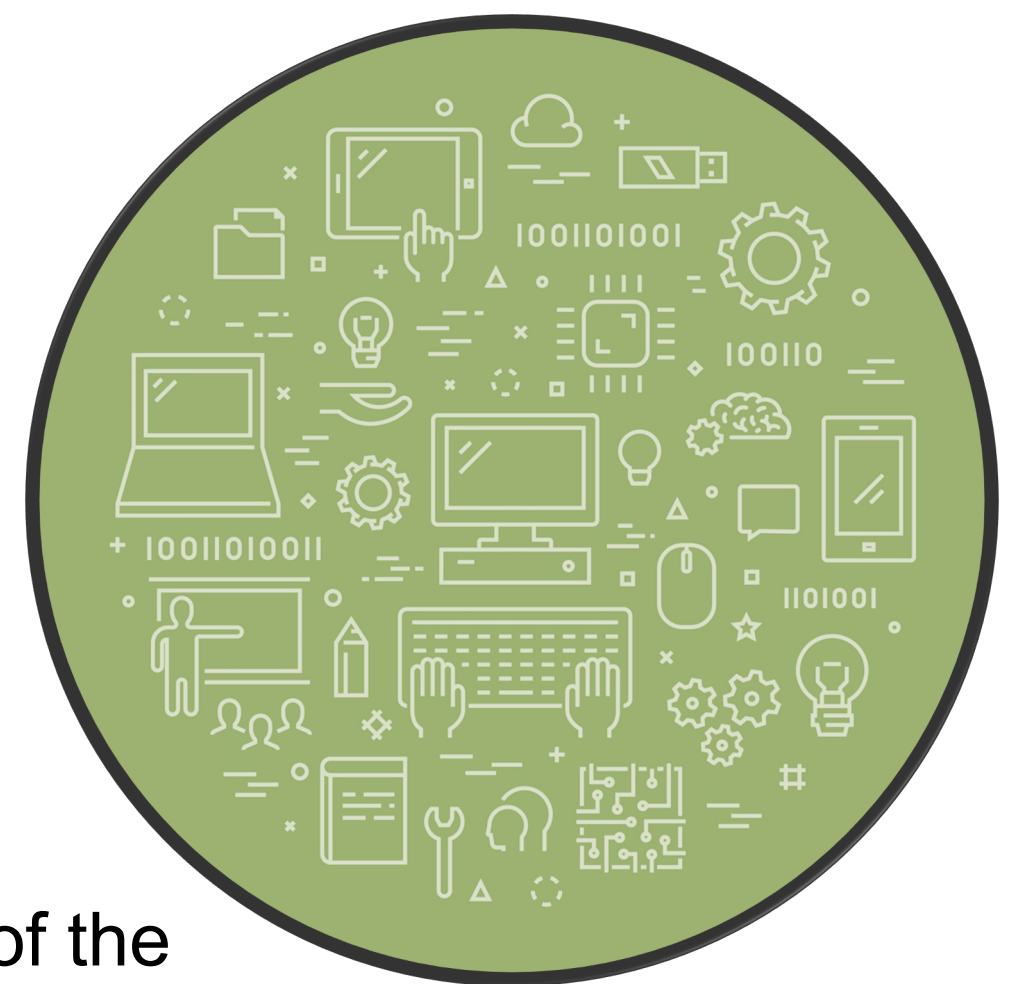**Great   Opportunities   Learning**

OUR CURRICULUM

Utilising our cutting-edge facilities, we use creative approaches to teaching and learning and will focus on personal development, functional skills and competencies linking different curriculum areas, progression and enrichment opportunities, and an emphasis on applied learning. We believe the focus on applied learning encourages crucial developmental aspects specific to the needs of learners.

