

The Weston Road Academy



Teacher of Science

Full Time, Permanent

ECT/MPS/UPS

Start Date: September 2023

Information Pack



The Weston Road Academy

Blackheath Lane, Stafford, ST18 0YG

Aspiring and Believing to Achieve the Extraordinary

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Letter from Headteacher

March 2023

Application for Full-time, Permanent, Teacher of Science (all specialisms considered)

Dear Applicant,

Thank you very much for requesting details for the position of full-time, permanent ,Teacher of Science at The Weston Road Academy. This is an exciting opportunity for a person wishing to develop their career in an environment that is supportive of its staff. The successful candidate will be joining the Academy at an exciting time as it continues to grow. We are looking to recruit an enthusiastic and committed teacher who cares deeply about the prospects of the young people under our care, and someone who is passionate about education within a comprehensive system.

We are looking for somebody who will have a committed focus on raising attainment and achieving progress for all pupils within a caring and aspirational environment. You will benefit from working with a strong team of teachers and support staff in a purpose built learning environment. All staff share the Academy's vision that every pupil will 'Aspire and Believe to Achieve the Extraordinary'. Pupils will leave The Weston Road Academy with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our information pack gives details of the post and the recruitment process. I hope that you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application. In the meantime, if you have any queries or would like to arrange a visit to The Weston Road Academy, please contact us on 01785 413600.

Yours sincerely,

A handwritten signature in black ink that reads "A. Kingman". The signature is written in a cursive style with a large initial 'A'.

Ann Kingman
Headteacher

Vision and Values



Vision: *To be an outstanding academy, at the heart of the community, enabling our pupils to deliver the extraordinary across all areas of the curriculum and beyond.*

Objectives

To collaborate with our community, making a difference to the life chances of every pupil, breaking down barriers to learning, building self-belief, and developing aspirations, therefore, enabling every child to achieve the extraordinary

To enable staff to achieve their best; passionate about teaching, rewarded for delivery of our priorities and supported by effective leaders

To offer a broad and balanced curriculum that inspires and encourages delivery of the extraordinary

To create a truly inclusive academy where adults build positive relationships with children and where every child feels safe, happy, confident, challenged and supported to achieve the remarkable

To develop partnerships with parents, businesses, and our local community in order that Weston Road continues to be a centre of excellence that is trusted and valued by its stakeholders and beyond

To enable all pupils to achieve the extraordinary through provision of a world class environment, underpinned by financial sustainability and inspired staff

To enable pupils to make the right choices by equipping them with the life skills, guidance and advice empowering them to be the creators of a rewarding and successful future within their local community, modern Britain and the wider world.

We will deliver our vision through our **Core Values** ensuring extraordinary outcomes for all:

Belief	Togetherness	Respect
Responsibility	Accuracy	Inclusion
Organisation	Excellence	Integrity

Information about The Weston Road Academy

Welcome to The Weston Road Academy. We are extremely proud of our school and new pupils, staff and visitors are always struck by the friendly, positive and hard-working atmosphere. Our ethos is built on traditional values such as respect, hard work, community, pride in our appearance and high expectations. We work together to instil an enjoyment in learning and strive to support each child. We work hard to develop their confidence and skills to be the best they can be and to reach their full potential. It is our pleasure to invite you to be a part of the exciting future of our academy. We are not just a school recognised by Ofsted as Good, we are also welcoming and caring, with the staff, ideas and a drive to continually improve. Our pupils leave us well qualified and proud of their achievements. We guide them to be mature, highly skilled and successful learners equipped for the fast paced modern society they will eventually join.

Since opening in 1979, as Weston Road High School we have continued to deliver an excellent education to pupils of all backgrounds and abilities, valuing the well-being of each pupil. Serving the community of East Stafford and nearby villages, our academy is an ideal size – not so big that it is impersonal but large enough to offer a wide variety of courses and extra-curricular opportunities.

On 1st October 2011 we proudly became Stafford's first academy. As a converter academy, The Weston Road Academy is answerable directly to the Department for Education and has used its freedoms to develop an innovative curriculum and pastoral care system. Inevitably, this document cannot convey the inspiring atmosphere and vibrancy of the academy, and unfortunately at this time we cannot invite you to visit us to find out first hand, why so many parents choose The Weston Road Academy as the preferred choice for their child's secondary education. However, there is plenty of information on our website and please do get in touch if you have any further questions.

Academy Facilities

The Weston Road Academy is an attractive building encompassing two courtyards and a wildlife area as well as extensive playing fields. Each department has its own suite of rooms. In addition to normal specialist classrooms, we have a 180-seat theatre, sports hall with weight training room, gymnasium, eight hard playing courts, drama/dance studio, and specialist rooms for music, science, design and technology, art and ceramics, computing and ICT.

