The Weston Road Academy

Science Teacher Information Pack January 2018



The Weston Road Academy

Blackheath Lane, Stafford, ST18 0YG

Aspiring and Believing to Achieve the Extraordinary

Contents page

Letter from Headteacher 3

Vision and Values 4

Information about The Weston Road Academy 5

- Leadership Team 6
- Governors 6
- Admissions 7
- Curriculum 7-9

Recruitment Information

- Advert 10
- Job Description 11
- Person Specification 12
- Selection Procedure 12
- Department information 13

Letter from Headteacher

12th January 2018

Application for Science Teacher, The Weston Road Academy

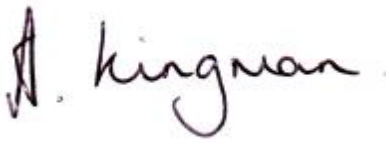
Dear Applicant,

Thank you very much for requesting details for the position of Science Teacher at The Weston Road Academy. This is an exciting opportunity for a person with experience wishing to develop their career in an environment that is supportive of its staff. The successful candidate will be joining the Academy at an exciting time as it continues to grow, until we reach full capacity in 2020. We are looking to recruit for September 2018, an enthusiastic and committed teacher to join us on our journey to becoming an established, outstanding school. You will be a great teacher who cares deeply about the prospects of the young people under our care, and someone who is passionate about education within a comprehensive system.

This is an excellent opportunity for you if you are seeking your first teaching post or if you are experienced in the profession. We seek somebody who will have a committed focus on raising attainment and achieving progress for all pupils within a caring and aspirational environment. You will benefit from working with a strong team of teachers and support staff in a purpose built learning environment. All staff at the school share the Academy's vision that every pupil will 'Aspire and Believe to Achieve the Extraordinary'. Pupils will leave The Weston Road Academy with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our information pack gives details of the post and the recruitment process. I hope that you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application. In the meantime, if you have any queries or would like to arrange a visit to The Weston Road Academy, please contact us on 01785 413600.

Yours sincerely,



Ann Kingman

Headteacher

Vision and Values



Vision: *To be an outstanding Academy, at the heart of the community, enabling our pupils to deliver the extraordinary across all areas of the curriculum and beyond.*

Objectives

To collaborate with our community, making a difference to the life chances of every pupil, breaking down barriers to learning, building self-belief, and developing aspirations, therefore, enabling every child to achieve the extraordinary

To enable staff to achieve their best; passionate about teaching, rewarded for delivery of our priorities and supported by effective leaders

To offer a broad and balanced curriculum that inspires and encourages delivery of the extraordinary

To create a truly inclusive Academy where adults build positive relationships with children and where every child feels safe, happy, confident, challenged and supported to achieve the remarkable

To develop partnerships with parents, businesses, and our local community in order that Weston Road continues to be a centre of excellence that is trusted and valued by its stakeholders and beyond

To enable all pupils to achieve the extraordinary through provision of a world class environment, underpinned by financial sustainability and inspired staff

To enable pupils to make the right choices by equipping them with the life skills, guidance and advice empowering them to be the creators of a rewarding and successful future within their local community, modern Britain and the wider world.

We will deliver our vision through our **Core Values** ensuring extraordinary outcomes for all:

Belief	Togetherness	Respect
Responsibility	Accuracy	Inclusion
Organisation	Excellence	Integrity

Information about The Weston Road Academy

Welcome to The Weston Road Academy. We are extremely proud of our school and new pupils, staff and visitors are always struck by the friendly, positive and hard-working atmosphere. Our ethos is built on traditional values such as respect, hard work, community, pride in our appearance and high expectations. We work together to instil an enjoyment in learning and strive to support each child. We work hard to develop their confidence and skills to be the best they can be and to reach their full potential. It is our pleasure to invite you to be a part of the exciting future of our Academy. We are not just a school recognised by Ofsted as Good with Outstanding pupil behaviour, we are also welcoming and caring, with the staff, ideas and a drive to continually improve. Our pupils leave us well qualified and proud of their achievements. We guide them to be mature, highly skilled and successful learners equipped for the fast paced modern society they will eventually join.

Since opening in 1979, as Weston Road High School we have continued to deliver an excellent education to pupils of all backgrounds and abilities, valuing the well-being of each pupil. Serving the community of East Stafford and nearby villages, our Academy is an ideal size – not so big that it is impersonal but large enough to offer a wide variety of courses and extra-curricular opportunities.

On 1st October 2011 we proudly became Stafford's first Academy. As a converter Academy, The Weston Road Academy is answerable directly to the Department for Education and has used its freedoms to develop an innovative curriculum and pastoral care system. Inevitably, this document cannot convey the inspiring atmosphere and vibrancy of the Academy and we invite you to visit us to find out first hand, why so many parents choose The Weston Road Academy as the preferred choice for their child's secondary education.

