

WEAVERS ACADEMY
Creative Education Trust

Teacher of Science

Information for Applicants

Start Date:

September 2019/January 2020



Weavers Academy

Striving for success, focusing on learning

Dear Applicant

Thank you for showing an interest in teaching at Weavers Academy.

We aspire to being a school of first choice for our community, a beacon of hope and a provider of not just a 'good' education but a 'world class' one! We want our staff, students, families and governors to judge Weavers Academy to be an outstanding school.

In the last few years we have significantly improved outcomes for our students and the school was judged 'good' by Ofsted in May 2017.

We are passionate about the classroom experience. Our teachers put their 'heart and soul' into delivering excellence within their own teaching and assessment practice and this has driven learning, progress and personal development. This approach has been a key contributor to our success so far.

We now seek to appoint a Teacher of Science.

We are looking to recruit a colleague who is:

- Creative and full of enthusiasm, able to manifest professional positivity at all times.
- Committed to regular and ongoing CPD.
- Open to coaching and mentoring.
- Constantly striving to improve.

We can offer you:

- A wide range of training and development opportunities, including across different schools within the Creative Education Trust.
- A chance to work within a talented and driven senior leadership team.
- Ongoing CPD through the school's in-house joint-practice development programme.

If you feel that you have the relevant experience and skills together with the professional characteristics that will be needed to drive us forward in our pursuit of excellence we would like to hear form you. Please submit your application form along with a short supporting statement (no more than 2 sides of A4) demonstrating how you fit the requirements of the person specification which can be found towards the end of this pack.

The application deadline is **8am on Monday 15 July 2019 with interviews to be held week commencing 15 July 2019.** (start date: September 2019/January 2020)



Vivien Swaida
Principal

The 'CET' is committed to safeguarding and protecting the welfare of children as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the academy on its behalf.

CET

Creative Education Trust

The Creative Education Trust is a charity and social enterprise set up in 2011 with support from leaders in the creative industries, innovation - based businesses and education.

Their mission is to improve standards of education and skills for children and young people across the UK, equipping them to be successful adults in the competitive, globalised world of the future. The creative, problem solving, innovation and making skills used in design, engineering, high-tech manufacturing and architecture are at the heart of their approach to learning because these skills are at the heart of the UK economy of the future.

They are delivering their mission through exciting innovations in curriculum, teaching and learning which are driving educational improvement and developing students with modern employable skills in their growing number of primary and secondary academies across England.

Their ambition is to be among the very best providers of publicly-funded education in the country. They are achieving their aims through:

- Educational rigour
- Organisational effectiveness
- Financial efficiency
- Partnership and respect for local identity
- Respect for autonomous leadership
- Quality not quantity
- Promoting practical creativity





Science Learning Area

Science at Weavers Academy

The leadership and management structure consists of the Assistant Principal who leads science and a number of teachers with a TLR responsibility for the quality of teaching and standards. It is a cohesive team with a mix of experience and expertise.

The learning area has five specialist laboratories and three classrooms supported by specialist subject technicians. All of our laboratories have either been built or refurbished within the last few years and are well equipped. Two are fitted with fume cupboards and all have interactive touchscreens. Blackout—or close to blackout—can be achieved in most of the laboratories.

Use of technology to support learning is integral to the science Learning Area. All laboratories are equipped with touchscreen televisions and the department has a set of iPads that are utilised to further enhance learning both within and beyond the classroom.

Science Curriculum

Students enjoy learning science at Weavers Academy and outcomes substantially improved in 2017 with 72.4% of students completing GCSE on or above target—as a result of the emphasis placed on the quality of teaching and learning.

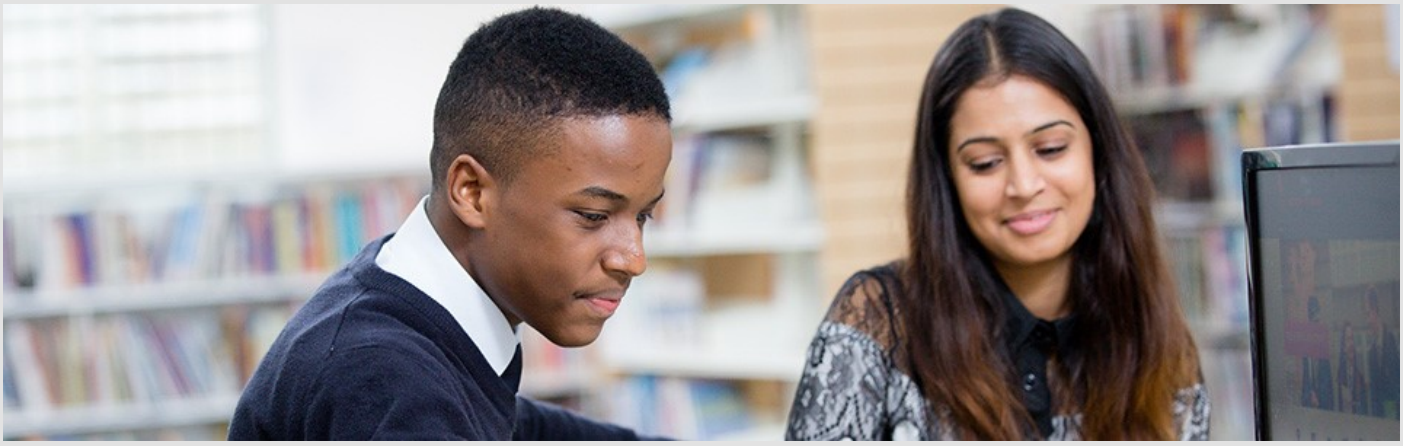
Teachers use a variety of teaching and learning styles and a wide range of resources to enhance and develop learning. Teachers within the science learning area regularly plan together and this has been an efficient and effective approach to raising standards. A range of strategies including assessment for learning and engagement techniques are strong and well established in science and teachers regularly team-teach and debate practice.

