

2nd i/c Science Teacher







**From September 2017**

**Full time, Permanent**

**MPS/UPS + Allowance of £2,500 (potential for higher for an exceptional candidate) + Health Cash Plan and Benefits package**

**Merchants’ Academy is a 3-18 Academy sponsored by the Society of Merchant Venturers and the University of Bristol. This is an exciting time to join us as the Academy grows and standards rise. The Academy is well resourced and staff and their development is a priority.**

Applications are invited from high quality candidates to join an exciting and dedicated Science Department at Merchants’ Academy.

We are seeking an inspirational teacher who is committed to raising the attainment and aspirations of our students. In return you will join a first class staff team and have every opportunity to further your professional development and career.

Candidates for this post should be:

* inspiring and able to motivate and challenge students to make rapid progress.
* able to establish strong relationships and have excellent interpersonal skills.
* bold, optimistic and tenacious in setting and achieving high standards.

In addition, candidates should have the following leadership qualities:

* Strong leadership skills through which you are able to inspire and develop a team.
* Recent and relevant knowledge of different curriculum developments within your subject.
* An understanding of national developments within education.
* Ability to support other staff through both general CPD and teaching pedagogy.
* Drive and enthusiasm through which you can support the Raising Standards Leader (Head of Faculty) in developing Science.

This role is not suitable for NQT’s.

**Closing date: 12.00 noon Monday 22nd May 2017. Interviews will be held on Thursday 25th May 2017.**

***Merchants’ Academy is part of the Merchants’ Academy Trust and is committed to the safeguarding and welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all staff.***

2nd i/c Science Teacher





Merchants’ Academy Trust was founded in September 2016. The Trust currently comprises Merchants’ Academy, with students from Nursery through to Sixth Form, which opened in 2008 as an 11-18 Academy and became an all-age school with the addition of the Nursery and Primary in September 2012. In September 2016 Venturers' Academy, the first state funded all-age school in Bristol for students with autism, joined the Trust.

The Trust is sponsored by the Society of Merchant Venturers with both

Merchants' Academy and Venturers' Academy also being co-sponsored

by the Society of Merchant Venturers and the University of Bristol.

Our Academies are happy, vibrant and exciting places to learn and

work and we take seriously the fact that our students only get one

chance at an excellent education. We have high expectations and

strive to ensure that everyone in our Academy communities are able

to take advantage of the best available facilities and opportunities

during their time with us.

About Us



Merchants’ Academy Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognize the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a  family-friendly approach.

Our current benefits *(f*or all staff on Merchants’ Academy Trust contracts and working over 10 contractual hours per week) include:

**Wellbeing Health Cash Plan** - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check ups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free

**Employee Assistance Programme -** The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education

**Training and Development -** First class training and development opportunities are provided within the Trust

**Higher Degree Support Funding -** Significant contribution to the funding of Master’s Degrees at the University of Bristol by the Trust and the University of Bristol as our sponsors

**Research Practitioner Bursaries -** Awards of up to £1,000 per project, for staff to undertake in-house research that would benefit the Academy

**Professional Development -** 10 Professional Learning days per year

**Free lunches -** A free lunch is provided every day to any member of staff who performs at least one lunchtime duty a week

**Free use of the gym at the Sport Centre** -use the gym free of charge and get subsidised prices for the many classes available

**Childcare Vouchers -** Participation in the Childcare Voucher Scheme, free of tax and national insurance

**Bicycle Purchase Loans -** After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the ‘Cycle to Work’ scheme

**ICT Loans -** A loan repayable over a 2 year period as part of a Salary Sacrifice scheme

**Retail discounts –** An extensive range of free goods/services and discounts

available to staff

**Professional introduction incentive -** Payable following the successful

completion of the probationary period of the new member of staff to the member

of staff who made the introduction

**Relocation Support -** An interest free loan to

staff who are relocating repayable over 2 years

up to £5,000 or the equivalent of 2 month’s salary

*Further details of our employee benefits*

*can be found on the Academy website.*

Benefits of Working with Us



The Science department is a creative and dynamic team made up of teachers who work together to support each other and to provide inspiring lessons to our students. We have specialists in biology, chemistry and physics and we range from NQTs to highly experienced teachers. We teach all specialisms in Years 7 - 9 and in Years 10 & 11  to students studying GCSE combined science and Entry Level.  Some teachers also teach their specialism in Years 10 & 11 to those students who have chosen to study single sciences at GCSE i.e. biology, chemistry and physics.  Several teachers also teach their specialism at A level. Across Years 10 & 11 for GCSE and Entry level our examining board is AQA and for Years 12 & 13 it is OCR across A level biology, A level chemistry and A level physics.

High expectations are set within the department for both students and teachers alike. Teaching is differentiated to meet the needs of all students and lessons are planned to enhance students’ numeracy, speaking and listening, reading and writing skills as well as teaching them science content. Enabling students to take part in practical work and to complete their own investigations is very important to the department.

Homework is integral to students’ success, and books are marked to provide feedback to students and inform future planning. Students are encouraged to read around the subject and to watch relevant documentaries to boost their interest in the subject.  We seek to provide students with enrichment activities, often using outside organisations and a range of trips to widen the experiences that students can have, and to raise aspirations.  We also benefit from the expertise of the University of Bristol as a Sponsor of the Academy in their support, and opportunities for students and staff to visit university lectures and labs.