Academy Facilities

The Weston Road Academy is an attractive building encompassing two courtyards and a wildlife area as well as extensive playing fields. Each department has its own suite of rooms. In addition to normal specialist classrooms, we have a 180-seat theatre, sports hall with weight training room, gymnasium, eight hard playing courts, drama/dance studio, and specialist rooms for music, science, design and technology, art and ceramics, computing and ICT. The curriculum ICT network comprises over 300 laptops, computers and iPads with high speed internet access.

The Academy Day

08:50am	Registration	12:45pm	Lunch
09:05am	Period 1	1:25pm	Period 5
09:55am	Period 2	2:15pm	Period 6
10:45am	Break	3:05pm	Intervention
11:05am	Period 3	3:15pm	Period 7 (Sixth Form Only)
11:55am	Period 4	4:05pm	Period 8 (Sixth Form Only)

Leadership Team

Mrs A Kingman – Headteacher

Mr M Smith - Deputy Headteacher - Pastoral Care

Mr D Bloor - Assistant Headteacher - Teaching and Learning

Mr N Everill - Assistant Headteacher - Assessment and Data

Mr J Hackett - Assistant Headteacher - Inclusion and Community

Mrs S Hancox - Director of Finance

Extended Leadership Team

Mr C Gibbard - Associate Headteacher - Sixth Form

Governors

Our Governing Board is made up of a group of individuals from both the Academy Parents and the wider community. The role of the Academy Governing Board is to provide strategic leadership, accountability and to act as a critical friend. The three Sub-Committees are the Finance and Premises Committee, Curriculum and Standards Committee and Staffing Committee. The Term of Office for Governors, with the exception of the Headteacher, is four years.

Mr Andrew Hind, Parent Governor, Chair of Governors

Mr Paul Glover, Governor Co-opted by The Academy Trust

Mr John Heath, Governors appointed by The Academy Trust

Mr Jerry Archer, Parent Governor

Mr Dougie Craig, Parent Governor

Mr Andy Jackson, Parent Governor

Mrs Louise Lewis, Parent Governor

Ms Anita Baker, Staff Governor

Mrs Lynn Jones Staff Governor

Admissions

The Weston Road Academy is a is the admission authority and has responsibility for setting the admission arrangements and for making decisions regarding admissions applications.

Pupils in Years 7 to 13 can apply directly to The Weston Road Academy for a school place and we will liaise with Staffordshire County Council Admissions on your behalf.

Secondary School Admission applications for transition at the end of Year 6 are managed by the Staffordshire School Admissions Service.

Admission number

The Year 7 PAN (Pupil Admission Number) for the entire academic year 2018-2019 is 181.

Admissions over-subscription criteria:

1) Children in Care and children who ceased to be in care because they were adopted (or became subject to a residence order or special guardianship order).
2) Children who have an elder sibling in attendance at the academy who will still be attending at the proposed admission date;
3) Staff children
4) Children living within the catchment area of the Academy.
5) Children who satisfy both of the following tests: on medical grounds or by other exceptional circumstances and the child would suffer hardship if they were unable to attend the academy

Curriculum

The Weston Road Academy is committed to providing for all of its pupils a broad, balanced and personalised education. The emphasis, in all years, is upon providing pupils with a varied diet of studies across a wide range of subjects. Personalisation is achieved through high quality teaching. Further, corrective literacy and numeracy schemes and 1 to 1 tuition are used to support the literacy and numeracy of those pupils who need this. Small-group English and Maths intervention takes place in years 10 and 11, again for those in need.

In Year 8, pupils are given the opportunity to choose some of their courses to study, in order to pursue particular interests or strengths. At this “Options stage”, pupils are guided along a particular pathway according to their own individual strengths and weaknesses, but can ultimately make their own choices. This allows pupils to follow a curriculum which is balanced, stimulating and of interest to them.

Social, Moral, Spiritual and Cultural Education, Citizenship, Literacy, Numeracy, Economic Awareness, Health Education, Internationalism and Careers are delivered across the Curriculum, often in Ethical Studies.

In the Sixth Form we work in collaboration with four other schools in Stafford. This allows pupils to choose from a wide variety of academic and vocational courses.

Curriculum

The timetable operates on a 30-period week with lessons being in either doubles or singles. PSHCE is delivered throughout the curriculum.

Year 7 and 8

The following table gives the breakdown of lessons in Years 7 and 8.

