

**Teacher of Physics  
Information Pack  
Alcester Grammar School**

# Welcome from the Principal - Mr Clive Sentance

I am very proud to be the Principal of this wonderful school. We are one of the country's highest performing state schools, and we pride ourselves on being an uplifting place to work and study and a community where everybody is happy and valued.

Teachers who work here have been heard to say it is the best job they have ever had and many choose to remain with us for a long time. If you do join us you will be part of a like minded community who enjoy their teaching, make a huge contribution to extracurricular activities, and obtain a great deal of job satisfaction.

I can safely say that teaching here is a huge amount of fun. There is virtually no poor behaviour or disruption in lessons and the children exhibit a voracious appetite for learning. One of the many joys of working here is that you can focus on your teaching and on bringing your subject to life. You do not need to have had any experience of the selective sector, either as a student yourself or as a teacher. Indeed some of our teachers have joined us having developed their skills in the non-selective sector, and what they find to be different here is simply the overwhelmingly positive attitudes to learning and appetite for hard work amongst the students. This truly is a place where you can do the job you trained to do, with every opportunity to try out new teaching techniques and ideas in lessons.



The Senior Leadership Team are supportive, broad minded and keen to see all staff and students succeed. Our vision is that the school should always be a place for professionals who would like to refine their teaching skills and implement innovative and creative ideas. Central to our philosophy are the key concepts of professionalism, autonomy and consultation, all within a sensible and reasonable framework of accountability. We operate light-touch monitoring, with few graded lesson observations, and you will enjoy the freedom to focus on education rather jumping through hoops to meet the supposed demands of OFSTED.

We are located in a highly convenient location in South Warwickshire, just over half an hour's drive from Birmingham and easily commutable from Worcester, Stratford, Coventry, Warwick or Cheltenham. It is a beautiful part of the country with superb amenities and eminently affordable housing, including plenty of good quality new build developments nearby. Anybody joining us is likely to see not just a significant increase in the quality of their professional life, but a commensurate increase in the quality of life outside of school.

We always want to appoint the best candidates we can, and so we would welcome applications from both newly qualified teachers and more experienced teachers. Prospective candidates are most welcome to visit the school and I am confident that if you do so you will very much want to come and work for us!

I look forward to receiving your application and meeting you soon.

## About Alcester Grammar School

AGS is a forward-looking, selective state school with academy status and an outstanding record of promoting high achievement. Whilst we have achieved outstanding judgements in our last four Ofsted inspections, we regularly analyse our performance and seek new ways to enhance learning opportunities for our students.

It is worth noting that we are selective at 11-16 but we offer wider access to post-16 students. With 1205 students on roll, including over 500 in the sixth form, we are in a position to offer a wide curriculum; including a choice of two out of three languages in Years 7-9 and a requirement to study a modern language at KS4. In the 6<sup>th</sup> Form we offer a choice of around 25 different A levels.



A major strength of our school is our pastoral support structure. Our students are supported by form tutors and Heads of Year. We also have access to other external support agencies. Behaviour and attendance are excellent at AGS and our students are highly motivated, keen and enthusiastic. They are warm, welcoming and have a good working relationship with staff, which is built on mutual trust and respect.

AGS is an exciting place to work. Staff have high standards; both of themselves and our students. We have a large number of support staff who work alongside teachers and there are many opportunities

to develop their skills and careers through research projects, working with trainee teachers, participation in school development groups and working with staff from other schools, locally, nationally and internationally.



What our current staff say:

“There's a real sense of working as a team, and a great warmth and humour I haven't experienced in any other workplace.”

“AGS has a unique vibe. There is such a positive atmosphere around the school; staff and students respect each other, support each other and demonstrate genuine care.”

“The students are never afraid to ask ‘why?’ They are vibrant and challenging”



Please do have a look at our website at [www.alcestergs.co.uk](http://www.alcestergs.co.uk) and view our prospectus to find out more about our school.

# AGS Physics Department

Welcome to the AGS Physics and Science Department.