We **ACTIVATE** students learning through:
- A broad and balanced curriculum
- A focus on health sciences and engineering and STEM
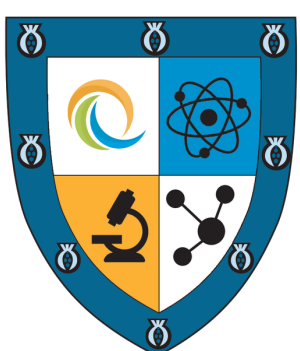- A focus on personalised learning and the use of digital strategies

We **BREAKTHROUGH** the traditional curriculum boundaries by:
- Pushing subject knowledge beyond the confines of the national curriculum framework
- Engaging in project-based learning
- Embracing a STEM focus
- Using coaching to develop students into owners of their learning journey

We **CULTIVATE** our students for their future beyond UCS by:
- Developing strong Global citizenship
- Working in, and with, the local community
- Working with local employers
- Engaging in meaningful work experience placements and project-based learning
- A programme of enrichment activities enhancing cultural capital for all

OUR PRIMARY SCHOOLS

Our primary schools are keen to offer their pupils a broad and balanced curriculum. *Mathematics* and *English* are taught each day tailored to our children. Other areas of the curriculum are taught through a cross-curricular and key skills approach. Some subjects are also taught as discreet subjects.

The children at schools within QUEST experience a curriculum that inspires, engages, and provides opportunities for children to lead their own learning. The implementation of our DREAM curriculum ensures progression in the delivery of knowledge and skills, to enable our learners to succeed as "Global Citizens".

Depth of knowledge and understanding is facilitated through
Research
Enquiry and
Analysis to ensure
Mastery of skills

SSAT
EDUCATIONAL
OUTCOMES
AWARDS 2019

In addition to the statutory curriculum, our schools also strive to give children the chance to gain various experiences. Educational visits and visitors into school are planned as a means of enriching the curriculum.
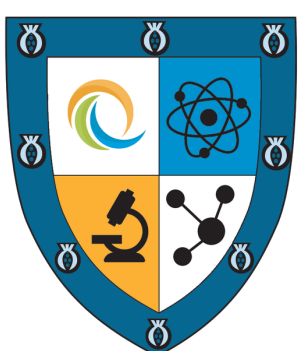
UNIVERSITY COLLEGIATE SCHOOL

Located within the University of Bolton campus, UCS has an outstanding £10 million facility for 11-to 19-year-olds which includes specialist laboratories for Engineering, Optometry, Clinical Dentistry, Pharmaceutical Consulting, Medical Simulation, Robotics, Electronics, and 3D Printing. Our facilities uniquely inspire and motivate our students to succeed in their studies and propel their careers forward.

Our staff are subject specialists who employ a wide range of teaching and learning strategies. Our digital platform embedded in delivery to provide the best possible learning opportunities for our students.

As specialist schools and an *Academy Trust Educational Outcomes Award Winning* School, we have continued our success with 100% of our students securing their next steps in education. Our 11-19 school expanded in 2020, and this school continues to deliver education differently. We are proud to be sponsored by the University of Bolton, located on their knowledge campus and supported by our trusted industry and health sector partners.

Our Trust schools now provide a cradle to career learning pathway from 0-19.

University
of Bolton

QUEST CORE VALUES

Pride *in who we are and in everything we do*

Understanding *our direction, vision & expectations*

Respect *for all*

Positivity *and Professionalism always*

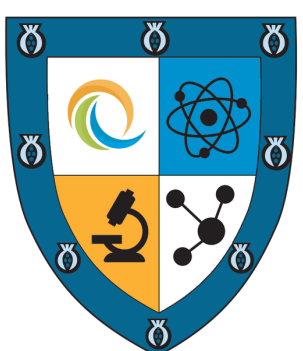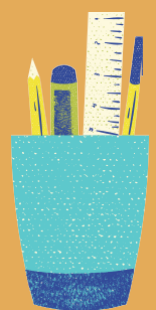**Opportunity** *to succeed*

Support *to reach our potential*

Excellence *& Equality*

S – staff at all levels
P – purpose creators
I – inspirational
R – representative
I – innovative ideas
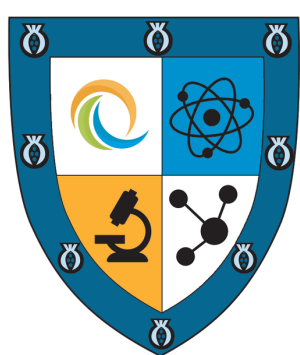**T** – to infinity and beyond

