



Framwellgate School Durham

Science Technician

Candidate Information Pack

**Salary – Grade FSD4 points 5-6 £21,575 - £21,968 FTE
(pro-rata to term time plus 2 weeks £19,582 - £19,939)
37 hours per week**

Start Date – September 2023



FRAMWELLGATE SCHOOL DURHAM SCIENCE TECHNICIAN

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We wish to appoint a highly motivated science technician to make a real impact in this rapidly improving school. Over the last five years we have assembled an excellent group of leaders, teachers and support staff who have had a significant impact on the quality of outcomes at the school. With an aspirational culture, and a commitment to evidence informed teaching, we want to achieve more. We were judged "Good" in all areas in our last Ofsted inspection (July 2021) and student outcomes are strong. Our 6th form outcomes are amongst the best in the region. We have made significant improvements to our curriculum, teaching, and professional development programme and we are committed to reducing staff workload.

Framwellgate School Durham is an 11-18 non-selective secondary school and Single Academy Trust. The school roll has increased by 35% over the last five years, and we now have more than 1300 students who attend the school. The successful candidate will possess expertise alongside energy and enthusiasm. A willingness to learn, train and develop are all essential. We can offer you an environment where student behaviour is excellent, prior attainment levels are amongst the highest in the North-East, and our students and staff are a pleasure to work with. Framwellgate School Durham has been selected to be part of the latest phase in the Schools Rebuilding Programme and we envisage a fantastic new school building to be ready for September 2025.

As a science technician you will provide support to the science department by co-ordinating the use of practical resources and providing advice in meeting the practical needs of the department, as well as providing in-class support to teaching staff and students, ensuring the maintenance of a healthy and safe working environment and several other duties outlined in the job description.

Key Dates

The closing date for applications is **Monday 3 July 2023 at 9.00am**

Interviews are scheduled to take place shortly afterwards.

Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS and barred list clearance will be required for this post, together with completion of a pre-employment health questionnaire.

**The Excel Academy Partnership
at Framwellgate School Durham
Newton Drive
Durham
DH1 5BQ
Tel: (0191) 3866628
Email: Thompson.f@framdurham.com**

Letter of Welcome from Andy Byers, Headteacher

Dear Applicant



Dear Applicant

I am delighted that you are interested in this post. Framwellgate School Durham (FSD) is a fantastic school, with excellent leadership, teaching, and support for our students. The potential is here to make the school truly outstanding. Student behaviour is excellent, and we put a great deal of emphasis on ensuring that staff can work in an environment where students want to learn. The strength of the school has always been its caring ethos and strong community links, and these remain. By introducing new systems to manage behaviour, rewards, assessment, marking, and teaching, and with a vibrant curriculum and an ethos which focuses on academic excellence, respect, and kindness, we have made huge strides in transforming the school over the last few years. Our Ofsted inspection in July 2021 recognised this positive change as we were awarded Good across all categories.

The key to our success is our commitment to a professional development programme for teachers which includes fortnightly training on cognitive science and evidence informed approaches to teaching, a significant amount of time planning with department colleagues, and 5 additional days dedicated to training and professional development each year.

I am looking for staff who are passionate about what they do, have excellent knowledge about the area in which they work, and are reflective practitioners, to help us to continue to improve outcomes. I think this is an incredible opportunity and hope you will too; you must be able to work in effective teams and demonstrate resilience, humour, and enthusiasm. You must never settle for second best. I will guarantee you our time and support and a fabulous place to come to work every day.

In your application, please focus on what makes you an effective science technician. Let me know what you have learnt and enjoyed. Make me feel like I am reading about you; try not write a generic letter which ticks the boxes but doesn't tell me about your values or what you are like as a science technician or colleague.

We have changed so much over the last five years but developing staff in a supportive environment is at the heart of what we do. Finally, one of you reading this will become a science technician in a fantastic school next September. You'll love it. Good luck with your application.

Yours faithfully,

Andy Byers

Headteacher

About the school

Framwellgate School Durham (FSD) is an 11-18 school which was granted academy status in 2011. There are over 1300 students on roll including 180 in the Sixth Form. Our roll has grown by 35% in recent years and is projected to increase further still as the sixth form grows. The school serves the population to the north of Durham city, primarily from the Newton Hall estate, but we attract students from a wide surrounding area and over 20 feeder primary schools. We are a high achieving 11-18 academy with a strong track record in both provision and outcomes. We are fully committed to the students in our care, and work to ensure that both the pastoral provision and quality of teaching is the very best.

Aims and ethos

Framwellgate School Durham is an inclusive comprehensive school with high expectations of both our staff and students alike. In the Spring of 2018 we consulted students, staff and parents, and re-evaluated our ethos; the result of this exercise was an ethos statement (below) which emphasises compassion and kindness and places the well-being and happiness of our students alongside academic achievement. A new school uniform was introduced in September 2018 and students wear this with pride.

