



The **Burgate**

School & Sixth Form

Recruitment Pack

Teacher of Computing and STEAM

Key Information

Role: Teacher of Computing and STEAM

Required for: September 2025

Are you looking to join a warm and supportive school with a real passion for helping students to achieve their best?

A teacher of computing may/will also have the chance/be expected to join our STEAM team at Burgate. Our developing STEAM courses emphasise creativity, real-world problem-solving, live briefs and practical applications of robotics, science, technology, engineering, art, design and mathematics. We seek the ability to incorporate experiential learning and innovative practices within computing, technology and robotics and a willingness to work as part of a wider cross curricular exciting new team.

Deadline for applications: 09:00 Monday 24 February 2025

You are strongly encouraged to contact us in advance to learn more about Computing and STEAM at The Burgate and the specifics of this post. If you would like to have an informal chat, or a visit, please contact our Assistant Headteacher, Richard Hollowbread.

Salary: Main Pay Scale

**with the possibility of a recruitment and retention incentive of
£3,000 for the right candidate**

£1500 recruitment incentive to be paid 2025/26

£1500 retention incentive to be paid 2026/27

Contract: Permanent/Full-Time

Headteacher: David Pover

The Burgate School and Sixth Form, Salisbury Road, Fordingbridge,
Hampshire, SP6 1EZ

Tel: 01425 652039 Fax: 01425 656625



Dear Prospective Applicant

I am delighted that you are interested in applying for the post of Teacher of Computing and STEAM at The Burgate School and Sixth Form. We believe our school is an exceptional place to work, where students and staff share collective values in a happy and inclusive environment.

Each member of our staff team matters, and creativity and innovation are embraced and developed. Our students are a pleasure to work with and we encourage you to come and see this for yourself. 'Learning for Life', our school and college motto, underpins our culture and applies to every member of our school and sixth form community, whatever stage they are at.

Our desire to be one of the top comprehensive schools nationally continues with great enthusiasm and this appointment is a key factor in ensuring that we achieve that ambition. Please take your time to explore our school's website and this recruitment pack which will give you a greater understanding of what we believe is an ambitious, creative and successful school.

I very much look forward to receiving your application to work with us at The Burgate.

Yours sincerely

David Pover
Headteacher

The Role

We are seeking to appoint a well-qualified, innovative and enthusiastic teacher who is passionate about Computing and can deliver outstanding lessons across the ability range.

This would be an ideal opportunity for a highly motivated Early Careers Teacher who can inspire, motivate and challenge students to join an experienced and highly successful department in a thriving school. The Burgate School continued to be rated 'good' by Ofsted in November 2024.

Our Curriculum

Computing is taught to all students in Years 7 and 8 for two hours each week. The candidate will have the opportunity to shape the delivery of this curriculum, ensuring it meets the needs of all learners and evolves with the developments of computer science in the wider community. We are proactively looking to develop our STEAM curriculum as part of our Computing courses. The candidate will work closely with our Art and Design and Science departments. The role will grow as the curriculum expands

Computer Science is optional at Key Stage 4, and we follow a three-year programme of study. Year 9 is used as an enriching experience to allow students to experience many of the aspects of computer science that exist outside of the typical examination specifications. At present students work towards the AQA Computer Science specification (8525 in Python).

In the Sixth Form we run A-Level AQA Computer Science and all students have nine teaching hours over two weeks. The successful candidate would ideally be able to teach in the Sixth Form and have an active role in ensuring there is a good uptake of Computer Science at KS5.

The successful applicant would ideally be highly proficient in at least one programming language. At present students learn Python in all Years and are examined in Python for both GCSE and A Level Computer Science. The desire to be involved in extra-curricular activities would also be advantageous; we have strong links with our in-house STEM department and other schools in the area and we would like to build on these links in the future.

Our Facilities

The Computing department at present comprises three teachers and the department has three specialist rooms, all of which have whiteboard walls, projectors, 30 student PCs and tables for practical computing such as Micro:Bit buggies and other offline activities. The school's main systems are SIMS, MintClass, Office 365, all of which are integrated and, with the exception of SIMS, hosted in the cloud. All of our teaching staff are given their own laptop to support their role.

Early Career Teacher Support

We have a proud tradition of providing superb support and career progression for teachers at the beginning of their career.

We are part of HISP ECT programme who use the Educational Development Trust programme to provide both face to face and on-line training to support teachers through the Early Career Framework (ECF).

In school you will be given a mentor with whom you will have timetabled weekly meetings, as well as additional time for planning and working through the ECF. Furthermore, you will be allocated a tutor who will oversee your progress and support you through the process. Additionally, you will be part of our induction programme that runs for all new staff to orientate them through the first half term.