QUEST CAREER INCENTIVES

20 Great Reasons to work for us…………….

1. Great pupils and students, you will never forget.
2. Our schools are all about passion, determination, and enthusiasm and we live these words - it's how we show up at work.
3. Our motto, 'Unlocking Potential', reflects how we see challenges as opportunities and have an unshakeable belief in the right of children to a high-quality education.
4. A coaching culture of high rapport, high challenge, and high support to enable you to work at the top of your game.
5. Stunning staff motivated to succeed.
6. A staff voice across the Trust that is actually listened to and shapes our evolution – our Spirit Group.
7. Inspirational Leadership and great teamwork at all levels.
8. Senior Leaders you can trust, who have integrity and moral purpose, are human, and walk the talk.
9. Amazing exam results with a 'whole education' genuinely valued.
10. Be the best through our Spirit of Purpose programme including an outstanding induction year for newly qualified and experienced teachers.
11. Access to the Employee Assistance Programme for you and your family's wellbeing.
12. Participation in the Childcare Voucher Scheme, free of tax and NI.
13. Investment in staff training e.g. subsidised MA qualification options.
14. An internal market for promotion within the growing group of QUEST Academies or as a funded 'Change Champions'.
15. A uniquely collaborative approach across the Trust serving the needs of our communities.
16. Termly staff newsletter celebrating successes and achievements and responding to your questions.
17. Credit Union savings scheme.
18. A newly structured working pattern with a two-week break in October.
19. Welcoming people, positive teams, and working environments – 'A Balance for Excellence'.
20. Do education differently.

- The chance to become part of a family of schools within the Trust and connect over a set of values we all share.
- Support for your professional development and the opportunity to continue to develop your skills in a well-resourced environment.
- A real opportunity to work and support colleagues across the whole of the Trust.
- Excellent relationships and loyalty with pupils, parents, and carers, and the wider community.
- Recognition of the importance of work-life balance. Your emotional well-being is important to us and is set alongside an expectation that the achievement of our pupils is paramount. We strive to balance life and work and create the best possible environment for performance and job satisfaction.

WHAT OUR STAFF SAY...

"You are encouraged to be the best you can be and the Spirit of Purpose supports this. There are lots of opportunities for collaborative working"

"Great support network for staff to collaborate and share expertise. There is always plenty of people to offer advice and support at all levels."

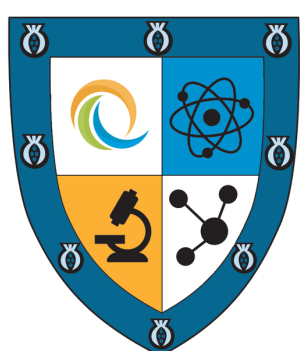"Staff care deeply deeply about the children and want to do their very best for them."

"At QUEST there is acceptance of everyone as an individual."

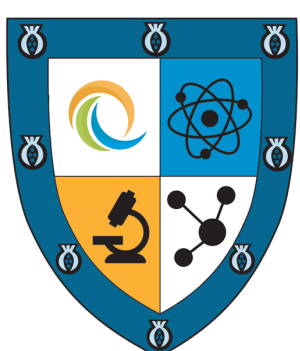
Safeguarding at QUEST

The Board of Directors of QUEST is committed to safeguarding and promoting the welfare of all children and young people

- The policies and procedures adopted by the Board of Directors/Local Governing Committees are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter- agency meetings and contributing to the assessment of children.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed 'whistle blowing' practices.
- Children and young people are educated about the benefits, risks, and responsibilities

YOUR CAREER JOURNEY

Teaching Staff Development
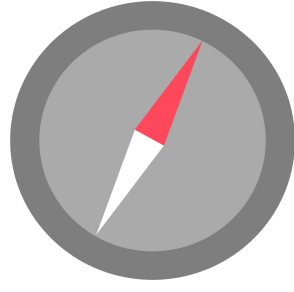
UPS3 Teacher

- { SLE programme }
- { Personal Development Programmes }
- { Whole Education Middle Leadership Programme (three days) }
- { Whole Education Action Research / Interest Groups / Webinars }
- { Level 2 Leadership Award with an external consultant }
- { External courses / Internal joint practice development }
- { Intermediate Coaching and Mentoring }
- { National research programmes and working groups }
- { Keys Federation Aspiring Leader Projects }
- { Intro to the Leadership Development Programme with an external consultant }
- { Building Resilience }
- { Keys Federation Masterclasses }
- { Outstanding Teacher Programme 2 }