Science at Merchants’ Academy





Living in Bristol

Merchants’ Academy is on the southern fringe of Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from the city, country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region’s leading centre for business, culture and education. It is built on the confluence of the Rivers Avon and Frome, and is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water’s edge, reveal elegant parks and squares and stunning architecture.

The city has a long tradition of trade and engineering and recently celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol’s industrial heritage.



Job Description

**Post:** 2nd i/c Science

**Responsible to:** RSL Science, Assistant Vice Principal (linked to specific subject area).

**Liaising with:** Principal, ALT

**Purpose:** To contribute to the leadership of the curriculum area in delivering on the highest possible levels of achievement and attainment through ensuring that the curriculum area has the best staff, improves standard of learning and has the highest level of expectations for all. In order to achieve this, the job description is in addition to that of a teacher.

**Quality of Teaching and Learning – with the RSL**

* Monitor the quality of teaching and learning across all curriculum area lessons.
* Support in the scrutiny of both teaching and assessment to ensure the highest standards for all staff and students.
* Ensure that curriculum staff develop a range of teaching strategies to drive up progress, improve teaching standards and learning experiences.
* Facilitate collaborative planning and assessment for science to ensure the highest possible level of teaching, learning and student progress.
* Support with the RSL all curriculum staff in the relentless approach to the positive discipline policy.
* Ensure the effective setting, marking and scrutiny of homework tasks.
* Monitor and analyse attainment and progress levels of all students in science, inclusive of specific groups such as SEND, More Able, FSM and CIC and within teaching groups in order to put in place appropriate interventions for staff and students.
* Ensure all aspects of science teaching and learning are planned appropriately to take into account the needs of all groups, inclusive of SEND, high attainers, Pupil Premium etc.

**Leadership and Management – with the RSL**

* Lead, develop and hold to account staff across the curriculum area as directed by the RSL.
* Ensure high expectations from all staff within the curriculum area.
* Ensure all staff are motivated in delivering the Academy vision.
* Ensure the effective implementation of the Academy policies, in particular the teaching and learning policy and the positive discipline policy.
* Induction of new staff and ensure requirements for teaching and learning are met.
* Ensure lesson observations and performance management processes are completed for all staff.
* Monitor and evaluate the performance of staff and take action where there is under performance as directed by RSL.
* Calibrate assessments made by staff to ensure accurate predictions for students.

**Strategic Vision and Curriculum Planning – with RSL**

* To inspire others to embed the vision and core BRISTOL values and employability into every aspect of Academy life.
* Contribute to the development and implementation of a Raising Attainment Plan for science.
* Ensure that curriculum area staff are up to date with education developments.
* Ensure that the most appropriate science curriculum is followed at all key stages and that schemes of work are regularly reviewed and lesson plans developed.
* Monitor and implement continual professional development opportunities for staff in science.
* Complete examination analysis and use this information to scrutinise practice, identify priorities and inform future planning.
* Ensure the effective and efficient use of resources, including budget management and support staff, in order to drive up standards.
* Ensure there are science visits and trips relevant to the curriculum and inspire teachers to take learning beyond the classroom too.
* Contribute towards the curriculum structure and learning interventions across the whole Academy.

**Other duties and responsibilities**

Deputise for the RSL Science as and when needed.

Carry out other duties that the Principal of the Merchants’ Academy may reasonably request.

***Merchants’ Academy is part of the Merchants’ Academy Trust and is committed to the safeguarding and welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all staff.***



Person Specification

|  |  |  |
| --- | --- | --- |
| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | * Good Honours Graduate with QTS or as required by the DfE |  |
| **Experience** | * A successful teaching record either as a trainee or experienced teacher * Experience of working with students of all abilities in the age range 11-16 or desirably 11-18. |  |
| **Skills** | * Skills set as outlined in the Teachers’ Standards | * Outstanding subject and curriculum knowledge * Evidence of significant progress and outcomes for children |
| **Professional**  **Development** | * Commitment to continuing personal and professional learning development | * Evidence of Professional Learning relevant to the role |
| **Leadership Skills**  **and Values** | * Ability to inspire, motivate and challenge students and staff * Ability to monitor, evaluate and develop strategy priorities and responding if inadequacies. * Commitment to the pursuit of excellence in educational standards * Ability to communicate effectively with colleagues, students, parents and external agencies * Commitment to and promotion of co-curricular opportunities | * Evidence of high level co-curricular activities * Potential for further leadership role |
| **Knowledge &**  **Understanding** | * Demonstrate good subject and curriculum knowledge including the national curriculum * Know how to secure outstanding progress and outcomes by students and staff adapting teaching as needed |  |
| **Student Involvement** | * Commitment to student involvement * Personal commitment to listen to student voice * High expectations of students * Use data analysis to focus on individual student’s needs and development of independent learning | * Evidence of student involvement |
| **Personal Attributes** | * Flexibility to cope with diverse needs of the post * Resilience to work under pressure * Positive, tenacious and optimistic * Ability to quickly establish positive relationships with students, staff and parents | * Initiative and ability to create new processes and practices to raise standards |