Excellence, Compassion and Respect for All

Our school promotes academic excellence and embraces the shared values of honesty, integrity, respect and compassion. We want our students to be ambitious, kind, resilient and hardworking, and have a genuine passion for learning. We want them to change the world with the knowledge, skills and confidence they have learned here; to champion fairness, have friendships for life, and pride in our school. Above all, we want our students to be happy.

The curriculum

We are committed to providing a knowledge rich curriculum which responds to the needs of the individual student, whilst ensuring access for all to a broad and balanced range of educational experiences. For many students, this means learning with us from 11 to 18. We view this as a continuous, coherent journey and see one of the most important functions of learning, during any key stage, as being to prepare students for the next one. Our curriculum is carefully planned and sequenced and taught by subject specialists.

We recognise that whilst all our students have needs, some have more significant barriers to learning. We are an inclusive school, and through the work of the Achievement Centre, we seek to remove or minimise any barriers to learning that our students may have, be they emotional, physical or academic.

At Key Stages 4 and 5, students receive options guidance linked to future aspirations, and we offer a significant number of GCSE, A Level and BTEC/OCR courses which meet the needs and interests of all our students. Nearly all our Year 13 students go on to university, most choosing to study at Russell Group universities.

Pastoral Care and Support

Pastoral care is a strength of the school. This has been recognised by Ofsted in all its recent reports. All students are placed in tutor groups, and almost all teachers have a pastoral responsibility, remaining with their tutor group as they move from Year 7 to 11. The tutor is the first port of call for all students. We place a real emphasis on good student behaviour and believe that teachers can't teach, and students can't learn, unless behaviour in the classroom, and around school, is excellent. We have effective and robust systems in place to manage behaviour and serious incident are very rare.

Teaching and Learning

Having introduced new systems to manage various aspects of school life, and a new knowledge rich curriculum, we have spent the last three years developing and improving our classroom practice. We place a very high priority on developing our staff professionally. Middle leadership training has been a strong focus and there is an extensive programme of

CPD opportunities which seeks to support all staff, identify their development needs and move forward in their practice. We now have regular collaborative planning time for all departments, to allow them to work together to plan exciting and engaging lessons and our weekly CPD programme for teachers is rightly regarded as a significant strength of the school

We aim to ensure that our teaching stretches and challenges students, and we are increasingly research-led. We don't ask teachers to follow a prescribed learning cycle, but we have invested a significant amount of time on training and CPD and have embraced Rosenshine's principles in planning the key ingredients of a good lesson.

The development of teaching is supported through a supportive appraisal process (no data-driven progress targets and objectives linked to improving professional practice), and lesson drop-ins and learning walks. This year we are developing a whole school approach to instructional coaching to support our teachers further. The support for ECTs is exceptional (this is now a 2-year programme) and we have other training strands for RQTs and those aspiring to middle and senior leadership.

Ofsted

Ofsted does not determine our practice, nor does it dominate our thinking, but we were delighted that our inspection in July 2021 resulted in us being designated a "Good" school in all categories. The inspectors noted that:

- The headteacher has sustained efforts to improve the school. As a result, the school now provides a good quality of education
- Parents are overwhelmingly supportive of the changes made. They praise the improvements in behaviour and the academic rigour that is now firmly in place
- Leaders show strong moral leadership. They do not shy away from difficult issues. They have opened up debate about sexual harassment between pupils. They do not tolerate derogatory or racist language.
- The arrangements for safeguarding are effective.
- This is a caring school. Leaders have appointed more pastoral staff and a family liaison manager so that they can respond more effectively. Leaders have fostered a strong safeguarding culture.
- Teachers receive a rich diet of training and professional development. This has helped to retain new teachers to the profession. The training received has improved teachers' practice.

The Website and Social Media

Our website (www.framdurham.com) gives an insight into the school and I would encourage all prospective applicants to look at it, especially the curriculum information about what we teach in each subject. Many departments have an active twitter account and you may be interested in the Headteacher account (@framheadteacher) and school account (@fram_official).

JOB DESCRIPTION

Main Purpose of the Role

To assist with the provision of a technical support service to facilitate the day to day running of the Science Department.

Main Duties and Responsibilities

Science Department

- Under the (overall) management of the senior technician, to coordinate the use of practical resources and facilities and provide assistance and advice in meeting the practical needs of the department.
- To provide in-class support to teaching staff and students.
- To ensure the maintenance of a healthy and safe working environment through:
 - ✓ Actively contributing to the assessment, monitoring and review of both health and safety procedures and information resources
 - ✓ Keeping up to date with current procedures and practices through continuing professional development
 - ✓ The provision of technical advice and support on health and safety issues to teachers and trainee technical staff
 - ✓ The safe treatment and disposal of used materials including hazardous substances and responding to actual or potential hazards
 - ✓ The healthy and safe storage and accessibility of equipment and materials
- To assist the senior technician with the day to day organisation and development of trainee staff to ensure that essential performance standards are achieved.
- To contribute to the design, development and maintenance of specialist resources and/or long-term projects.
- To support the senior technician in ensuring the availability of suitable materials and equipment, helping to compile orders and liaising or negotiating with suppliers and the finance departments. This will include sourcing, costing and suggesting economic alternatives to maintain stock levels. Keeping up-to-date records of stock.
- Under the (overall) guidance of the senior technician to ensure that both routine and non-routine checking, cleaning, maintenance, calibration, testing and repairing of equipment are carried out to the required standard