UPS1 Teacher

- { External courses / Internal joint practice development }
- { Building Resilience }
- { Personal Development Programmes }
- { Introduction to Emotional Intelligence, BLP and coaching – next steps }
- { Outstanding Teacher Programme }
- { UPS Development Programme with an external consultant }
- { Keys Federation Training including Safeguarding and presentation skills }

Mainscale Teacher

- { Personal Development Programmes }
- { External courses / Internal joint practice development }
- { Improving Teacher Programme }
- { Building Resilience }
- { Keys Federation Masterclasses }
- { Introduction to Basic Coaching }
- { Keys Federation Training including Safeguarding and presentation skills }
- { RQT Development Programme }

Recently Qualified Teacher

- { Building Resilience }
- { Personal Development Programmes }
- { External courses / Internal joint practice development }
- { Keys Federation Masterclasses }
- { Keys Federation Training including Safeguarding }
- { NQT Development Programme }
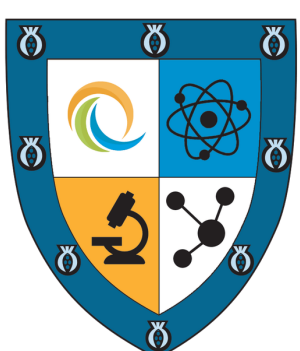
NQT

OUR REGION

WIGAN

- Wigan allows easy access to the major towns and cities with Wigan Wallgate and Wigan North Western Rail stations offering local and national links from the town centre.
- With Manchester International and Liverpool John Lennon Airports within a 40-minute commute, the world is at your doorstep.
- Steeped in mining and Industrial history the bustling Lancashire town of Wigan has lots to offer everyone. Wigan continues to flourish with the Grand Arcade Shopping Centre based in the town centre, which is home to a wide range of high street retailers. Robin Park Retail is based just outside the town centre and hosts a number of retailers, restaurants, cafes and entertainment facilities including a cinema.
- Robin Park Leisure Centre and Arena in Wigan has one of the very best athletics facilities in Great Britain. The arena has a stand for spectators which also houses an indoor track, long jump pit, pole vault area, throws area and weights room. The Leisure Club offers a wide range of sporting facilities, including a high-tech gym, tennis courts, sports hall, gymnastic facilities, coaching sessions and classes for both children and adults.
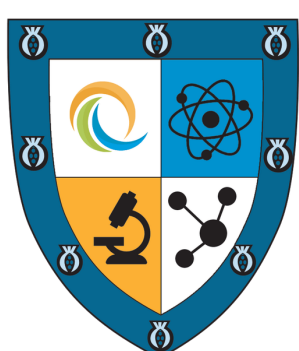
BOLTON

- Bolton has great connections with the M65, M61, M60 and major roads including the A58 and A666, commuting by car couldn't be easier. You can be in Manchester city centre in around 30 minutes. Preston, Blackburn and Wigan are all within a 30-minute drive whilst Bury is only 20 minutes away.
- Bolton town centre offers a fantastic mix of shopping with independent retailers and high street names sitting side by side with Bolton's fantastic indoor and outdoor markets with over 200 stalls. Crompton Place shopping centre and Market Place shopping centres are also nearby. Slightly further afield, Middlebrook retail park offers fantastic leisure facilities including a bowling alley, 12 screen cinema, cafes and restaurants as well as high street name brands.
- For sporting enthusiasts, Middlebrook boasts a sports complex catering to a variety of sports. It is an international high-performance centre for tennis that offers coaching for both children and adults as well as boasting a gym, fitness classes and clubs for gymnastics, badminton, athletics, cycling and running. Middlebrook is also home to our University Sponsor's football stadium, the home of Bolton Wanderers Football Club.

PARTNERSHIP & COLLABORATION

Our continued development creates an opportunity for QUEST to work with, and alongside some strong and well-established partners…

JOB ADVERT – COMPUTER SCIENCE TEACHER

Pay Scale: Main Scale to UPS (subject to experience and proven track record)
Full Year, Permanent Contract
Start Date: September 2021

We require an ambitious, dedicated and successful **Computer Science Teacher** to join our award-winning Trust based in the North West.

Here we all lead to secure the best **Learning, Innovation and Opportunity**, and we seek those who have determination for success, a thirst for continued learning and a drive to be relentlessly ambitious for the students and communities they serve. Here we make a difference and transform lives.

