

Dear Applicant,

Thank you for your interest in this key vacancy in Science. Birchwood is a great place to work. We are a large and thriving 11-18 mixed Academy with 1400 students on roll. Throughout their time with us, students gain strong academic qualifications as becoming well rounded individuals with a sense of responsibility. We are proud of our all-ability ethos and inclusive philosophy which enables us to balance support of academically gifted students who go on to achieve top grades at A-Level and GCSE with students who need more help and guidance in a caring and supportive learning environment. As a result, all students who leave us go on to further education, record numbers to Russell Group Universities, to apprenticeships or a chosen career, our students do not appear in the government's 'not in education or employment' statistics.

We have excellent facilities and are financially secure. The school underwent a £15m expansion between 2005 and 2010, as we grew from 6FE to 8FE. Today, the school presents as a mixture of modern, recently built accommodation and renovated older buildings within a pleasant and well-cared for estate. As an employer, we have over 200 staff and a relatively low turnover. We pay great attention to staff well-being and teacher-workload (see the Birchwood Plus brochure) and personalised CPD, ensuring the school is run efficiently and effectively. Consequently Birchwood is a thriving and happy place to work. Teachers, therefore, tend to stay at Birchwood and develop their career rather than move on.

Taking children of all ability from the local area, our intake reflects the national average so achieving above the national average at GCSE is something we are pleased with. In 2017, 74% of students achieved 5 or more good passes at GCSE including English and Maths (national average 63%) and our Progress 8 score was +0.07. We are currently expecting our 2018 cohort to achieve 80% 5 or more good passes.

Beyond GCSEs, the majority of our Year 11 students stay on into our Sixth Form where they study predominantly A-Level subjects with the intention to apply for a place at university. We have a large Sixth Form and we offer over 35 different subjects at Advanced Level. In 2016, all our students passed their A-Levels, with 66% achieving A*-B grades (well above the national average of 48%). This meant that 91% our students went to their first choice University.

The Science Faculty is well led and achieved its best ever GCSE results in 2017 with 75% achieving 2 or more A*-C grades (DfE Top 25th Centile). A-Level results were equally impressive (DfE Physics Value Added +0.5 Biology +0.3 Chemistry +0.2). Consequently Sixth Form uptake is strong with good progression onto Russell Group Universities to study Medicine or Science-related degrees.

We are therefore looking to appoint a committed and dynamic practitioner who can join an otherwise fully staffed science faculty to deliver inspirational lessons across all aspects of the Science curriculum and support our aim to be a great school.

As a Science teacher you will be committed to delivering high quality learning experiences for all students that will inspire them to achieve the best of their ability. This role is suitable for an experienced teacher or an NQT, where we offer an early start date of 1 July. There is also the possibility of a TLR for a suitable candidate.



Our most recent Ofsted report (May 2017) picked out the following strengths:

- The school's provision for personal development and welfare is outstanding. Pupils are safe and are exceptionally well cared for
- Sixth-form students make good progress and are well prepared for their next stages in education, training or employment.
- Pupils' behaviour is good. Pupils are polite, courteous and show respect for fellow pupils, staff and visitors.
- The curriculum, including the extra-curricular provision, offers a wide range of interesting subjects and opportunities which are well matched to pupils' interests.
- Most parents are effusive in their praise for the school and its support for their children.

We are confident in terms of our momentum and school improvement trajectory with the main area we need to focus on now is improving the progress for the 13% of students who come from disadvantaged backgrounds – something we are very committed to do as a comprehensive school

Speaking personally, it is a privilege to lead Birchwood High School and I am fortunate to work with many loyal and dedicated staff along with students who are a credit to themselves. We continue to work hard to improve the standard of education for all our young people so they can make a positive difference to the world. If you would like to find out more, our website is very informative and includes newsletters and parents' feedback: <https://www.birchwoodonline.co.uk/newsletters.php>

To apply, please complete an application form and include this with a covering letter* outlining any relevant experience to date, your values and how you would make a difference to student outcomes. Applications should be sent to Harriet Muxlow, HR Manager at recruitment@birchwoodhigh.org.uk. The closing date is Monday 23rd April 2018 with interviews taking place during the week commencing 23rd April 2018.

