



Bridgewater
High School



THE SCIENCE FACULTY

Information for Applicants

TEACHER OF SCIENCE (BIOLOGY)

**Fixed Term for 12 months
0.6 – full time**

Closing Date 26th June 2017 at noon



THE SCHOOL AND ITS LOCATION

Bridgewater High School serves a socially mixed, generally prosperous, area of South Warrington. The school is located in the community of Appleton close to the M56, which provides excellent links with the motorway system as a whole. The school converted to an Academy on the 1st December 2014.

We are a mixed 11-18 comprehensive, situated on two attractive sites approximately half a mile apart. Following an amalgamation of two schools in 1987, both sets of buildings have been adapted and extended.

The Lower School is a brick building of the late 1960's set in attractive grounds. In recent years, there have been substantial building and refurbishment programmes, which have added new classroom facilities, a new Art wing, new Technology facilities, (including ICT) and improved accommodation for Music, Dance and Drama.

The Upper school facilities include our 6th Form building (**Appleton College**), a joint use Leisure Centre, which provides the school with first-class sports facilities - swimming pool, dance studio, a large sports hall, fitness training room and a large all-weather floodlit games area.

Although we are a twin-site school pupils remain almost wholly on either lower or upper school sites throughout each day; they are not required to travel between sites, with the exception of some movement to maximize the use of sports facilities.

The twin-site organisation presents itself as both an opportunity and a challenge. It provides the opportunity for us to create two smaller school communities within a large school with the obvious benefit this brings. The organisation of each site, according to Key Stages, also helps us to develop the appropriate ethos of each site. Our policy requiring staff to travel between sites, however, demands high levels of personal organisation and a commitment to ensure that our curricular and pastoral systems operate fully and effectively.

The school was inspected by Ofsted in November 2011 and judged Outstanding. The report is available on our website or via the internet.

In recent years Bridgewater High School has been heavily oversubscribed not least because of the level of success in public examinations. In 2016 students attaining C and above in GCSE English and Maths was 74%.



SCHOOL AIMS

Bridgewater High School is committed to equality of opportunity for all and values diversity. Our school aims are:

- **Opportunity** – To provide all members of the school community with opportunities to develop their individual potential during and beyond their school years.
- **Enthusiasm & Success** – To stimulate enthusiasm for learning and for all pupils to experience success.
- **Curriculum** – To provide each pupil with a broad, balanced and relevant curriculum.
- **Environment** – To create an environment that encourages and recognises hard work, self-discipline and a sense of personal responsibility.
- **Care and Support** – To provide a caring school community which supports both pupils and staff.
- **Values** – To help children to develop their moral and spiritual values
- **Respect** – To encourage respect for people of all backgrounds and traditions.
- **Lifestyle** – To stress the value, benefit and importance of a healthy lifestyle.
- **Relationships** – To build strong relationships between all members of the school and the larger community we serve.



SCHOOL ORGANISATION: Leadership and Management

All staff contribute to the leadership and management of the school.

The school divides each year group into two halves which are equal in size and ability. These are called Stockton and Appleton respectively. Students stay in these throughout their time here. Each year is supported by a Pastoral and Achievement Leader (PAL) and a Pastoral Achievement Manager (PAM) as well as a team of ten tutors. In addition there is a Faculty structure (English, Mathematics, Science, MFL, Technology, PE, Expressive and Performing Arts, Geography PSHE & Sociology, History & RE, ICT & Business and SEN).

Support staff are led by a Strategic Director of Finance & Resources who reports directly to the Principal and is a member of the School's Leadership Group.

The school's leadership and management are actively supported by a Governing Body.

The structure of the Leadership Group will be as follows from September 2016:

- Principal
- Headteacher (Upper School)
- Headteacher (Lower School)
- Deputy Headteacher
- Assistant Headteacher (Lower)
- Assistant Headteacher (KS5)
- Assistant Headteacher (Learning Technologies)
- Assistant Headteacher (Literacy & Head of English)
- Assistant Headteacher (Numeracy & Head of Maths)
- Lead Practitioner (Pastoral)
- Lead Practitioner
- Strategic Director of Finance & Resources (All support services)



SCHOOL ORGANISATION: The Curriculum

The curriculum organisation of the school is based on a faculty structure. The school timetable operates on the basis of five (60-minute) periods per day and is scheduled over a two-week period.

Key Stage Three

Our aim throughout Key Stage 3 is to develop a wide variety of knowledge, skills and understanding as a sound foundation for the future. Pupils study all National Curriculum subjects: English, ICT, French or German, Mathematics, Science, Religious Studies, Design Technology, PE, History, Geography, Art, Dance, Drama and Music and PSHE.

Pupil groupings vary according to subject areas, with pupils mainly set according to ability, from the beginning of Year 8 onwards. English and Maths begin setting in Year 7.

Arts subjects are taught in mixed ability groups.

In Y9 all pupils currently take a Grade 3 in Trinity Guildhall Performance Arts.

