



Our Ref: NM/LHH/KW

March 2020

Teacher of Science

Dear Colleague

Thank you for your interest in the permanent position of Teacher of Science to start September 2020 to teach chemistry or physics up to and including KS5. The ability to also teach A-level PE theory is hugely desirable but not essential. Christopher Whitehead Language College and Sixth Form is a fabulous, vibrant oversubscribed Worcester City school that opened its sixth form in September 2015. This is a great opportunity for the right candidate to make a real impact. You would be joining a strong, well run, committed department that makes a significant contribution to the school's continuing success.

CWLC is an 11-18 school 'in pursuit of excellence' in all areas of its community's life. Near to the cricket ground, on the west bank of the River Severn in Worcester, it is a larger than average, inclusive and community-focused comprehensive school with approximately 1400 students. In the last five years, the school has enjoyed a huge rise in popularity amongst the local community.

In our latest 2018 Ofsted inspection, personal development, behaviour and welfare was judged as 'Outstanding' and was re-awarded the prestigious Inclusion Quality Mark Centre of Excellence in June 2019. The school has 178 students on the AN register and 186 students on the SEN register. Our provision for AN, SEN and EAL has been described by the last three Ofsted inspections as 'outstanding' and we are the lead school for EAL in the county.

In the additional pages here I have included:

- job description
- person specification
- departmental information

Please also read our privacy notice for job applicants (separate document).

I would obviously encourage you to read our Ofsted report in detail and visit our informative website at www.christopherwhitehead.co.uk to develop an understanding of our ethos. You may like to visit my blog too at www.neilmorriscwlc.wordpress.com.

If you wish to apply, please complete the application form and include a letter detailing your previous educational experience and stating how you would make a difference in the classroom. Please email your completed forms to recruitment@cwlc.email. **Please do not enclose a CV.**

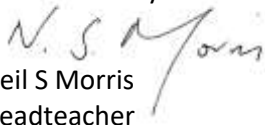
The deadline for receipt of applications is 10.00am on Monday 30th March 2020 with interviews being held on Friday 3rd April 2020.

Please would you ensure you provide email addresses for your referees and perhaps alert them to this fact.

As I will only be contacting short-listed candidates, I would like to thank you for your time and effort, and if unsuccessful, wish you well in your future career.

I look forward to hearing from you.

Yours sincerely


Neil S Morris
Headteacher

Job Description

Post Title:	Generic Class Teacher
Terms & Tenure:	Full Time
Line Manager:	Head of Department (in the first instance)
Staff Supervised:	None

Purpose of the Role

A teacher with a suitable teaching qualification, who teaches classes in years 7 – 13, with responsibility for the preparation and delivery of a two weekly timetable of lessons as determined by the Headteacher.

The job description should be read alongside the range of professional duties as set out in the DfE Teachers' Standards document. All staff need to have regard for their personal and professional conduct defined in the Teachers' Standards and have proper regard for Christopher Whitehead's ethos as a tolerant, inclusive, multi-faith school where staff and students follow the mission statement 'In pursuit of excellence' in all that they do.

Main Duties – Teaching and Managing Student Learning

- The teacher provides well planned lessons suitable to the learners' experience, ability and following the Department agreed scheme of work.
- The teacher provides a learning environment that is safe, inspiring and conducive to the students' learning needs.
- The teacher assists all students in the development of citizenship, responsible and ethical values and basic communication skills.
- The teacher provides, whenever possible, appropriate individual and small group instruction in order to adapt the curriculum to the needs of the students with varying intellectual abilities, attitudes, and cultural backgrounds.
- The teacher adapts their teaching to respond to the strengths and needs of all.
- The teacher establishes and maintains standards of student behaviour needed to provide an orderly and productive classroom environment, with lesson by lesson registration that ensures monitoring of attendance can be maintained.
- The teacher regularly evaluates each student's development in the course being taught, prepares progress reports and reports grades as required by the school procedure.
- The teacher gives regular, constructive feedback, both orally and through accurate, diagnostic marking that follows the school's policy.
- The teacher ensures homework is set/recorded by the students and regular feedback is provided to students as agreed by the Department policy.
- The teacher ensures that student reports follow the school format, are error free, on time and individualised.
- The teacher makes a positive contribution to the ethos of the school, forming effective, professional relationships with colleagues.

Other Duties and Responsibilities

- Aids in selection and requisition of books, instructional aides, supplies and has responsibility for ensuring the stock is maintained in a satisfactory state;
- Communicates with parents and external agencies to further the individual student's progress;

Post Title:

Generic Class Teacher (*continued*)

Other Duties and Responsibilities (continued)

- Identifies student needs, and cooperates with other professional staff members in assessing and helping students solve health, attitude and learning problems.
- Supervises the prompt safety and welfare of students in out-of-classroom activities as equitably assigned.
- Shares in the participation and supervision of approved student activities as equitably assigned;
- Participates in faculty/departmental committees and in curriculum and other developmental programs within the school of assignment and/or on a County level. These may include TED/City Groups or other opportunities to further progress.
- Maintains professional appearance and attitude.
- Meets assigned classes, attends committee meetings, faculty meetings and school appointments in a punctual professional manner.
- Maintains accurate records and provides reports to students, parents and/or administration as required by his assignment.
- Cooperates with other staff members and the administration for the general welfare of the students, parents, school, administration, and the community.
- Maintains a professional relationship with students, staff members, parents and the community.
- Participates in the evaluation of the total school programme.
- Assists in planning and coordinating the work of learning support assistants and support staff who are under his/her direct supervision.
- Must be aware of cultural and ethnic groups.
- Expected to promote correct standard of uniform when dealing directly with students.