We offer an early start date of 1 July for NQTs, where appropriate, to enable induction and CPD prior to 1 September.

If you have any further queries or would like to have an informal visit of the school prior to applying please contact the school on 01279 655936.

Yours sincerely

Dr Chris Ingate
Principal

*the application letter should be no more than two sides of A4 Arial Font Size 11

Birchwood High School

Science Faculty



Our aim

- To deliver the highest quality Science teaching to every student.
- To thoroughly equip our students for today's technological world.
- To enable our students to be fully aware of the implications and application of Science, so that they can make judgements on environmental and social issues.
- To enthuse our students with a lifelong interest in scientific matters and to have fun learning.
- To ensure our students fulfil their potential in examinations.

These aims are to be achieved by offering investigations where the students have to think for themselves, diverse questioning techniques and through the delivery of well-planned, high quality Science lessons.

Science is a heavy user of IT and all teaching staff are given a lap top to facilitate this. We use dedicated Science i-pads and data logging equipment to engage student understanding and debate. A Science resources area facilitates the sharing of ideas and effective materials across the faculty and our students have benefited from the innovative ways in which we have adapted our schemes of work in order to make full use of these valuable resources.

Within Science many resources are held electronically including Schemes of Work.

As a Science teacher, you will be responsible for:

- National Curriculum teaching in all Sciences at KS3 and KS4.
- Teaching KS5 in your specialist area.

- Record keeping and monitoring of student progress through target setting.
- Contributing to the development of schemes of work.
- Assessment and regular marking of students' work.
- Examination preparation, marking and writing of reports.
- General display material.
- KS3/KS4/KS5 required practical administration.
- Initial responsibility for classroom discipline.
- Laboratory safety.
- Attendance at Faculty and parents' meetings.
- Reviewing and monitoring of curriculum changes.

Accommodation

The Science faculty is undergoing a refurbishment programme and all nine laboratories have interactive whiteboards and network points.

The Curriculum

Key Stage 3 students receive six hours of Science per fortnight structured around a bespoke two-year scheme of work. One piece of home learning is set each two-week period.

Triple scientists receive ten hours per fortnight (over three years) with three teachers (Biology, Chemistry and Physics).

Additional scientists receive ten hours of Science per fortnight (over three years) with two teachers.



Birchwood High School

Science Faculty

Schemes of Work

The Science Faculty is in the process of updating and reviewing the KS3 curriculum and cohorts complete KS3 in two years. We have adopted the "Activate" scheme of work in Years 7 and 8 which equips students with the skills needed for their KS4 journey as well as making Science fun.

For KS4 we offer AQA triple award Science, Science 'A', Trilogy and Additional Science. The schemes have been written in house and are reviewed for content, context and practical activities on a regular bases. All exams are taken at the end of year 11.



A Level Teaching

There is considerable interest in the Sciences at 'A' Level and we offer Biology, Chemistry and Physics. We have excellent and growing numbers again next year and it is likely that the newly appointed member of staff may have the opportunity to teach 'A' Level in their specialist subject.

From September 2017 we will be introducing the Level 3 BTEC Certificate and Extended Certificate in Applied Science.

Student Setting

All students across KS3 and 4 are banded into academic sets which are constantly reviewed and refined. At Birchwood we value all our students and aim for value added results for all our Science learners.

Sixth form students are also openly encouraged to be leaders of learning. In this capacity we have students helping and leading learning in KS3 and KS4 classes; supporting students and teachers alike.

Our Philosophy

We believe that our students should enjoy Science, find it rewarding and gain knowledge and understanding by investigating things for themselves.

Science is a large faculty consisting of 12 teachers and five support staff. All Science teachers and Technician staff are of equal importance and it is fully recognised that effective learning requires such team coordination.

Extra-Curricular

Science club takes place at a lunchtime and is successfully enthusing students and engaging them in STEM type activities.