**RESPONSIBLE TO:** Head of Science

**SALARY:** MPS / UPS

## The Physics Team

Mrs Lauren Bond

(Head of Physics and Head of Science)

Mr Clive Sentance (Principal)

Mr Pete Watson

Mrs Louise Hillman

Mrs Helena Purchase (Technician)

Due to expansion of the school coupled with a request for flexible working, we are looking to appoint a teacher of physics to join us from September 2018. Applicants should be inspiring, innovative, and well-organised practitioners with a genuine passion for physics. This post would be equally suitable for an NQT or for a more experienced teacher and there is the potential for a significant amount of A level teaching for a suitable candidate.

The science and physics department has well-established schemes of work across all year groups and places a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here. This is an excellent opportunity to work in an outstanding academic environment with innovative and experienced colleagues and keen, well-motivated students.

All members of the department teach across the full age range. As a department we have recently started to deliver new A level and GCSE exam courses.

Science at Alcester Grammar School is taught separately as biology, chemistry and physics by specialist subject teachers throughout the school. Science is a thriving department within the school. Each area has its own departmental head. There is much coordination and sharing of good practice between departments with regular meetings focusing on teaching and learning strategies, health and safety, investigative work, use of ICT and equal

opportunities under the direction of the Head of Science.

Individual departments are responsible for managing their own formula-funded budgets and are responsible for developing their own schemes of work.



There are eleven well-equipped laboratories, with associated preparation rooms ensuring that all science lessons take place within labs.

Each subject has its own experienced technician whose work is vital to the effective work of the department. Our technicians were complemented by Ofsted for their efficiency and dedication and are actively involved in the Warwickshire Technician Support Group.

In Years 7, 8 and 9 students follow courses covering the Key Stage Three National Curriculum. All pupils have 1 hour of each science per week. Class sizes are about thirty. Students complete SATS style tests before Christmas of Year 9 - typically almost all students are level 7 or above.

From January of Year 9 and throughout Year 10 and 11 pupils follow the AQA science suite. All pupils take 3 separate science GCSEs and each pupil receives 2 periods (2 hours) and one homework per week. Class sizes average about twenty five. Results have been excellent with 100% achieving grades A\*- B and an average of over 80% of students achieving A\* and A grades in recent examinations.

In Years 12 and 13 the physics department delivers the OCR B Advancing Physics course. Physics is a popular course post 16 with around 40+% of internal pupils choosing to study it at A level. We currently have three AS and three A2 groups studying physics.



As a department we have done much work in integrating scientific investigations, AfL, APP and ICT into teaching schemes and have recently expanded our data-logging equipment. All pupils from Year 7 upwards experience data-logging within their science lessons as we encourage them to use IT to help them to collect, analyse, interpret and display data.

All members of the department know that students are most likely to succeed if they find their science education enjoyable, interesting and rewarding.

It is important that we encourage students to achieve their full potential and this means ensuring that the work is challenging at whatever level as well as relevant to the world we live in. We believe that enjoyment of science and learning through practical experience is vital in order to develop a positive attitude towards the subject, and have developed exciting courses to challenge and support our pupils.

We aim to stimulate and sustain students' interest in and enjoyment of physics, while developing a comprehensive understanding of the subject.



Almost all lessons feature practical work to help students learn and understand through exploration. We always strive to make physics relevant and exciting. We encourage pupils to keep up to date with current issues and become rounded, well-informed scientists. We organise a range of visits to local universities and welcome visiting lecturers and have an extensive outreach program to local schools. We encourage participation in local, national and international competitions, where we have enjoyed considerable successes. We always welcome new ideas and initiatives.



For further information, please contact me at [l.bond@alcesters.com](mailto:l.bond@alcesters.com)

Lauren Bond, Head of Science

# Person Specification

It is expected that the successful applicant will be able to fulfil the following criteria:

<b>Qualifications</b>	<ul style="list-style-type: none"><li>● Qualified teacher status</li><li>● Good honours degree in physics or a related subject</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>● Be able to teach physics across the age range of the school up to and including A level.</li><li>● Ability to teach biology and chemistry to at least KS3</li></ul>
<b>Curriculum</b>	<ul style="list-style-type: none"><li>● Be aware of National Curriculum requirements at KS3 and KS4</li><li>● Be familiar with the requirements of, and preferably have experience of, teaching physics at GCSE</li><li>● Be familiar with the requirements of, and preferably have experience of teaching at A level</li></ul>
<b>Relationships</b>	<ul style="list-style-type: none"><li>● A commitment to students as individuals</li><li>● A sensitive attitude to students of all abilities and ages and the ability to differentiate teaching to meet the needs of the most able and those with Special Educational Needs</li><li>● An ability to create a stimulating and challenging learning environment for students</li><li>● A recognition of the importance of partnership with parents</li><li>● A supportive and cooperative approach to colleagues</li></ul>
<b>Personal Characteristics</b>	<ul style="list-style-type: none"><li>● Hard working and adaptable</li><li>● Happy to work independently or in collaboration</li><li>● Able to carry initiatives through to their conclusion</li><li>● Friendly and approachable</li><li>● Well organised and able to meet deadlines</li><li>● A willingness to continue learning and developing as a teacher</li><li>● A reflective approach to their own practice and to the overall performance of the department</li><li>● Demonstrate a passion for physics and an ability to enthuse students of all ages</li><li>● A commitment to safeguarding children's well being</li></ul>

## **REHABILITATION OF OFFENDERS ACT 1974 Amendment to Exceptions Order (2013)**

The work for which you are applying will have regular contact with children and is exempt from the Rehabilitation of Offenders Act 1974. However, please note that the amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website. [www.gov.uk/dbs](http://www.gov.uk/dbs)

These details should be enclosed in a separate, sealed envelope marked 'confidential' – for the attention of the Chairperson of the appointing body. The envelope should state clearly the name of the school/establishment and the work for which you are applying, and be returned with your application form.

The information you give will be treated in confidence and will only be taken into account in relation to an application where the exemption applies.

The Governing Body is entitled, under arrangements introduced for the protection of children, to check with the Disclosures and Barring Service for the existence and content of any criminal record of the successful applicant prior to the confirmation of appointment.

Therefore, successful applicants will be required to complete a disclosure form to enable a check to be undertaken. Failure to consent to this could prevent the application being considered further. This check involves details being obtained of convictions, including those considered 'spent' under the Rehabilitation of Offenders Act 1974, cautions held at national level and may also include non-conviction information. You will receive the results of the check from the Disclosures and Barring Service, who will also forward a copy to the Authority. Information received from the Disclosures and Barring Service will be kept in strict confidence and will be destroyed in accordance with

guidelines laid down by the Disclosures and Barring Service.

The disclosure of a criminal record will not debar you from appointment, unless the Authority considers that the conviction renders you unsuitable for appointment. In making this decision, consideration will be given to the nature of the offence, how long ago and what age you were when it was committed, and any factors which may be relevant.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in dismissal or disciplinary action if the discrepancy comes to light.

Under the Criminal Justice and Court Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for offer to do, or accept or do any work in a 'regulated position', such as the post for which you are applying.

### **Equal Opportunities Policy**

Alcester Grammar School is an Equal Opportunities Employer.

The school's Equal Opportunities Policy states that it will give equal treatment to all persons within its organisation regardless of sex, marital status, race, colour, nationality, national origin, ethnic origin, sexual orientation, disability, age and not allow any individual to be disadvantaged by any other condition which cannot be shown as justifiable.



## Application Procedure

Please complete the application form and provide a supporting statement (**on no more than two sides of A4**). The supporting statement should address your particular strengths and how your experience to date has prepared you for this particular role. Applications may be submitted via email to [j.dyos@alcestergs.com](mailto:j.dyos@alcestergs.com) or by post to Alcester Grammar School, Birmingham Road, Alcester, Warwickshire B49 5ED. Please make clear in your application whether you are applying for the full time position or the part time post. If applying for the part time post please make clear what range of teaching load you would consider.

**The closing date is 9am on Monday 5th March 2018; the interviews will take place shortly after this date.**

*AGS is committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. Appointments made are subject to an Enhanced Disclosures and Barring Disclosure.*



For more information about AGS see our website [www.alcestergs.co.uk](http://www.alcestergs.co.uk)  
or contact the Principal, Clive Sentance on 01789-762494,  
or via [j.dyos@alcestergs.com](mailto:j.dyos@alcestergs.com)

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