Here we Unlock Potential.

With four Primary schools in Wigan and the UCS in Bolton we are enhancing young lives across the North West. We focus on unlocking potential and giving every student a real chance to succeed.

As Pearson's National Silver Award winner for **Digital Innovator of the Year,** the Trust will be expanding its digital delivery of learning in our new school. Here you will be joining a team who are also award winners: **SSATs Educational Outcomes Award.** A blend of excellence and experience to enable you to be the best you can be.

Do you want to make a difference, teaching future analysts, developers and engineers?
Do you want to work in modern, top class facilities?
Do you want the support, guidance and continued professional development to help you achieve your career aspirations?

If you deliver exceptional education for the children and young people in your care, have the inner determination to secure success for all, work with digital confidence and relish the chance to create our new 11-19 school with us, we would be delighted to hear from you.
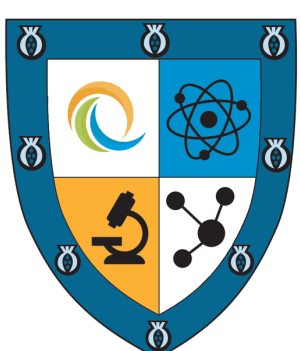
The Role

We are looking to appoint an inspirational and dedicated Teacher with experience of delivering Computer Science qualifications who is committed to ensuring the best progress, outcomes and student engagement in our thriving school.
This is an amazing opportunity to join a hardworking, experienced and successful team who are passionate about making sure that all students unlock their potential and develop a love of computer science.

We are looking for an educational professional who will support our students. You will drive learning delivery through our digital strategy and student agency. You will be a role model to all and be committed to work related project-based learning as well as enhancing the cultural capital of our students.

The successful candidate will benefit from being part of a Trust committed to Learning, Innovation and Opportunity for all, a school with exceptional facilities and resources and a team of experienced colleagues and technician.

This is a unique time and opportunity where you can be a part of shaping the future of our new school, with STEM at the heart of its curriculum delivery.

Join US and **Unlock your Potential**
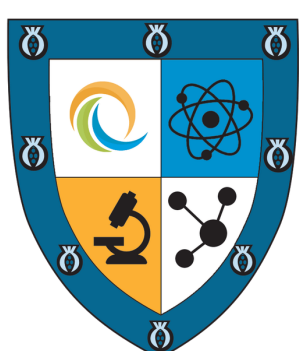
As a member of QUEST you can expect:

- A supportive environment allowing you to progress and develop as an expert teacher
- Excellent CPD opportunities and guidance through our Spirit of Purpose Programme
- Students who are enthusiastic and keen to learn in a positive environment
- The opportunity to work within a team of highly supportive and creative colleagues
- A Trust committed to doing the best for each and every one of its students
- A Trust committed to a digital strategy and life skills curriculum which provides a balance for all
- Up-to-date facilities, located at the heart of the knowledge campus
- Creative and innovative approaches that engage students, develop agency and harness digital technology
- To be shaping the next phase of education for the future
- A balance for excellence for all

- *The Trust expects*:
- a UK teaching qualification such as PGCE/PGDE, SCITT, BEd or MEd with Qualified Teacher Status (QTS)
- a relevant Degree or a related subject
- experience of delivering Computer Science, pushing and engaging learners to progress within the subject
- A teacher willing to become an Apple Teacher in our digitally innovative Trust
- A personal commitment to being the best you can be.

The Trust wants to hear from ambitious teachers with new ideas!

There are plenty of progression opportunities through our Spirit of Purpose!

Why not join us on our exciting new journey?
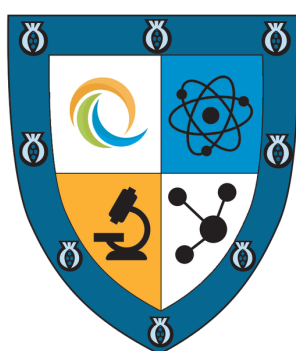
JOB DESCRIPTION – COMPUTER SCIENCE TEACHER

QUEST is a value-led organisation comprising of Christian, and community Primary Schools, and the University Collegiate School (with Secondary and Sixth Form.)
All staff are expected to support the Trust's ethos and our 'Spirit of Purpose'.