SUBJECT	YEAR 7	YEAR 8
ENGLISH	5	5
MATHEMATICS	4	4
MUSIC	1	1
COMPUTING AND DIGITAL LITERACY	1	1
SCIENCE	4	4
TECHNOLOGY	2	2
ART	2	2
HISTORY	2	2
GEOGRAPHY	2	2
FRENCH	3	3
PHYSICAL EDUCATION	3	3
ETHICAL STUDIES	1	1

Years 9, 10 and 11

SUBJECT	YEAR 9	YEAR 10	YEAR 11
ENGLISH	5	4	4
MATHEMATICS	5	5	5
SCIENCE	5	6	6
PHYSICAL EDUCATION	2	2	2
ETHICAL STUDIES	1	1	1

Curriculum

4 BLOCKS each of 3 periods and containing a mix of the following (one of which must be an EBacc subject)	
ART AND DESIGN PERFORMING ARTS BUSINESS STUDIES COMPUTER SCIENCE FOOD TECHNOLOGY FRENCH GEOGRAPHY HISTORY	ICT MUSIC PHOTOGRAPHY PHYSICAL EDUCATION PRODUCT DESIGN

GCSE courses are offered in all of the above subjects, but where appropriate some pupils are following a more vocational pathway. These include Cambridge Nationals in ICT, Cambridge Nationals in Enterprise, BTEC Music, BTEC Performing Arts, Technical Award in Performing Arts and VCert Health and Fitness.

The Learning Support department assists pupils with learning difficulties or Special Educational Needs and this is organised by the Special Educational Needs Co-ordinator in close consultation with the Subject Leaders.

Sixth Form students benefit from Weston Road's relationship with the Stafford Partnership. The academy delivers English Literature, Maths, Physics, Chemistry, Biology, History, Geography, Art, Psychology, Business Studies, at A Level and a Level 3 course in Creative and Digital Media. Others are available through the other Stafford High Schools.

Content: Years 12 and 13 (The Sixth Form)

Sixth Form students at The Weston Road Academy usually follow a curriculum of three courses of their choice. The intention is that the courses are pursued to full qualifications, although individual circumstances are considered. Further information about the Stafford Sixth Form Partnership can be found in the Prospectus.



Blackheath Lane
Stafford ST18 0YG
Tel: 01785 413600
e-mail: office@westonroad.staffs.sch.uk
11-18 co-educational; NOR 917

The Weston Road Academy

SCIENCE TEACHER

Required from September 2018

Are you an energetic, enthusiastic and inspiring classroom practitioner with a real passion for Science?

We can offer you:

- A stimulating working environment with a platform to share your ideas
- A fully resourced KS3 and 9-1 GCSE scheme of learning with on-line pupil and teacher subscription
- Career development opportunities
- A supportive and dedicated team of colleagues
- Enthusiastic and well behaved pupils
- Applications are welcomed from experienced teachers or ambitious NQT's
- The opportunity to teach A Level if suitably qualified

Due to increasing pupil numbers we are seeking two outstanding Science specialists, preferably Chemistry or Physics Teachers with excellent subject knowledge to teach inspirational lessons and to use their drive, passion and teaching dynamic to make a significant contribution to our growing Science Department.

Who we are:
The Weston Road Academy is a friendly, harmonious, progressive, over-subscribed 11-18 Academy, located on the edge of an attractive county town. The Academy has an outstanding reputation for pastoral care and is extremely proud of the GCSE results, demonstrating the hard work and achievement of the pupils and teaching staff. We are celebrating 100% pass rate across the academy, with 74% of pupils achieving grade 9-4 in English and 78% in Maths in 2017. Ofsted judged the Academy Good with Outstanding pupil behaviour, commenting that pupils "show great enthusiasm for their learning and are keen to do well." Pupils' attitudes to science are extremely positive, and investigations are prominent in their learning.

About our Science Department:
Our rapidly improving Science Department is well accommodated and resourced. There is excellent teamwork and resource sharing and, in return for your overwhelming desire for excellence and career ambition, we offer outstanding professional development and a stimulating working environment.

The department also offer pupils a range of extra-curricular opportunities which include science and engineering weeks and links with partner primaries.

Please see our website for further details http://www.westonroad.staffs.sch.uk/TheAcademy/Vacancies/

Closing date: 9am Monday 29th January 2018

Completed applications should be returned to gadams@westonroad.staffs.sch.uk

We are strongly committed to promoting and safeguarding pupil welfare and expect all staff to share his commitment. This post is exempt from the Rehabilitation of Offenders Act.

Job Description

The Weston Road Academy

TEACHER OF SCIENCE
Main Scale
Full-Time Permanent Post
Required for September 2018

Closing Date: 9am Monday 29th January 2018

The Post

We see this as an exciting opportunity for a teacher looking to work in a department that is well organised and enthusiastic about its teaching. There is strong collaborative resource development and an excellent team ethos, and the person appointed will be very well supported. Any specialism can be accommodated, although we are primarily looking to appoint Physics or Chemistry Teachers with the opportunity to teach A Level if suitably qualified. Pupils are positive about science and investigations are prominent in their learning. Many are of considerable ability.