The Academy Day

08:40 am	Warning Bell	13:25 pm	Period 5
08:45 am	Tutor Time	14:15 pm	Period 6
09:05 am	Period 1	15:10 pm	End of School Day
09.55 am	Period 2	15:15 pm	Period 7 (Sixth Form only)
10:45 am	Break	16:05 - 16:55 pm	Period 8 (Sixth Form only)
11.05 am	Period 3		
11:55 am	Period 4		
12:45 pm	Lunch		

Leadership Team

Mrs A Kingman – Headteacher

Mr M Smith - Deputy Headteacher - Pastoral Care

Mr D Bloor - Assistant Headteacher - Teaching and Learning

Mr N Everill - Assistant Headteacher - Assessment and Data

Mr J Hackett - Assistant Headteacher - Inclusion and Community

Mrs S Hancox - Director of Finance

Extended Leadership Team

Mr C Gibbard - Associate Headteacher - Sixth Form

Mrs Z Breeze - Associate Headteacher - Curriculum

Governors

Our Governing Board is made up of a group of individuals from both the academy parents and the wider community. The role of the Academy Governing Board is to provide strategic leadership, accountability and to act as a critical friend. The three Sub-Committees are the Finance and Premises Committee, Teaching and Learning Committee and Staff and Students' Committee. The Term of Office for Governors, with the exception of the Headteacher, is four years.

Mr A Hind, Co-opted Governor, Chair of Governors

Mr J Heath, Governor appointed by The Academy Trust

Mr D Craig, Governor appointed by The Academy Trust

Mrs L Lewis, Co-opted Governor

Mrs J Brazier, Parent Governor

Mrs E Mather, Parent Governor

Mr M Goodwin, Parent Governor

Mr G Russel, Staff Governor

Mr E Plant, Staff Governor

Mr A Piercy, Staff Governor

Workload and Wellbeing

We have reviewed the workload of staff and will continue to do so, this includes:

- Introducing new technology systems to be more efficient with appropriate and adequate training
- Focusing on our priorities
- Only sending emails during the working week, not at weekends or in holidays, unless it is an emergency
- Reviewing our meeting schedule giving staff more opportunity to talk with each other through our Teaching and Learning Coaching Network
- Introducing a comprehensive CPD programme with support for individuals
- Reviewing our marking policy, altering the frequency and quantity
- Simplifying our reports to parents
- Dedicating time to collaborative planning
- Reviewing the school calendar
- Reducing the number of data collection points from six to three per year

We have:

- Introduced various secret buddy schemes
- Gives staff weekly 'shoutouts'
- Organised staff socials
- Organised staff events, including yoga classes, mud runs and Leadership Team cook breakfast

We can offer through external agencies:

- Nurse Support Services
- Physiotherapy
- Counselling
- Weight Management
- Menopause Support
- Private Medical Operations in some instances
- Cancer and Chronic illness Support
- GP helpline
- Speech Therapy

In our most recent staff survey, 90% of staff rated staff morale at the Academy as good or very good!

Admissions

The Weston Road Academy is the admission authority and has responsibility for setting the admission arrangements and for making decisions regarding admissions applications.

Pupils in Years 7 to 13 can apply directly to The Weston Road Academy for a school place and we will liaise with Staffordshire County Council Admissions on your behalf.

Secondary School Admission applications for transition at the end of Year 6 are managed by the Staffordshire School Admissions Service.

Admission number

The Year 7 PAN (Pupil Admission Number) for the entire academic year 2023—2024 is 182.

Admissions over-subscription criteria:

- 1) Children in Care and children who ceased to be in care because they were adopted (or became subject to a residence order or special guardianship order)
- 2) Children who have an elder sibling in attendance at the academy who will still be attending at the proposed admission date
- 3) Staff children
- 4) Children living within the catchment area of the Academy
- 5) Children who satisfy both of the following tests: on medical grounds or by other exceptional circumstances and the child would suffer hardship if they were unable to attend the academy.

Curriculum

The Weston Road Academy is committed to providing for all of its pupils a broad, balanced and personalised education. The emphasis, in all years, is upon providing pupils with a varied diet of studies across a wide range of subjects. Personalisation is achieved through high quality teaching. Further, corrective literacy and numeracy schemes and 1 to 1 tuition are used to support the literacy and numeracy of those pupils who need this. Small-group English and Maths intervention takes place in years 10 and 11, again for those in need.

In Year 9, pupils are given the opportunity to choose some of their courses to study, in order to pursue particular interests or strengths. At this “Options stage”, pupils are guided along a particular pathway according to their own individual strengths and weaknesses, but can ultimately make their own choices. This allows pupils to follow a curriculum which is balanced, stimulating and of interest to them.