Job Description	**Computer Science Teacher**
Responsible To	Principal
Job Purpose	Under the direction of the Chief Executive Officer, Director of Education and Principals, carry out the professional duties as set out in the current School Teachers' Pay and Conditions Document and in line with the approved career stage expectations.
	The post holder will work closely with the Principal, Senior Leaders and the Science team to provide professional subject leadership and management for Computer Science across the School and Sixth Form College. You will deliver high quality teaching, effectively using the up-to-date facilities and innovative approaches and aiming to raise standards of learning and achievement for all students. As an experienced teacher, you will provide a role model to all.
	You will teach in accordance with the ethos, organisation and policies of the QUEST as a fully committed member of the Trust teaching team and as detailed in the specific duties below.
	As an employee within Trust, staff may be required to work at any school within the group where their specialism can add value.
DBS Disclosure Level	Enhanced

Professional Responsibilities

School Ethos
Work with colleagues in creating, inspiring and promoting excellence at all levels.

Uphold the culture and ethos of the Trust, ensuring school environments for teaching and learning that empower both staff and children to achieve their highest potential and be their best selves.

Attend and participate in events intrinsic to the daily life of the schools and Trust, celebrating success at every opportunity.

Actively support the Trust's policies relating to equality and diversity, inclusion and safeguarding, health and well-being, confidentiality and social networking.

Promote the ethos of the Trust and celebrate their success at every opportunity.
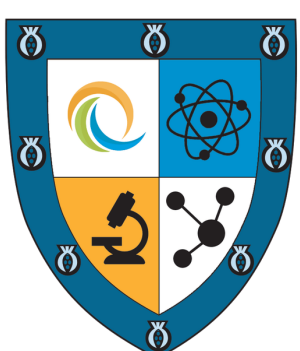
Sign and uphold the Trust Code of Conduct.

Strategic Direction and Development of Computer Science

- Work with colleagues to develop and implement policies and practices for Computer Science which reflect the Trust's commitment to high achievement, whereby students are inspired to reach their potential and staff aspire to continuously develop and raise standards, setting stretching targets for students and staff
- Working closely with the Principal and the team to establish a clear, shared understanding across the Department of the importance of high-quality teaching of Computer Science that engages students and enables them to aspire to and achieve stretching goals
- Work with the team to develop and embed a Computer Science curriculum that challenges all and prepares learners for their next steps.
- Analyse data, ensuring effective progressive plans are in place for individual and group of students
- Plan, produce and evaluate resources and departmental documentation for all Key Stages
- Ensure data analysis results in effective action plans that are well communicated and understood, monitored and evaluated, resulting in appropriate outcomes.

Teaching and Learning

- Ensure curriculum coverage, continuity and progression in the subject for all students, including those of high ability and those with special educational or linguistic needs
- Ensure teaching and learning in Computer Science is of a consistently high standard and that best practice is shared across the department
- Work as a skilled Apple Teacher to enhance digital delivery of learning
- Develop and implement appropriate teaching and learning methods to meet the needs of the subject and of different students, including the allocation of students to teaching groups
- Ensure effective development of students' literacy, numeracy and information technology skills using our up-to-date facilities
- Use clear policies and practices for assessing, recording and reporting on student achievement at an individual and group level, utilising this information to recognise achievement and to assist students in setting stretching targets
- Ensure that information about students' achievements in previous classes and schools is used effectively to secure good progress in the subject
- Provide students with clear direction, expectations, guidance and support, constructive feedback and targets in relation to standards of student achievement and the quality of teaching; establish clear targets for student achievement, and evaluate progress and achievement in the subject by all students, including those with special educational and linguistic needs;
- Ensure effective development of students' individual and collaborative study skills necessary for them to become increasingly independent in their work and to complete tasks independently when out of school
- Enable students to become independent learners who challenge themselves to enhance their Computer Science skills beyond the curriculum and the classroom
- Establish a partnership with parents and carers to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets
- Develop effective links with the local community, including business and industry, in order to extend the subject curriculum, enhance teaching and to develop students' wider understanding.