Candidates who can contribute to the life of the academy outside the classroom are particularly welcome, although our principal aim is always to appoint effective classroom practitioners with a passion for their subject. We will be operating a comprehensive programme of professional support and development.

Job Description

The minimum requirements for teachers' practice and conduct are described in the Teachers' Standards document published by the Department for Education in 2011. In particular, Science teachers at Weston Road are responsible to the Subject Leader and Headteacher for the following:

- creative use of the agreed schemes of leaning and available resources to ensure that all pupils make good progress
- stimulating interest in mathematics across the full ability range through the use of a variety of learning approaches
- regular assessment of pupils' work to diagnose their immediate improvement priorities and their progress towards end of key stage targets
- establishing good expectations of class work and homework, with good behaviour maintained in lessons
- liaison with the Subject Leader and colleagues in the development of teaching strategies and resources.

Person Specification

The Weston Road Academy

Person Specification

The successful applicant will be able to demonstrate or give evidence of:

- strong subject knowledge
- good teaching skills and the capacity to stimulate pupils' enthusiasm and ambition
- the ability to teach Science to at least GCSE Level
- awareness and keenness to exploit developments in Science education, including the use of ICT
- good understanding and use of assessment to maximise pupil progress
- the readiness to work as part of a team in the development of learning activities and resources
- the ability to establish in the classroom an orderly atmosphere in which pupils are able to work both independently and in groups as appropriate
- a sincere commitment to comprehensive education and Equal Opportunities
- a positive outlook and belief in the power of education to improve children's lives.

In addition, the readiness and ability to support and take part in extra-curricular activities will be valued. Applicants should include in their application any qualifications or experience they have which would enable them to contribute in this way to academy life.

Selection Procedure

Applicants are asked to send a fully completed application form to the Academy, highlighting any gaps in employment. No other letter or CV is required.

During the selection day, candidates will tour the academy, meet members of the Science Department, teach a lesson, and take part in an interview discussion. The appointment decision will take account only of the application form and these activities. References will be used to confirm the decision. No unofficial soundings will be asked for or considered in the selection process.

The Weston Road Academy is strongly committed to safeguarding and promoting pupil welfare and expects all employees to share this commitment. The successful candidate will therefore need to undertake a List 99 and criminal record check via the DBS and provide references to cover a full three year period.

The Weston Road Academy

The Science Department

The Science Department is a forward-thinking committed team of Teachers and Technicians. We aim to build on our strengths and broaden our capabilities by supporting each other and working collaboratively.

Pupils are positive about Science at The Weston Road Academy. We aim to produce scientifically literate students who appreciate the importance of Science. Our pupils are encouraged to develop an awareness of their most effective learning style and to take an active role in making decisions about their own learning in lessons.

In the new GCSE all pupils follow the AQA Combined GCSE Science Trilogy route, with 40 pupils following the Separate Science route. Each year, A levels are delivered in Biology, Chemistry and Physics with the numbers of pupils wanting to take A levels increasing year on year.

Students have been invited to the Big Bang Fair at the NEC to explore the job opportunities in Science and Engineering. In the past students have commented that this has really driven their eagerness to succeed in Science, and beyond, with increased amounts of students in year 9 opting to take on the Separate Science route and leading successfully onto the A-Level courses.

The department consists of eight laboratories situated around a central preparation room. All laboratories are equipped with interactive whiteboards. The Science area includes a pupil resource room that promotes active and independent learning as well as providing a quiet area for small group work.

The school operates a thirty period week, with six lessons of fifty minutes per day. In KS3, pupils have four lessons of Science per week increasing to six lessons in KS4. KS3 students follow the Activate AQA Scheme allowing them to build upon their understanding and skills year on year linking straight to skills they require for the new GCSE. Year 7 and 8 are taught in sets based on KS2 data. In Year 9, the pupils are set according to their ability. In KS4, students are set based on KS3 results and departmental tracking.

The Science department are currently working collaboratively on the development of the new 9-1 AQA GCSE scheme of learning. This will be finalised by September 2018 for teachers to use pre-made lessons placed on the system with relevant assessment and end of topic examinations. A new KS3 scheme of learning has been fully developed this year by the department with pre-made lessons all ready to use on the system, again with appropriately tiered assessments and end of topic examinations.

The department realises that more teacher time should be spent on tweaking lessons to meet the needs of all their students alongside, tracking and intervening and we feel that any new member of the department will now have that appropriate time given rather than continuously reproducing lessons.

The Weston Road Academy

Thank you for your interest in The Weston Road Academy and for taking the time to read about our school. We look forward to receiving your application in due course.

The Weston Road Academy

Blackheath Lane, Stafford, ST18 0YG

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