Social, Moral, Spiritual and Cultural Education, Citizenship, Literacy, Numeracy, Economic Awareness, Health Education, Internationalism and Careers are delivered across the Curriculum, often in SHARE (Social Health and Relationship Education)

In the Sixth Form we work in collaboration with four other schools in Stafford. This allows pupils to choose from a wide variety of academic and vocational courses.

Curriculum

The timetable operates on a 30-period week with lessons being in either doubles or singles. PSHCE is delivered throughout the curriculum.

Year 7, 8 and 9

The following table gives the breakdown of lessons in Years 7, 8 and 9.

<u>SUBJECT</u>	<u>YEAR 7</u>	<u>YEAR 8</u>	<u>YEAR 9</u>
ENGLISH	5	4	5
MATHEMATICS	4	5	4
PERFORMING ARTS	1	1	1
COMPUTING AND DIGITAL LITERACY	1	1	1
SCIENCE	4	4	4
TECHNOLOGY	2	2	2
ART	2	2	2
HISTORY	2	2	2
GEOGRAPHY	2	2	2
FRENCH	3	3	3
PHYSICAL EDUCATION	3	3	3
PSE	1	1	1

Years 10 and 11

<u>SUBJECT</u>	<u>YEAR 10</u>	<u>YEAR 11</u>
ENGLISH	5	4
MATHEMATICS	4	5
SCIENCE	6	6
PHYSICAL EDUCATION	2	2
PSE	1	1

Curriculum

4 BLOCKS each of 3 periods	
and containing a mix of the following (one of which must be an EBacc subject)	
ART AND DESIGN	
PERFORMING ARTS	ICT
BUSINESS STUDIES	MUSIC
COMPUTER SCIENCE	PHOTOGRAPHY
FOOD TECHNOLOGY	PHYSICAL EDUCATION
FRENCH	PRODUCT DESIGN
GEOGRAPHY	ENGINEERING
HISTORY	

GCSE courses are offered in all of the above subjects, but where appropriate some pupils are following a more vocational pathway. These include Cambridge Nationals in ICT, Cambridge Nationals in Enterprise, BTEC Performing Arts and Technical Award in Performing Arts.

The Learning Support department assists pupils with learning difficulties or Special Educational Needs and this is organised by the Special Educational Needs Co-ordinator in close consultation with the Subject Leaders.

Sixth Form students benefit from Weston Road's relationship with the Stafford Partnership. The academy delivers English Literature, Maths, Physics, Chemistry, Biology, History, Geography, Art, Psychology, Business Studies and PE at A Level. Others are available through the other Stafford High Schools.

Content: Years 12 and 13 (The Sixth Form)

Sixth Form students at The Weston Road Academy usually follow a curriculum of three courses of their choice. The intention is that the courses are pursued to full qualifications, although individual circumstances are considered. Further information about the Stafford Sixth Form Partnership can be found in the Prospectus.



Blackheath Lane
Stafford ST18 0YG
Tel: 01785 413600
e-mail: office@westonroad.staffs.sch.uk
11-18 co-educational; NOR 1015

The Weston Road Academy



TEACHER OF SCIENCE

Permanent Full-Time Post

ECT/MPS/UPS

Start Date: September 2023

Are you an inspiring teacher with a real passion for Science?

We can offer you:

- An employer placing staff welfare and wellbeing at the heart of our school
- A stimulating working environment with a platform to share your ideas
- Career development opportunities
- A supportive and dedicated team of colleagues
- Enthusiastic and well behaved pupils

We are seeking an inspiring teacher with excellent subject knowledge (all Science specialisms considered) to teach inspirational lessons and to use their drive, passion and teaching dynamic to make a significant contribution to our successful Science department.

Who we are:

Weston Road is a friendly, harmonious, progressive, over-subscribed 11-18 academy, located on the edge of an attractive county town. The Academy has an outstanding reputation for pastoral care.

About our Science Department:

Our rapidly improving Science Department is well accommodated and resourced. There is excellent teamwork and resource sharing and, in return for your overwhelming desire for excellence and career ambition, we offer outstanding professional development and a stimulating working environment.

The department also offer pupils a range of extra-curricular opportunities which include science and engineering weeks and links with partner primaries.

Please see our website for further details please visit [www.westonroad.staffs.sch.uk/ TheAcademy/Vacancies/](http://www.westonroad.staffs.sch.uk/TheAcademy/Vacancies/)

Closing date: Friday 21st April 2023, 9am

Completed applications should be returned to lbirks@westonroad.staffs.sch.uk

We are strongly committed to promoting and safeguarding pupil welfare and expect

Job Description

TEACHER OF SCIENCE

Full Time, Permanent Post

Closing Date: 9am Friday 21th April 2023

The Post

We see this as an exciting opportunity for a teacher looking to work in a department that is well organised, well-resourced and enthusiastic about its teaching. There is strong collaborative development of schemes of learning and resources and an excellent team ethos, so the person appointed will be very well supported.