How to Apply

The following guidelines are designed to help you submit an application in line with our requirements. Please ensure that you comply with the instructions below otherwise the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Sarah Hewett, HR Manager/Headteacher's PA at shewett@burgate.hants.sch.uk

Application Form

To apply for the role, please either complete an application via the TES website, an application via the Government's Teaching Vacancies website, or our Teaching Staff application form which can be downloaded from the vacancies page on the school's website. If you apply using the school's Teaching Staff application form, completed forms should be emailed to Miss Sarah Hewett, HR Manager/Headteacher's PA, at: shewett@burgate.hants.sch.uk. All applications should be received by the published deadline. For safer recruitment reasons, only applications submitted on a TES, Government Teaching Vacancies, or school application form will be considered. CVs will not be accepted.

Don't wait until the deadline nears to submit your application

You are advised to submit your applications as soon as possible as, on occasion, we reserve the right to close a vacancy earlier than the advertised date, if we have received sufficient applications that meet the criteria, or a suitable candidate is found. We advise you to submit your application as early as possible to prevent disappointment.

Shortlisting

Shortlisted candidates will be contacted by telephone or email. We will endeavour to contact non-shortlisted applicants however, if you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

Interviews

Interviews will be held at The Burgate School and Sixth Form. In addition to a tour of the school and informal discussions with key members of staff, each interviewee will be required to teach a lesson. The selection process will culminate in a formal interview. Full details of the interview process will be sent to candidates with the invitation to interview. Candidates invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will also be required to bring photo ID with them on the interview day, for example a valid passport or driving licence to provide proof of identity and, where available, a birth certificate should also be presented. If relevant to the role, evidence of all academic and professional qualifications disclosed on the application form should also be presented. Full details will be sent to candidates alongside their formal invite to interview.



References for shortlisted candidate

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Burgate School and Sixth Form has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer) and all other necessary pre-employment vetting checks have been satisfactorily completed. This will include confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure, verification of your identity and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS) and a check will be undertaken to ensure they are not subject to a prohibition order.

Safeguarding and Child Protection Statement

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school and sixth form we are committed to safeguarding and promoting the welfare of all our students. The actions that we take to prevent harm, to promote wellbeing, to create safe environments, to educate on rights, respect, and responsibilities, to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school and sixth form.

A copy of our child protection policy and our policy on the employment of ex-offenders are available to view on The Burgate School and Sixth Form's website at: <https://www.theburgate.com/policies>

Pre-employment Checks including an Enhanced DBS and Children's Barred List Checks

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, all our recruitment and selection practices reflect this commitment. Should you be successful, any offer of a post will be conditional subject to an enhanced Disclosure and Barring Check as well as other relevant pre-employment checks including the receipt of two satisfactory references and medical clearance. As this is a post in regulated activity, the DBS check will include a children's barred list check. It is an offence to seek employment in regulated activity if you are on a barred list. All positions within The Burgate School and Sixth Form are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Online Searches

We will also consider carrying out an online search on the successful candidate to help identify any past or current incidents or issues that might affect an individual's suitability to work with children and undertake the role in question. Any online search will be carried out only on publicly available information and will be limited to issues relating to an individual's suitability to work with children and/or in a school environment. Any issues that arise from a search will be followed up with the candidate where it can be discussed more fully, including background information, or mitigating circumstances.

Equal Opportunities Statement

The Burgate School and Sixth Form is an equal opportunities employer and values the diversity of our workforce and welcomes applications regardless of age, gender, ethnicity, or religion.

General Information for Applicants

At The Burgate we want every student to enjoy their learning and feel valued for who they are. The school provides high quality comprehensive education for children aged between 11 and 18 and we enjoy an excellent reputation within the local community for our high standards. Consequently, many students attend the school through parental choice. We provide a broad curriculum and a creative approach to learning that inspires curiosity, builds collaboration, helps develop resilience and encourages flexibility of thought.

This could not be a better time to join The Burgate; our GCSE results in 2024 continued to be very strong with 84% of students achieving both English and Mathematics at Grade 4+ and 59% achieving Grade 5+. Our most recent published Progress 8 value added score was in line with the national average and once again places The Burgate as one of the very best performing schools in Hampshire and nationally. Our A level results are consistently very good with 70% of our grades between A*- C

We offer a wide range of subjects at GCSE and A Level, delivered by a highly qualified team of professional teachers and support staff who are committed to offering the highest quality of education to the students. All staff members participate in a well-established and bespoke performance management scheme. Induction and in-service training are provided for all teaching and support staff and there is a special programme for ECTs, as well as access to a wide range of CPD through National College and beyond. Internal promotion is a typical route for progression to higher levels of leadership for Burgate staff.