Form Tutor Responsibilities

- Complete the register accurately
- Monitor attendance and punctuality, including follow-up
- Monitor standards of dress and personal appearance and address any issues as they arise
- Escort groups to assembly and (normally) attend assembly
- Responsible for the co-ordination reports and other records
- Respond to disciplinary problems as required, referring serious misconduct to the Head of Key Stage as appropriate
- Share information from the Head of Key Stage to the tutor group in a prompt manner
- Encourage inter-form competitions and the participation of the tutor group in other school activities
- Be available to meet parents as appropriate
- Curriculum issues
  - activities supporting learning in tutor periods
  - knowledge of the tutorial programme
  - knowledge of the SEN students and their targets
  - target group members in your tutor group
- Be an effective coach and mentor to the students, enabling them to develop their life skills and succeed in all that they do within the school.

Professional conduct

Meets all standards as stipulated in Teachers professional standards.

Other responsibilities

Contribute to the wider life of the Trust, its schools, and its community through any out of hours and in partnership work.

Demonstrate commitment to safeguarding and promoting the welfare of children, young people, and vulnerable adults.

General

The job description encompasses the above statements and is not necessarily a comprehensive definition. The post holder should be willing to undertake any other tasks that Senior Staff might reasonably require.

QUEST is committed to safeguarding and promoting the welfare of children and young people. Clearance from the Disclosure and Barring Service is required prior to appointment.

NAME ....

SIGNED ....

DATE ....

JOB DESCRIPTION AND SPECIFICATION
COMPUTER SCIENCE TEACHER

Qualifications
Essential:
- Honours degree
- Qualified teacher status
- Willingness to continue to learn and develop
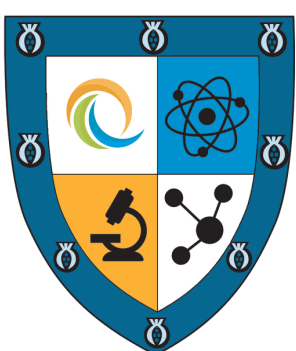- Commitment to digital delivery of learning

Desirable
- Leadership qualification(s)
- Management Qualifications
- Membership of appropriate professional bodies
- Able to teach Business Studies

Knowledge and Understanding
- Knowledge of school improvement and effectiveness strategies including processes for monitoring and evaluation of performance at a student and team level and strategies for raising standards.
- A good knowledge and understanding of multiple programming languages, and 'pseudocode' to support delivery of computing from KS3 to 5
- Processes and systems for quality assurance
- An understanding of the principles associated with managing and leading others
- Project planning and change management
- Knowledge of current and potential future developments in relation to the national and local education scene

Skills
- Confident and competent in the use of IT
- Be committed to continuing professional learning as part of the Apple Teacher Programme.
- High level of communication skill, both written and oral, enabling the post holder to actively listen to and engage with others, overcoming barriers to understanding, dealing effectively with contentious and/or sensitive issues, dealing with difficult conversations with empathy and sensitivity, whilst asserting as appropriate
- High level of research skill; translating national and local changes into appropriate pathways and approaches, ensuring other stakeholders are involved and knowledge is shared
- Horizon scanning to enable a strategic view to be taken of potential future changes
- Ability to work independently within a team, focusing on achievement at an individual and a departmental level
- Emotional Intelligence to ensure staff and students perform at their best and thrive.

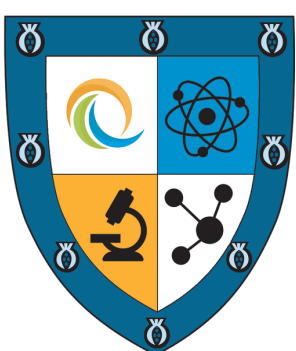# JOB DESCRIPTION AND SPECIFICATION COMPUTER SCIENCE TEACHER

Experience
- Proven track record as a successful teacher
- Outstanding teaching and learning practitioner
- Experience of coaching and mentoring
- Experience of change management