Candidates who can contribute to the life of the academy outside the classroom are particularly welcome, although our principal aim is always to appoint effective classroom practitioners with a passion for their subject. We will be operating a comprehensive programme of professional support and development.

Job Description

The minimum requirements for teachers' practice and conduct are described in the Teachers' Standards document published by the Department for Education in 2011. In particular, Science teachers at Weston Road are responsible to the Subject Leader and Headteacher for the following:

- creative use of the agreed schemes of learning and available resources to ensure that all pupils make good progress
- stimulating interest in Science across the full ability range through the use of a variety of learning approaches
- regular assessment of pupils' work to diagnose their immediate improvement priorities and their potential
- establishing good expectations of class work and homework, with good behaviour maintained in lessons
- liaison with the Subject Leader and colleagues in the development of teaching strategies and resources.

Job Description

TEACHER OF SCIENCE

Person Specification

The successful applicant will be able to demonstrate or give evidence of:

- strong subject knowledge
- good teaching skills and the capacity to stimulate pupils' enthusiasm and ambition
- the ability to teach Science to at least GCSE Level
- awareness and keenness to exploit developments in Science education, including the use of ICT
- good understanding and use of assessment to maximise pupil progress
- the readiness to work as part of a team in the development of learning activities and resources
- the ability to establish in the classroom an orderly atmosphere in which pupils are able to work both independently and in groups as appropriate
- a sincere commitment to comprehensive education and Equal Opportunities
- a positive outlook and belief in the power of education to improve children's lives.

Selection Procedure

Applicants are asked to send a fully completed application form to the academy, highlighting any gaps in employment. No other letter or CV is required.

The appointment decision will take account only of the application form, lesson observation and interview. References will be used to confirm the decision. No unofficial soundings will be asked for or considered in the selection process.

The Weston Road Academy is strongly committed to safeguarding and promoting pupil welfare and expects all employees to share this commitment. The successful candidate will therefore need to undertake a List 99 and criminal record check via the DBS and provide references to cover a full three year period.

The Science Department

The Science Department is a forward-thinking committed team of Teachers and Technicians. We aim to build on our strengths and broaden our capabilities by supporting each other and working collaboratively.

Pupils are positive about Science at The Weston Road Academy. We aim to produce scientifically literate students who appreciate the importance of Science. Our pupils are encouraged to develop an awareness of their most effective learning style and to take an active role in making decisions about their own learning in lessons.

In the new GCSE all pupils follow the AQA Combined GCSE Science Trilogy route, and Separate Science route. Each year, A levels are delivered in Biology, Chemistry and Physics with the numbers of pupils wanting to take A levels increasing year on year.

Students have been invited to the Big Bang Fair at the NEC to explore the job opportunities in Science and Engineering. In the past students have commented that this has really driven their eagerness to succeed in Science, and beyond, with increased amounts of students in year 10 opting to take on the Separate Science route and leading successfully onto the A-Level courses.

The department consists of eight laboratories situated around a central preparation room. All laboratories are equipped with interactive whiteboards. The Science area includes a pupil resource room (The Science Hub) that promotes active and independent learning as well as providing a quiet area for small group work.

The school operates a thirty period week, with six lessons of fifty minutes per day. In KS3, pupils have four lessons of Science per week increasing to six lessons in KS4. KS3 students follow the National curriculum which has been developed in house by the Science department (the order of running can be found on the departments curriculum road map on the Academies website) allowing them to build upon their understanding and skills year on year linking straight to skills they require for the new GCSE. Year 7, 8 and 9 are taught in sets based on KS2 data. In KS4, students are set based on KS3 results and departmental tracking.

The Science department are currently working collaboratively on the development of the new 9-1 AQA GCSE scheme of learning. This has now been finalised and teachers use pre-made lessons placed on the system with relevant assessment and end of topic examinations. A new KS3 scheme of learning has been fully developed this year by the department with pre-made lessons all ready to use on the system, again with appropriately tiered assessments and end of topic examinations.

The department realises that more teacher time should be spent on tweaking lessons to meet the needs of all their students alongside, tracking and intervening and we feel that any new member of the department will now have that appropriate time given rather than continuously reproducing lessons.

The Weston Road Academy



Thank you for your interest in The Weston Road Academy and for taking the time to read about our school. We look forward to receiving your application in due course.

**The Weston Road Academy
Blackheath Lane, Stafford, ST18 0YG**

Aspiring and Believing to Achieve the Extraordinary