



William Brookes School

Job Description & Person Specification for Teacher of Chemistry

Status of Post: Full time, permanent
Salary Scale: MPS
Starting date: September 2018

General Information

We strive to be the “best we can be through courtesy, enterprise and endeavour”.

With over 960 students on roll, William Brookes School is a successful school situated in the picturesque town of Much Wenlock. Approximately ten miles from the centre of Shrewsbury, the school serves a community of small villages and the bigger town of Broseley. Academic standards at the school are high and frequently among the highest in the county, thanks to highly motivated staff, children who wish to learn and parents who support them. Our high standards are maintained by caring and creating a climate of trust and mutual support between all who work in the school, ensuring all students leave with qualifications and skills needed for a successful life.

We have the privilege of being the only Coubertin School in Great Britain. We were awarded this prestigious status in 1999 when we were asked to become a founder member because of our strong links with the modern Olympics. Pierre de Coubertin, who is heralded as the creator of the modern day Olympic Games, was inspired by a visit to Much Wenlock in 1890 as the guest of Dr William Penny Brookes. Coubertin was a French philosopher who believed in educating the whole body and mind. He had heard of the work of William Penny Brookes and, in particular, the Olympian Games that he organised in Much Wenlock each year. He decided to visit England and come and see Dr Brookes and between them they discussed plans to revive the ancient Olympic Games. Later Coubertin was to say, "...if the Olympic Games that modern Greece has not yet been able to revive still survive today, it is due not to a Greek but to Dr W P Brookes. It is he who inaugurated them 40 years ago and it is still he, now 82 years old but still alert and vigorous, who continues to organise and inspire them". Sadly, Dr Brookes died just before the first modern day Olympics in 1896 and therefore was unable to see his dream come true. Juan-Antonio Samaranch, while he was president of the International Olympic Committee, visited the grave of William Penny Brookes in Much Wenlock and said, "I have come to pay tribute and homage to Dr Brookes, who really was the founder of the Olympic Games."

The school underwent a complete rebuild in 2010 making it the only school in Shropshire to have a building fully equipped for 21st century learning, although we continually look to improve our excellent facilities and resources for learning,. We also has a large Leisure Centre, swimming pool and 3G pitch, which are jointly managed and available for use by students and staff during the day. We have a specialism in the Performing Arts and have excellent facilities inside the Edge Arts centre for public and school performances. These include a Dance and Drama studio, a Lecture Theatre and Cinema alongside the main Performance studio.

We moved in to our new school in September 2010, with state of the art facilities. The Science Department forms part of the **Global Learning Zone**, which also includes Geography, Citizenship and PSHE in a mix of specialist and general learning spaces. There are opportunities for team teaching and for accommodating visiting speakers for more than one group, with a 90 seat lecture theatre available on the ground floor. All teaching spaces have interactive whiteboards ('Smartboards') and we have various devices available to support curriculum delivery including laptops and hand held devices.

Exam Results:

GCSE Measure	2016	2017
• 5+ A*-C, including English and Maths	73%	78%
• Students achieving the E Bacc	35%	38%
• Students gaining 5 or more A*-G, including English and Maths	97%	100%
• A/A* or 7+	23%	20%
• A*-B or 5+	52%	54%
• Attainment 8 score	5.4	5.0
• Progress 8 score	0.16	0.04
• Maths A*-C or 4+	75%	81%
• English A*-C or 4+	87%	92%
• Biology A*-C	91%	100%
• Chemistry A*-C	97%	100%
• Physics A*-C	95%	100%
• Additional Science A*-C	82%	100%

- 24 subjects achieved A*-C pass rates of greater than 60% with only 1 below 55%
- William Brookes School is in the top 3 schools in the LA on virtually all key measures
- English 5+ 80% and Maths 5+ 63% with 58% gaining 5+ in both subjects
- For more information, see Performance League Tables via the tab on our website.

A level				
	A*-A	A*-B	A*-C	A*-E
2013	21%	45%	67%	97%
2014	22%	41%	63%	96%
2015	18%	48%	74%	100%
2016	17%	42%	69%	97%
2017	24%	44%	68%	97%

- All students who wanted to go to university gained a place
- A positive and increasing uptake for apprenticeships at Level 3
- Maintenance of our 5 year record of an Oxbridge place
- Our results keep William Brookes School as one of the top performing Sixth Forms in the County

The Science Department:

The Science Department currently consists of 8 full time and 1 part time specialist teachers, as well as 1 full time teaching assistant and 2 technicians, and is structured as follows:

Biology	Chemistry	Physics	Teaching Assistant	Technicians
James Brett Ruth Bennett Marie Lacey	Judith Edge Karla Willetts Vacancy	David Hearle Jessica McCombie Chris Snow (p/t)	Liz Spencer	Andrea Padfield (temp) Mal Harris (p/t)

Our current Head of Chemistry has overarching responsibility for intervention, reporting and the co-ordination of our Science technicians. Each subject area continues to develop in-house schemes of work at KS3 which aim to develop Science skills alongside Science knowledge. We teach KS3 in mixed ability groups, usually one teacher being responsible for teaching one group. We have three groups currently following the Single Science pathway and four groups following the Science Trilogy course all taught for 2 hours each by subject specialists. At A level, we also teach the AQA specifications.

