



FAIRFAX
SINCERITAS LABORIS

A Fairfax Multi-Academy Trust School

TEACHER OF SCIENCE

Candidate Pack



FAIRFAX
MULTI-ACADEMY TRUST

WELCOME - *CEO of the Trust and the Head of Academy*

Dear Candidate

Firstly, thank you for considering joining one of our very successful schools within the Fairfax Multi Academy Trust. Established in 2014, we believe that education is the bedrock for a successful and fulfilling life. It is our aim to prepare each and every student to succeed in the 21st Century by purpose excellence in punctuality, behaviour, uniform, respect for one another and outstanding outcomes in the classroom.

Academic success is vital; however developing the whole person through extra-curricular opportunities also plays centre stage in our ethos.

The Trust is fortunate to have so many fantastic, dedicated and committed professionals in its schools and I personally am honoured to work for them. I do hope you find this pack informative and look forward to hearing from the Head of Academy about your application. You will be joining a fantastic organisation that will offer you many opportunities to progress as an individual and support you in attaining whatever position you aspire to achieve. Good luck and my sincere good wishes in your professional career.

Yours sincerely

ANDY BIRD
CEO - Fairfax Multi-Academy Trust

Dear Candidate

Thank you for expressing an interest in Fairfax Academy.

As Head of Academy, I am incredibly proud of the school and all that the staff and students contribute. Fairfax Academy is a unique institution with many opportunities to support, challenge and develop our students. Our House System provides countless opportunities for students to develop their confidence, whether it be through our annual Eisteddfod, House sporting activities, Charities Week or House Athletics Day.

Our work as part of the Fairfax Multi Academy Trust (FMAT) ensures staff have the opportunity to develop professionally and progress in their career.

My personal aim is to ensure each student's experience of high school is as varied and enjoyable as possible. I believe that through high standards, expectations and consistency, every child can leave school having achieved to the very best of his/her ability and as a person that is extremely proud of himself/herself.

MRS D J BUNN
Head of Fairfax Academy

CONTEXT - *Our school*

Fairfax Academy is much larger than the average comprehensive school. It serves the area of Sutton Coldfield which has retained two selective grammar schools. The proportion of students with special education needs is below average. However, the proportion with a statement of special educational needs is much higher than average because the school manages specially provision for students with a range of physical disabilities. The proportion of students known to be eligible for the pupil premium is average, as is the percentage of students from minority ethnic groups.

SUBJECT – *Science*

The Department

Aims

- Encourage an interest in and nurture an enthusiasm for science.
- Develop the detailed knowledge, understanding and varied skills appropriate to the study of science to advanced levels.
- Develop in pupils an understanding of the implications of science upon their lives and our society.
- Encourage pupils to take initiative and responsibility for their own personal development and safety, both in group situations and as individuals.
- Enable all pupils, using their science education to fulfil their maximum potential.

Members of Faculty

Mrs Lyndsey Jackson

Mrs Deborah Bunn
Mrs Helen Williams
Mr Marc Harwood
Mr Dene Cropper
Mr Mark Steeden
Mrs Katie Hillage
Mr Andrew Bakewell
Mr Martin Porter
Miss Jennifer Cogan
Mr Alex Hill
Mrs Rachel Ebrey
Mrs Gemma Lunn
Mr Sam Brougham
Miss Leigh Webber
Miss Jessica Hardware
Mr Tom Carty
Miss Rebecca Hewkin
Mrs Adele Coulson
Mrs Karen Lawlor

Director of Faculty

Head of Academy
AHT Coaching + Line Manager for Faculty
Triple Science + KS5 Chemistry
Core Science + KS5 Physics
Additional Science +KS5 Biology
KS3 Coordinator
Duke of Edinburgh leader
Head of Stratford House
Head of Year 11

Currently on maternity leave
Currently on maternity leave
Assistant Head of Coventry House
Lead teacher for CREST award
Head of Kenilworth House

Senior Science Technician
Science Technician
Science Technician

The team are friendly and supportive, and actively take part in a number of professional development opportunities including peer coaching and mentoring schemes.

Curriculum

In Years 7 and 8, students study a newly designed topic based Curriculum which develops Scientific enquiry, investigative and life skills.

From Year 9, students commence their Key Stage 4 courses. Depending on learning styles and attainment in Y7 and 8, students study a tailored mix of Triple award Science, Core and Additional Science. Due to the tailored curriculum, rigorous monitoring and intervention and dynamic leadership of the faculty, results for double award Science increased by over 12% last year.

Science is very popular post 16, with healthy numbers studying A levels in Physics, Chemistry and Biology. There has been increased provision of courses at KS5 and increased numbers of students at KS5 year on year. This has resulted in greater numbers taking science based degrees as a result of their excellent

grades, with last year being a record for our Y13s. There are numerous opportunities for students to explore more Science through CREST awards and numerous competitions and clubs. The faculty has received national acknowledgement from RSC (Royal Society of Chemistry) for being the highest finishing state school entrant in the Chemistry Olympiad.