The school has a committed and supportive board of trustees, enjoys healthy links with the local community, our cluster primary schools and partnership schools. We build and consequently benefit from excellent supportive relationships with parents, and we encourage close contact with the school whenever they have concerns regarding their child's education. The Burgate School continued to be rated 'good with outstanding features by Ofsted in November 2024.

The Burgate School and Sixth Form is situated on the outskirts of Fordingbridge, in Hampshire. Salisbury, Bournemouth, Southampton and the Channel ports of Poole and Portsmouth are all within easy driving distance, and the major cities of Bath, Bristol and London all easily accessible by road and rail. With the New Forest National Park, Isle of Purbeck, Jurassic Coast and Salisbury Plain further enriching and enhancing the natural beauty of the local environment, the successful candidate will have a chance to live and teach in one of the most highly desirable areas of England, where the standard of living is of the best available nationally.

Job Description

Subject Teacher and Tutor

Impact Statement: To ensure effective teaching and learning takes place to improve educational outcomes for all students so that each achieves their full potential. To ensure all students are safe and supported with their wellbeing, through using the pastoral systems.

Level of responsibility: N/A

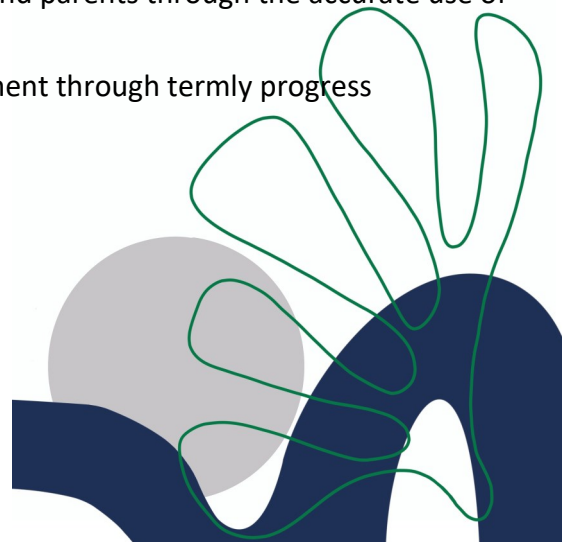
Line Manager: Head of Department/Head of Year

CORE RESPONSIBILITIES:

- Maintain high professional standards and level of conduct
- Adhere to statutory policies and procedures and undertake training as required
- Contribute to the delivery of the school's vision
- Uphold the values of the Burgate School and Sixth Form
- Help to foster innovation and the development of new capabilities
- Engage with school improvement plans and initiatives
- Support the pastoral care and behaviour standards of students to ensure they feel safe, secure, and valued

KEY RESPONSIBILITIES:

- Follow the safeguarding guidance of the school
- Maintain high standards of teaching and learning as set out in the Burgate Lesson Blueprint
- Ensure lessons, including PSHE, are well planned to facilitate learning
- Maintain high standards of behaviour for learning following the Burgate Behaviour Blueprint
- Monitor and track the progress of all students, identifying underachievers and implementing measures to support them, in particular, disadvantaged students, Looked After Children, and students with High Needs
- Role model positive behaviours and build positive relationships with students, parents and colleagues
- Uphold the Burgate Expectations with flexible consistency
- Ensure clear communication with colleagues, students, and parents through the accurate use of school systems
- Inform parents about their child's learning and development through termly progress reviews and parents evenings



Role: Person Specification for Teacher of Computing and STEAM

Safeguarding	Essential	Desirable
Commitment to the safeguarding and wellbeing of all students and the ability to follow all school policy and procedures	X	
Qualifications & Experience	Essential	Desirable
Qualified teacher status	X	
A degree or equivalent	X	
A commitment to and evidence of professional development	X	
Experience of improving the outcomes of groups of students		X
Experience of teaching all year groups (Year 7 -13)		X
Experience of teaching A Level Computing		X
Experience of extra-curricular trips and visits		X
Skills and Competencies	Essential	Desirable
Demonstrate and model excellence in the classroom	X	
A record of being able to work collaboratively as part of an effective team	X	
Ability to plan strategically	X	
Ability to liaise effectively with a range of stakeholders	X	
Ability to demonstrate a high standard of organisational skills	X	
Ability to analyse and present data and information coherently	X	
Ability to track progress to develop student potential	X	
Additional Factors	Essential	Desirable
Personal impact, presence and integrity	X	
Have a good record of punctuality and attendance	X	
Enthusiasm and passion for Computing	X	
Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour.	X	
Show keen interest and ability to keep abreast of new initiatives	X	
A positive and optimistic outlook	X	
Model and present a positive image of the school	X	
Demonstrate a deep commitment to school's ethos and its motto 'Learning for Life.'	X	
Strong willingness to contribute to the wider life of the school	X	
Show fairness and consistency	X	
Commitment to equal opportunity	X	