The Sciences are very popular choices at KS5 and over the last 5 years, students from William Brookes School have gone on to study Sciences at either Oxford or Cambridge, the most recent gaining a first class honours in Chemistry from Cambridge. Another, now a Professor at Nottingham University, returned recently as guest speaker for one of our Café Scientifique events arranged by Sixth Form students to talk about Relativity.

Keen to encourage students to consider careers in the Sciences, medicine and engineering, we are looking for someone to support our delivery of STEM and EES programmes to KS3 and 4 and KS5 respectively, working alongside colleagues in Maths, DT and Enterprise.

Resources are in plentiful supply and mainly electronic. Nearly all rooms have interactive whiteboards ('Smartboards') and we have various devices available to support curriculum delivery including laptops, Macbooks, iPods and iPads.

Job Description

Purpose of the Teaching Post:

- To support the School's aims and maximise the achievement of all students in Science.
- Curriculum delivery, progress and achievement in Science in Key Stage 3, in Science and GCSE Chemistry in Key Stage 4.
- To support the delivery of A level Chemistry depending on the experience of the appointed candidate.

Details:

We are seeking to appoint a well-qualified and dynamic Teacher of Chemistry to join an already established department on a permanent basis. Chemistry is a popular option choice for students at both KS4 and KS5. An ability to think innovatively and to help develop and implement new ideas across KS3 and 4 is crucial.

The successful candidate will also join one of our four Houses as a Tutor to a vertical tutor group of approximately 20 students, plus associate student tutors from the Sixth Form, delivering an important core tutorial programme throughout the year, displaying a commitment to ensuring students of all abilities work to the highest standards and are able to make excellent progress.

ICT permeates all that we do, with a mixture of interactive whiteboards and dual projection rooms. Each Learning Zone also has a range of hardware, from iPads and iPods to laptops as well as other devices that enhance the quality of lessons. We actively use our own portal as a communication and resource tool and have a real desire to build on this virtual learning platform for enhanced home access by staff, students and their parents.

Key Responsibilities

Curriculum:

- To teach within the Science department.
- Working with colleagues, development of schemes of work, helping to build opportunities for:
 - Ensuring progression
 - Active learning
 - Assessment for learning
 - Meeting the needs of all learners
 - ICT
 - Enrichment and external links

Learning:

- To maintain up-to-date records of student progress across all aspects of performance
- To ensure that your students make good or outstanding progress in Science/Chemistry
- To deal effectively with behaviour, attendance and punctuality issues

Assessment:

- To carry out the regular assessment and marking of students' work, according to the departmental and whole school assessment and marking policy
- To keep records of student attainment and progress
- To monitor student achievement against school and national data at individual student and teaching group level, and to take action to improve achievement and combat identified under achievement
- To carry out assessment for learning, including Assessment Focus Sheets

Policy:

- To attend relevant meetings
- To undertake any other duties as reasonably requested by the Head, Leadership Team and/or House Leader
- To contribute to areas of departmental development as a member of the Science team
- To contribute to the school's commitment to keep children safe

Person Specification**Education:**

- Graduate in Chemistry (or equivalent)
- Qualified Teacher Status.
- Significant recent professional development (desirable)

Skills & Experience:

- Proven academic track record
- The ability and desire to develop the quality of Chemistry teaching within the Science team

Personal Qualities:

- Committed to keeping children safe
- Committed to achieving goals
- Confident communicator
- Strong team player
- Committed to high achievement
- Good sense of humour
- Flexibility, resilience and tenacity

Knowledge and Understanding:

- Excellent understanding of National Curriculum and GCSE requirements for Science
- Excellent knowledge of GCSE and A level content for Chemistry

Conditions of Service

The post is subject to the following:

- The Terms and Conditions for Teachers, as set out in the Teacher's Pay & Conditions Acts and any orders made under them
- The other terms and conditions set out in the various national collective agreements in force from time to time
- The Local Authority's and Governing Body's Rules and Conditions including any local agreement entered into with recognised trade unions
- The School's Instrument and Articles of Government
- The other conditions set out in the letter of appointment and this job specification

The Appointment Process

Application forms are available from the school website www.williambrookes.com.

Please complete and return your application form as soon as possible, clearly noting all the experience, skills and personal qualities that you can offer which are relevant to this post.

Completed applications and supporting documentation should be emailed to kcloud@williambrookes.com. You may also post your application to:

Mrs Kerry Cloud
Head's PA
William Brookes School
Farley Road, Much Wenlock
Shropshire, TF13 6NB

Should you require any additional information, please telephone the school on 01952 728900 and ask to speak to Geoff Renwick, Head Teacher.

Please note:

- It is essential that all elements of the application form are completed appropriately.
- CVs will not be accepted.
- Appointments will be subject to clearance in respect of medical fitness and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders Act 1974 and as such any applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant(s) may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.
- William Brookes School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The deadline for receipt of completed applications: 12.00 noon on Wednesday, 21 March 2018

Shortlisted candidates will be invited to attend for interview on Monday, 26 March 2018

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS process** should you be the successful candidate.

If you have not heard from us within four weeks of the deadline date, please assume that your application has not been successful.