We run trips to Colchester Zoo for Year 8 and have also visited CERN in Switzerland, The Greenwich Royal Observatory, Big Bang Fair and Cambridge Astronomy Club.

Sixth former students have the opportunity to spend a day at GlaxoSmithKline and Merck, Sharp and Dohme, guest speakers are invited to the Faculty to support our learning and teaching.

We regularly send a group of 'A' Level Chemistry students to the Chemistry Lectures at the University of London and CERN.

Sixth Form Biology field trips are run every year and our students have the opportunity to conduct field sampling and ecology based investigations.

We are always looking to expand out repertoire of trips and external speaks to keep Science live, relevant and interesting.

Revision and mentoring sessions are run for Years 9, 10, 11, 12 and 13 after school in order to support the GCSE modules and final examinations.

We help with local primary schools within our catchment area with their KS2 Science work by a combination of visits either to their school or by sessions at Birchwood as part of our Primary Liaison programme.

Birchwood High School, Parsonage Lane

Bishop's Stortford, Hertfordshire CM23 5BD

Principal: Dr Chris Ingate

Tel: 01279 655936

Email: admin@birchwood.herts.sch.uk

Web: www.birchwoodonline.co.uk



Job Description Classroom Teacher

The Classroom Teacher will be primarily responsible for **establishing and supporting learning within their classroom across the 11-18 age range.**

Major responsibilities:

Quality of Learning

- To check that their lessons are planned in accordance with the schemes of work for each course.
- To be aware of the prior learning and special needs of their students.
- Set high expectations for the achievement of their students.
- Implement the school's policies for marking, assessment, setting, target setting, recording and reporting.
- To aim that progression and continuity are achieved across the key stage and between the key stages, as set out by the schemes of work they are supplied with.

Ethos and Environment

- To deal in the first instance, with behavioural issues in the classroom, seeking support where necessary in line with the school's behaviour management policy.
- To adopt a consistent ethos in line with Birchwood High School's Code of Practice.
- To monitor that the quality of appearance and order of their teaching area is of a high standard.
- To adhere to health and safety procedures.

Staff Development

- To participate in staff development activities
- To take opportunities to develop their own skills and understanding in relation to their role

Whole School (on a voluntary basis)

- To participate in discussions regarding wider school issues, and involvement in working groups where appropriate.

Other Activities

- To promote the general progress and well-being of individual students and of any class assigned.
- To communicate and consult with parents of students.
- To participate in meetings arranged for any of the purposes described above.
- To undertake any other duties as negotiated with the Principal.

Signed to Acknowledge Receipt:Name: Date:



Birchwood High School Classroom Teacher Person Specification

Education & Training	<ul style="list-style-type: none"> • Qualified Teacher Status (with DFE Number), including Numeracy/Literacy/ICT tests for NQTs after 2002. • First/Second Class Degree. • Willingness to continue to develop own expertise (evidenced through continuing professional development) • Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding and promoting the welfare of children and young people.
Teaching Experience	<ul style="list-style-type: none"> • Strong teaching practice in relation to career-stage • The ability to plan effective lessons for all students. • An understanding of how to use assessment to inform planning for good teaching and learning. • The ability to differentiate materials to meet the needs of learners within an all-ability setting. • Experience, or the desire, to raise standards of achievement for all students.
Skills, Knowledge & Aptitudes	<ul style="list-style-type: none"> • Excellent subject knowledge. • Good ICT skills and their application to teaching with subject specialism. • Ability to build good relationships with students and colleagues. • Ability to work with initiative, as an individual and as a team member. • Ability to communicate effectively with different audiences, orally and in writing. • Well organised and able to maintain accurate records. • Awareness of current educational developments. • Ability to reflect on practice.
Personal Qualities	<ul style="list-style-type: none"> • Hardworking and committed to inclusive education. • A belief in valuing each individual student and responding to their needs. • A commitment to excellence and working in partnership. • A willingness to learn and develop new skills. • Commitment to continuing professional development. • To work proactively within the ethos of the school. • Capacity for working under pressure. • Resilience and a sense of humour. • Reliable with excellent attendance and punctuality.