Competencies and Personal Qualities
- Leading and supervising (e.g. provides others with a clear direction; sets appropriate standards of behaviour that align to the vision and values and models these behaviours; motivates and empowers others; encourages innovation and agrees challenging goals)
- Believes in the limitless potential of people and
- Strives for distinction and high achievement in everything they do;
- Aspires to consistently perform at their best and inspires others to always do so
- Copes with pressure and setbacks (e.g. works productively in a pressurised environment; keeps emotions under control during difficult situations; maintains a positive outlook at work; is mindful of the levels of resilience within the team and manages and works to enhance those levels)
- Influencer (e.g. makes a strong positive personal impression on others; gains clear agreement and commitment from others; uses evidence and articulates a strong business case aligned to the school's vision and values)
- Clarity for personal work goals and objectives (e.g. accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when it is necessary; seeks to set and achieve stretching goals; aspires to greater levels of performance and attainment for students, staff and self)
- Emotional intelligence
- Flexible and adaptable
- Mindful of achieving a balance for excellence for all
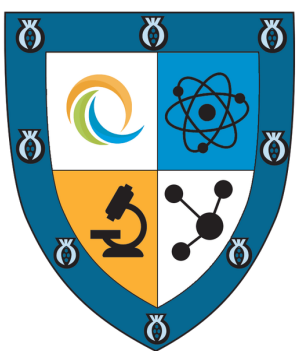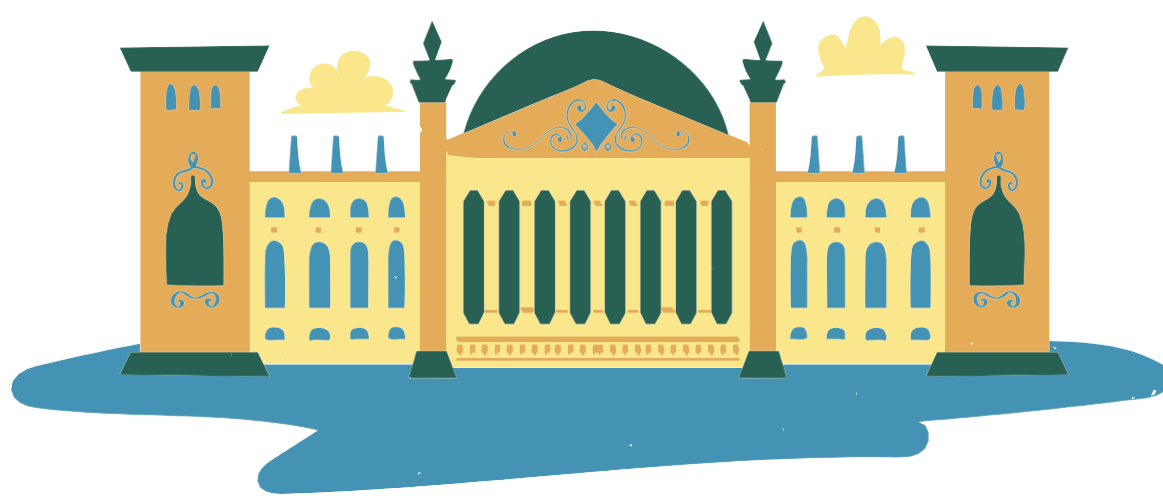- Able to rigorously implement an idea to a sustainable conclusion

JOB DESCRIPTION AND SPECIFICATION COMPUTER SCIENCE TEACHER

Performance Management and Professional Development

- Embrace and actively take part in the 'Spirit of Purpose', fulfilling obligations to maintain and continue professional development in line with the QUEST expectations.
- To commit to the specified number of hours of professional development each year and have drive and passion to evolve and improve as a committed staff member.
- Take a shared responsibility for your own continuing professional development by participating in a range of appropriate professional development opportunities.
- To show your passion for lifelong learning as the lead learner in your team
- Be an advocate for excellence and embrace positive change
- Disseminate information from professional development activities undertaken and ensure colleagues receive feedback from monitoring and evaluation activities.
- Actively engage with the annual performance management review process, in accordance with the Trust's policy and national guidance.
- Use the Trust's digital approach to capture and share your expertise and that of your team, for the benefit of your subject across all the Trust's schools.
- To be passionate, committed to improve your own abilities and those of others you interact with, either student or staff.
- Be the embodiment of our values in action and stay true to our core moral purpose, to unlock the potential of all.

This post is permanent and subject to Enhanced Disclosure Procedures.

All visits will be arranged in accordance with *COVID Health and Safety guidelines*

The Board of Directors of QUEST is committed to safeguarding and promoting the welfare of all children.

Application packs and further details are available from the QUEST website at www.QUESTrust.org.uk or by contacting:

MRS. T. HEWITT,
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682 ATHERTON ROAD, HINDLEY GREEN, WIGAN, WN2 4SQ

07881363436   **t.hewitt@questrust.org.uk**