This is an exciting time to be joining the science learning area. The curriculum in constructed as an ‘all through’ approach with ‘Collins’ scheme of work used across years 7-11. This ensures that students receive high quality teaching on entry and provides a firm foundation for future learning.

In KS4 all students follow AQA leading to qualifications through the triple science or Trilogy route.

There is a vibrant and thriving sixth form provision and the school delivers A level Biology, Chemistry and Physics.

Marking and feedback has evolved rapidly over the past two years and the learning area now use digital marking through Excel to provide students with meaningful feedback for improving their work further.



Job Description

Teacher of Science

Job Description

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks.

JOB TITLE: Teacher of Science

JOB PURPOSE :

1. To contribute to raising standards of student attainment and to ensure outstanding progress.
2. To monitor and support the overall progress and development of students as a teacher/form tutor.
3. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
4. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
5. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

RESPONSIBLE TO: Assistant Principal Science

SAFEGUARDING: Every member of staff has a responsibility to be proactive in securing safeguarding for all students in line with School policies and procedures.

SPECIFIC RESPONSIBILITIES:

Strategic Planning:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Learning Area.
- To contribute to the Learning Area Raising Achievement Plan and its implementation.
- To contribute to the whole school's Raising Achievement Plan and its implementation.
- To plan and prepare courses and lessons.

Curriculum Provision:

- To assist the Assistant Principal and other TLR holders to ensure that the curriculum area provides a range of teaching which helps to deliver school improvement targets including those that relate to outcomes in Science.

Staffing:

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- Staff development – to continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the performance management review process.
- To ensure the effective/efficient deployment of other adults to ensure good progress.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To help manage and co-ordinate the work of other staff where appropriate.

Quality Assurance:

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, information management systems etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

Marketing and Liaison:

- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Raising Standards: care, guidance and support for learning

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with Pastoral Leader to ensure the implementation of the school's Pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
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- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and citizenship and enterprise according to school policy.
- To apply the behaviour management systems so that effective learning can take place.

Teaching:

- To teach, students according to their educational needs, including the setting and marking of work.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties:

- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To comply with the school's health and safety policy and undertake risk assessments as appropriate.
- To take an equitable part in the cover system of the school according to policy and regulations.
- To undertake any other duty as specified by STPCB not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.



July 2019

How to Apply

To apply for this position please complete a teaching staff application form, and a letter of application of no more than 2 sides of A4.

Please return them by email to HRManager@weaversacademy.org.uk or by post to the HR Manager, Weavers Academy, Brickhill Road, Wellingborough, NN8 3JH.

CVs are not accepted.

Closing date: 8am on Monday 15 July 2019 with interviews week commencing 15 July 2019

(Start date: September 2019/January 2020)

The successful candidate will be subject to an enhanced DBS check. The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

SELECTION CRITERIA (no priority order)			
Qualifications	**Essential**	**Desirable**	**Assessed by**
Qualified Teacher Status/ Degree relevant to the subject	X		A, R
High standard of communication including literacy	X		IT, I, A
Commitment to Safeguarding	**Essential**	**Desirable**	
Motivation to work with children and young people	X		A, R
Commitment to, and belief in, the equal value of all students	X		I R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		A, R, I,LO
Ability to raise the self-esteem and expectations of children and young people	X		A, I, LO
Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline	X		A, R, LO
Teaching and Learning	**Essential**	**Desirable**	
Expertise in planning the progression of subject skills within individual and across sequences of lessons	X		IT, LO, I, R
Proven track record of outstanding science teaching including marking and assessment	X		A, R, I
Knowledge and understanding of the National Curriculum requirements in science	X		A, R, I, IT
Successful experience of teaching science at Key Stage 3 and 4	X		A, R, I
Proven track record of outstanding outcomes	X		A, R, I
Proven track record of strong effective behaviour management strategies	X		A, R, LO
Interpersonal Skills	**Essential**	**Desirable**	
Ability to communicate effectively and relate well to all stakeholders	X		A, R, I, LO
Willingness to contribute to extra-curricular activities	X		I, A, R
Ability to work as part of a team	X		A, R, I
Personal Qualities / Skills	**Essential**	**Desirable**	
Creativity, energy and enthusiasm with a ‘can do’ and ‘will do’ attitude	X		A, R, I , LO
Evidence of working effectively under pressure	X		A, R, LO

Key:

A = Application

R = Reference

I = Interview

LO = Lesson observation

IT = In tray



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