At present there are nine laboratories. Three have been refurbished to include a 6th form lab, and a specialist Science computer room. These are served by four preparation rooms and a chemical store. There are several bookable computer rooms adjacent to the laboratories on the first floor. Some lessons are taught in classrooms.

The Faculty is well supported by our Technical team. They are actively involved in all aspects of the delivery of both the curriculum and the enrichment activities. We are fortunate to have subject specific support available from enthusiastic specialists who are highly valued members of the Science team.

We also work closely with local Universities and other training agencies to offer placements to students training to teach.

SUBJECT – Science

Interview Lesson

Shortlisted candidates will be required to teach a lesson. When planning for this, please consider the guidance below.

WHAT WE WILL BE LOOKING FOR:

- teaching that engages and includes all students with work that is challenging enough and that meets the students' needs;
- teachers who command the respect of their classes, set out clear expectations for students' behaviour and, where appropriate, start and finish lessons on time and manage teaching resources effectively;
- responses from students within the lesson that demonstrates sufficient gains in their knowledge, skills and understanding; including literacy and mathematics;
- teachers who monitor students' responses in lessons and adapt their approach accordingly;
- teachers that seek to assess the effectiveness of their own teaching and adapt accordingly;
- teachers who give the necessary attention to the most able and the disadvantaged, as they do to low-attaining students or those who struggle at school in their education.

PLEASE NOTE

Details of the class and the duration of the lesson will be provided pre-interview.

RESOURCES AVAILABLE

Students will be taught in a classroom with a multi-media projector.

A staff laptop will be left in the classroom for use should it be required.

Lined paper will be available for students to use – they will also have their own writing equipment.

Should you have any other specific requirements, please let us know.

POST - *Person Specification*

	Essential	Application	Interview/ Selection Process	Reference Prior to Interview	Post offer check
1.	Graduate (or equivalent).	✓			
2.	QTS (or expectation of its achievement in June 13).	✓			
3.	ICT competency.	✓		✓	
4.	Exemplary health and attendance.				✓
5.	Evidence of being at least a good teacher with potential to be outstanding.	✓	✓	✓	
6.	Confident, sophisticated speaker and presenter.		✓	✓	
7.	Attention to detail.	✓	✓	✓	
8.	Profile of value – added results (for practicing teachers. Not applicable to NQTs).	✓		✓	
9.	Exemplary professional dress and demeaning skills.		✓	✓	
10.	Highly developed classroom management skills.		✓	✓	
11.	Exemplary subject knowledge.	✓	✓	✓	
12.	Energy and drive.		✓	✓	
13.	Organisational skills.	✓	✓	✓	
14.	Sensitivity to situation/context.		✓	✓	
15.	Understanding of assessment for learning.		✓	✓	
16.	Understanding of the place of the environment in learning.		✓	✓	
17.	Sophisticated written skills.	✓	✓	✓	
18.	Desire and potential for further professional development.		✓	✓	

POST TITLE & PAY SCALE: Subject Teacher within Science Faculty

LINE MANAGER: Subject Leader

FAIRFAX PURPOSE:

Fairfax is committed to providing a first class education to each and every student that attends the Academy. The values of mutual respect, high expectations and ensuring the progress of every individual in a safe and welcoming environment, is the underpinning ethos that every employed member of staff is expected to demonstrate. Professional Development and assistance to support up-to-date practice will be offered to all, ensuring staff have the ability to effectively deal with the changing landscape of education and ensure that we continue to meet the Teachers' Standards that are set out.

The Academy is committed to safeguarding the welfare of all children and young people and expects all staff to share this commitment.

CLASS TEACHER RESPONSIBILITIES:

- To undertake such duties as their respective Director of Faculty or Line Manager may determine as reasonably falling within the role;
- To undertake whole Academy duties as may be reasonably determined by the Head Teacher;
- To carry out the duties of a teacher as set out in the current Teachers' Standards Document (September 2012);
- To develop students' Literacy and Numeracy skills within a specialist subject area;
- To differentiate each learning task to ensure all learners within a group make progress in every lesson, liaising with Learning Support Assistants as necessary;
- To regularly assess students work, give appropriate feedback (formative and summative) and use student data to plan differentiated tasks in lessons and homework;
- Ensure every student knows their level or sub-level and understands the steps required to achieve the next stage in their progress and attainment;
- To be an exemplary role model in terms of dress, punctuality and attendance;
- To attend and participate in Parent and Open Evenings as required;
- To uphold the Academy's Behaviour for Learning Policy and Uniform Code;
- To participate in staff training, INSET and Professional Development opportunities;
- To be a Form Tutor in one of the Academy's four Houses;
- Ensure that the learning environment is attractive, tidy, safe and conducive to student learning;
- To adhere to the Academy policies regarding Health and Safety, ICT usage and educational visits/trips;
- To provide cover for staff in line with the 'Rarely Cover Agreement'.

Teachers in the Upper Pay Scale will be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards. In particular, teachers at UPS 3 will:

- Provide a role model for professional practice in the school;
- Make a distinctive contribution compared with other less experienced teachers;
- Contribute effectively to the wider team.

Fairfax is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

An enhanced DBS check is required for all successful applicants.