General and review

To understand and be prepared to support the ethos of the school by:

- Promoting good relationships with students, parents, colleagues, governors, LA and agency staff and visitors to the school;
- Promoting high standards of student behaviour inside the classroom and around the school generally, following the school's behaviour policy;
- Promoting high standards of personal presentation and conduct, including being punctual and using social network media appropriately;
- Completing training in the relevant areas to meet all safeguarding and health and safety standards as advised by CWLC and government policy.
- Being aware of all matters of health and safety related to the working environment.

This job description is not necessarily a comprehensive definition. It will be reviewed periodically and when appropriate. It may be subject to change or modification at any time after consultation.

Christopher Whitehead Language College and Sixth Form has a strong commitment to achieving equality of opportunities in its service to the community and the employment of people and expects all employees to understand, comply with and promote its policies in their own work.

Christopher Whitehead Language College and Sixth Form is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Person Specification

Teacher of Science	Essential	Desirable	Evidenced (Application Form, Interview, References)
Qualifications and Training			
DfE recognised Qualified Teacher Status	✓		A
Appropriate degree	✓		A, I
Evidence of recent and relevant professional development		✓	A
Experience			
Successful teaching experience of science KS3/4/5 (including teaching practice)	✓		A, R
Skills and Abilities			
Commitment to working as part of a team, including the sharing of successful teaching and learning strategies	✓		A, I, R
Contributing to the development of the department's curriculum and resources	✓		A, I, R
Ability to teach good or outstanding lessons	✓		A, I, R
Strong classroom management skills	✓		A, I, R
Effective communication skills	✓		A, I, R
Ability to use innovative and interactive teaching methods	✓		A, I, R
Uses ICT as an innovative tool for learning	✓		A, I, R
Contribute to the improvement and implementation of assessment for learning within the department	✓		A, I, R
Other Factors			
Mark work regularly and set achievable and aspirational targets for students	✓		A, I, R
Demonstrate enthusiasm for and enjoyment of teaching	✓		A, I, R
Willingness and ability to play a key role in delivering extra-curricular activities for students	✓		A, I, R
A passion for helping young people to develop their understanding and experiences to reach their full potential	✓		I, R
Well organised with good time management skills	✓		I, R
Meets tight deadlines with attention to detail	✓		I, R
High degree of personal integrity	✓		A, I, R
Hardworking, energetic and cheerful	✓		I
Excellent attendance record	✓		R
A thorough understanding of a teacher's role in safeguarding young people	✓		A, I, R

This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Disclosure and Barring Service 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 may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.

Departmental Overview

The Science Department

Science is a core subject with all students taking at least two science GCSEs. There are ten full time and three part time members of staff in the department, supported by three technicians. The department is regarded by other parts of school to have a strong work ethic.

Curriculum Organisation at KS3



Our KS3 covers years 7 and 8, these students have six hours of science a fortnight. The school operates on a two week timetable. The new KS3 scheme of work is in place for years 7 and 8 and has been written to prepare students for the OCR GCSE Biology A, Chemistry A and Physics A courses that started in September 2016. Students are in streamed sets and work through booklets which have been introduced in a bid to 'close the gap'. All students cover the same content in years 7 and 8 and are taught by two different teachers, each teacher has three lessons a

fortnight and teaches a different topic. The students are assessed twice during each topic and progress is tracked over all the assessments taken during the two years.

Curriculum Organisation at KS4

We currently follow the OCR syllabus A (Gateway) scheme in each of the sciences over three years and students study combined science GCSEs up to the end of year 10. At the end of year 10 a decision is made, in consultation with the students, who will go onto study GCSEs in the separate sciences and who will continue with GCSE combined science. Year 9 students have seven lessons a fortnight (two each for biology and physics and three for chemistry). Year 10 students have eight lessons a fortnight (three each for biology and physics and two for chemistry). Year 11 students have nine lessons a fortnight, split equally over the three sciences. We are fortunate that generally specialists teach KS4 lessons.

Curriculum Organisation at KS5



We offer the OCR Level 3 Advanced GCE in Biology A, Chemistry A and Physics A and BTEC Applied Science extended certificate. The class sizes in KS5 are currently at a maximum of fifteen. The smaller class sizes have allowed the subject specialist teachers to get to know their students and offer support both during lessons, as well as in timetabled intervention sessions during period one of the normal teaching day.

Teaching Rooms and Resources



We currently have eleven teaching laboratories, one teaching classroom and three preparation rooms most of which were completely refurbished in 2008, with two new physics labs built in 2017. All laboratories have a fixed digital projector and video facility. The laboratories have their own set of basic practical equipment. We have three science technicians, one in charge of each subject area who are happy to advise on practical work if required. We subscribe to the Kerboodle online teaching, learning and assessment service for KS4 and KS5.