Key Stage Four

Pupils continue to study Science, English, Mathematics, Religious Studies, PE, ICT and PSHE. They choose from a variety of further subjects designed to reflect their own interests and abilities. These include Art, Textiles, French, German, Technology (Product Design, Graphics, and Food Preparation and Nutrition), Drama, Music, Geography, History, Business Studies, Physical Education, Dance, Information Technology, Computer Science, Child Development, Leisure and Tourism and Performing Arts.

Most of these courses lead to GCSE or BTEC qualifications.

Issues such as Careers are taught through themed days as well as within subjects. All staff also contribute to the delivery of PSHE through a fixed 30 minute period.

SCHOOL ORGANISATION: The Sixth Form – 'Appleton College'

The Sixth Form, 'Appleton College', is a distinct but well integrated part of Bridgewater High School. Our sixth form provision offers a broad range of academic, and some vocational, courses (26 AS levels, 24 A2 levels and 3 vocational courses). It enjoys an established level of success in public examinations and the majority of students take up places in Higher Education.

'College' students enjoy all the facilities of a large comprehensive specialist school along with their own social and private study facilities. A major refurbishment in 2009, enhanced substantially the sixth form study and seminar facilities.

Most students follow four courses at AS in Year 12, then take three onto a full A level in their second year.



SCHOOL ORGANISATION: Special Needs

Our **Equal Opportunities and Social Inclusion Policies** support our commitment constantly to review our provision and equality of treatment of all pupils with any Special Needs.

The **Special Educational Needs** of pupils are given careful consideration and include pupils with learning difficulties as well as those who may be gifted or talented.

The school operates a Learning Support Centre to help those pupils experiencing difficulties adjusting to school life and is, also, the base for a local authority funded twelve place enhanced provision for students on the ASD spectrum.

Particular provision is also made for the full integration of pupils with physical disabilities, in line with the Disability Discrimination Act.

THE STUDENTS

The school's overall admission limit for each year group is 300 and we are regularly oversubscribed.

Students are able to contribute to the school in many ways not least through the Lower and Upper School Councils and the Appleton College Council.

THE STAFF

There are 120 teachers and 97 members of the support staff.

Teaching staff teach on both sites to ensure an overall balance of staff resources and to promote their career development. There is a regular minibus shuttle between the sites at the beginning and end of each lesson, break and lunchtime periods.

FINANCE

The school's finances are well managed and the school has gained the Financial Management Standard in Schools.

TEACHER TRAINING

Bridgewater High School has established training partnerships with three local University Education Institutes: Manchester Metropolitan University, Liverpool John Moores University and Chester University.

INTERNATIONAL LINKS

The school runs an extensive programme of visits abroad and in particular runs three long standing exchanges to Germany, France and America.



EXTRA CURRICULAR ACTIVITIES

We operate a wide range of extra curricular activities throughout the year. Opportunities in the Arts, Sport, the Duke of Edinburgh Award Scheme and subject enrichment are all available: further information can be found on the school's website.

LINKS WITH PARTNERS

We draw many of our Year 7 intake from five partner primary schools with whom we work very closely. Staff from the specialist areas are timetabled to work with our partner schools enabling us to fulfill our community targets.

Strong links with local universities have been established in support of teacher training and with universities throughout the country in support of students who proceed to Higher Education.

LINKS WITH PARENTS

Traditional patterns of parents' evenings, interim reports, a school newsletter ('The Bridge') and an extensive website all support the strong links that exist with parents.

An active PTA meets regularly and supports school activities including the operation of a school uniform shop.

LINKS WITH THE COMMUNITY

Links with local business and commerce exist in support of curricular activities and student learning.

A joint use leisure centre is based on the upper school site: it is managed by the local authority as a community resource.

A Cricket Centre of Excellence operates in partnership with a local cricket club and the floodlit tennis courts are jointly managed with a local tennis club.

A range of community groups, including the Warrington Youth Orchestra, use the school's facilities.

We run Saturday morning Performing Arts and Dance groups plus beginner strings. We also hold two weeks of Arts summer school; one week for primary age and one for secondary.

SAFEGUARDING CHILDREN

This School is fully committed to Safeguarding Children and requires ALL staff to support the effective implementation of our child protection policies.



THE SCIENCE FACULTY

The Science Faculty has fifteen full-time teachers and two part time teachers, most of whom teach the full range of ages and abilities from years 7 to 11 (GCSE) and Sixth Form.

Key Stage 3 is taught at Lower School, where there are six laboratories and the support of two full time equivalent science technicians. Year 7 classes are taught in mixed ability groups, whilst years 8 and 9 classes are set by ability. Adapted QCA schemes of work are followed and we use Exploring Science support materials. Years 7, 8 and 9 pupils have 3 hours of science per week. The aim is to have one teacher per group for years 7 and 8 and specialist teachers where possible for Year 9.

Key Stage 4 and post-16 provision is based at Upper School where there are eight laboratories and three full time equivalent technicians. A range of courses are taught at Key Stage 4. The majority of students, approximately two hundred, follow the OCR Gateway Core and Additional Science courses. Three/four sets of students follow the OCR Gateway Separate science courses. A vocational route is provided for around twenty students who follow the BTEC First Diploma in Applied Science.