Core Activities

- Making up solutions
- Assembling apparatus
- Delivering equipment to rooms
- Collecting, checking and returning equipment to stores
- Taking care of laboratory equipment and apparatus
- Carrying out and arranging for maintenance and repair of resources
- Constructing and modifying apparatus
- General laboratory cleaning (bench surfaces and fixed equipment)
- Cleaning laboratory sinks, emptying/supervising the emptying of sink traps
- Organising and storing chemicals and equipment
- Stocktaking chemicals and equipment
- Obtaining materials by local purchase
- Disposing of waste materials
- Caring for plants and animals
- Trialling practical activities

- Carrying our risk assessments for technician activities
- Providing technical support to experienced and trainee teachers including health and safety guidance.
- Providing technical support to students including health and safety guidance
- Keeping up to date with developments in practical science
- Keeping up to date with health and safety requirements
- Carrying out health and safety checks on laboratories, prep rooms, and stores
- Carrying out safety checks, which may include electrical equipment, fume cupboards, first-aid kits, pressure vessels and the condition or Bunsen burner tubing, eye protection, glassware, and chemicals that deteriorate.

Other activities that are likely to be carried out

- Preparation of equipment and learning resources
- Giving technical advice to teachers, technicians and pupils/students
- Ensuring you keep up to date with health and safety requirements and developments in practical science by ensuring the relevant literature is available and understood
- Giving health and safety advice to technical staff, teachers and students
- Checking fume cupboards, pressure vessels and first-aid kits, carrying out electrical and other safety checks etc.
- Organising, storing and checking the condition of chemicals and equipment.
- Designing, constructing and modifying apparatus
- Setting up and caring for plant and animal collections
- Preparing standard solutions, purifying chemicals, treating waste etc.
- Maintaining resources
- Keeping stock records
- Ordering stock
- Ensuring departments resources are maintained to the required standards
- Organising and supervising trainee technicians as required

General responsibilities of all staff

- **Safeguarding, Equality & Diversity and Health & Safety**
 - To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
 - To carry out your duties with full regard to the Academy's Equality Policy and Race Equality Scheme.
 - To comply with Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.
 - To comply with the Academy's requirements for safeguarding and vetting checks.
- **Other**
 - The post holder may be required to undertake any other duties as directed by their line manager, commensurate with the grade and level of the role.
- **Compliance with Policies**
 - The post holder is required to comply with all Academy policies.

Person Specification

Criteria	Essential or Desirable	Measured by
Qualifications		
Minimum 3 GCSE's Grade C or the equivalent including Maths, English and Science	Essential	Application form
A Level / BTEC Level 3 qualification in Science	Desirable	
Experience		
Experience of working in a laboratory environment (e.g. whilst undertaking A' levels would be acceptable)	Essential	Application form / interview
Working in a school environment	Desirable	
Experience of working with young people	Desirable	
Experience of working in a team	Desirable	
Knowledge / Skills		
Good oral, written communication and numeracy skills	Essential	Application form / interview
Good IT skills (excel, word, outlook etc.)	Essential	
Ability to work on own initiative	Essential	
Ability to prioritise and organise own time	Essential	
Good organisational skills	Essential	
Good knowledge base around practical science	Essential	Application form / interview / test
Knowledge of Health and Safety requirements in a science lab	Essential	
Behavioural attributes		
Willingness to learn	Essential	Application form / interview
High standards of professionalism	Essential	
Flexible and adaptable attitude and approach to work	Essential	
Team player	Essential	
Commitment to the safeguarding and welfare of children	Essential	

The Application Process

Please complete the application form which accompanies this pack.

Guidance on completing the application form:

Candidates are requested to complete the application form in full. Section B Personal Statement requires you to set out thorough evidence of how you meet the criteria included in the Person Specification. This will be used in the shortlisting process. This section should be no more than 1,000 words.

Your completed application form should be emailed 'in confidence' to Fiona Thompson at Thompson.f@framdurham.com by **Monday 3 July 2023 at 9.00am**. All applications will be acknowledged by email. Please DO NOT upload your application to the website on which this post is advertised and please note that we do not accept CVs.

Shortlisting will take place shortly afterwards and you will be contacted only if you are shortlisted. Interviews are scheduled to take place as soon as possible.

If you have any queries or questions about the role, please contact Fiona Thompson, Executive Assistant Thompson.f@framdurham.com and she will arrange for someone to respond.