In the sixth form there is a strong tradition of success in 'A' level Biology, Chemistry and Physics. All three subjects follow OCR syllabuses at AS and A2 level and will be continuing with OCR A for the new science A levels starting in September this year.

The Faculty is managed by the Head of Faculty with Heads of Department for Biology, Chemistry and Physics. Heads of Department have responsibility for the management and the delivery of their subject across Key Stages 3, 4 and 5.

There are also KS3 and KS4 coordinators who have responsibility for maintaining high standards of teaching & learning and managing the day to day issues at each key stage.

The Faculty, subject departments and key stages hold regular meetings which are used for administration, curriculum developments and teaching & learning enhancement.

The Faculty is looking to appoint an individual who is committed and enthusiastic about the teaching and learning of Science and to raising the achievement of all pupils, across all three key stages. The Faculty is committed to supporting its members in their professional development.



PERSON SPECIFICATION

TEACHERS MAIN SCALE

	ESSENTIAL	DESIRABLE
Knowledge and Experience	<ul style="list-style-type: none">▪ Degree in relevant subject▪ Qualified Teacher Status (QTS) or evidence of working towards it, NQT▪ Experience of teaching at secondary level▪ Knowledge of the National Curriculum, Secondary Strategies and other related educational initiatives▪ Evidence of commitment to further professional development▪ A clear philosophy on how and why the subject should be taught to pupils of all abilities▪ Awareness of the strategies available for improving the learning and achievement of students of all abilities, including high ability students▪ Awareness of national initiatives and strategies related to this curriculum areas and the secondary curriculum in general▪ Understanding of implications of Safeguarding Health and Safety legislation	<ul style="list-style-type: none">▪ Good Honours Degree in related subject▪ Second degree or post-graduate qualification▪ Experience of teaching at KS3, 4 & 5.▪ Knowledge and experience of role of form tutor▪ Work within a specialist school environment
Skills and Abilities	<ul style="list-style-type: none">▪ Experience of developing and implementing Schemes of Work▪ Able to use a range of teaching and learning strategies▪ Ability to set high standards and to motivate pupils and maintain high standards of discipline▪ Effective classroom management▪ Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning▪ Good organisational skills and resource management skills	<ul style="list-style-type: none">▪ Ability to develop the use of learning platform/VLE
Personal Qualities	<ul style="list-style-type: none">▪ Highly motivated and able to motivate colleagues▪ Imaginative, creative and innovative▪ Enjoys working effectively in a team▪ A positive attitude towards own continuing learning	<ul style="list-style-type: none">▪ Willing to help support extra curricular activities, for example trips, clubs



MAIN SCALE JOB DESCRIPTION

PURPOSE

- Deliver an appropriately broad, balanced, relevant and differentiated curriculum which provides all students with the opportunity to achieve their individual potential.
- Monitor and support the progress of students and take appropriate action to ensure the highest possible standards of learning and achievement.
- Implement the School/Faculty Rewards and Consequences policy in a fair and professional manner.
- Contribute to the overall work of the Faculty and School in a positive and supportive manner.
- To be a lead professional in the provision of effective behaviour management.

REPORTING TO

- Head of Department/Faculty

KEY TASKS

PLANNING

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the relevant curriculum area.
- To contribute to the Faculty's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.
- To attend Faculty Meetings according to the pre-arranged timetable.

CPD

- To take responsibility for personal and professional development by actively seeking out training opportunities, as well as participating in school based INSET.
- To engage in the Performance Management process in a positive and professional manner.

COMMUNICATION

- To participate in the programme of parent and community liaison activities which include Open Evenings, Parents' Evenings.
- To communicate effectively with parents and other external agencies as appropriate.
- To follow agreed policies for communication in the school.

MANAGEMENT OF INFORMATION

- To maintain appropriate records and provide relevant, accurate and up-to-date information as required.
- To track student progress and use information to inform teaching and learning.

PASTORAL SYSTEM

- To be a Form Tutor to an assigned group of students and attend relevant Year Team briefings/meetings.
- To promote the general progress and well being of individual students and of the Form Tutor Group as a whole.
- To liaise with a Pastoral and Achievement Leader to ensure the implementation of the school's Pastoral System and Behaviour Management Policy.



- To take responsibility for the daily Form Tutor time and follow the designated programme of activities.
- To evaluate and monitor the progress of students and keep up to date student records as may be required.
- 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.

TEACHING

- To teach students according to their educational needs, including the setting and marking of work completed by the student both in school and at home.
- 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 and Numeracy policies/strategies are reflected in the teaching/learning experience of students.
- 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 of work and homework.
- To mark, grade and give written/verbal and diagnostic feedback as required.

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

Please return application form to:

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Appleton
Warrington
Cheshire WA4 3AE

Email: s.smith@bridgewaterhigh.com
Tel: 01925 216045 (Mrs S Smith)
Tel: 01925 263919 (School)

Principal

Tim Long BA (Oxon)
MA Ed, P.G.C.E., N.P.Q.H

Headteacher Lower School

Tracey Hatton
BA Hons, P.G.C.E., N.P.Q.H

Headteacher Upper School

Keiron Powell
BA Hons, QTS

Website. www.bridgewaterhigh.com



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