

JOB DESCRIPTION

POST TITLE:	Lead Teacher for Science and Extended Leadership Team Member
POST RESPONSIBLE TO:	Associate Principal
POST RESPONSIBLE FOR:	Science
SALARY:	L3 – L7
START DATE:	1 st September 2019

JOB PURPOSE

To lead, develop and manage the Science department within the Academy, to ensure that all learners become engaged in their own learning, are encouraged to develop their scientific skills and knowledge, and ultimately achieve outstanding success.

DUTIES AND RESPONSIBILITIES

Principal Responsibilities

Leading the WMG Academy for Young Engineers

In addition to the responsibilities of a teacher:

- To build, develop and lead a high performing team to deliver Science to ensure outstanding outcomes for learners;
- To manage the resources and budgets for Science in conjunction with the Associate Principal;
- To produce a development plan for the department based on a thorough analysis of the strengths and areas for improvement with the department;
- To be responsible for the Performance Management of the department in conjunction with the Associate Principal;
- To ensure effective Performance Management processes are in place, in conjunction with the Associate Principal, and meet regularly with individual team members;
- To liaise and collaborate with the science staff at the sister Academy in Coventry to share best practice and pedagogy;
- To promote the highest standards of teaching and learning, share best practice with others curriculum areas and develop the Academy model for outstanding learning;
- To collect, analyse and interpret student tracking data to inform curriculum, teaching and learning and intervention for students and staff for Science;
- To conduct rigorous self-evaluation in line with WMG Academy policy, sharing best practice and improving areas of weakness;
- To provide reports and plans as required by the Senior Leadership Team and Governors;
- To comply with health and safety rules and legislation, ensuring the safety of students and staff at all times;
- Taking a lead on the development of risk assessments in Science;
- To be responsible for all aspects of teaching, learning, assessment and progress at Key Stage 4 and 5 including required practical's and examination entries within the department;

- To lead on the development of the Science curriculum, especially the employer led commissions;
- To ensure that all staff within the team are focussed on raising achievement and delivering outstanding teaching and learning;
- To support the Associate Principal in the development of the Academy.

Curriculum

- To lead the development and implementation of the innovative Science curriculum and relevant programmes of study;
- To engage with employers to develop learner employability skills, ensuring work related learning experiences are at the core of the WMG Academy for Young Engineers' curriculum;
- To work with other departments to map Science into commission projects;
- To work closely with appointed staff from the awarding body to develop and improve both the curriculum and its assessment;
- To lead and manage curriculum development and innovation using the latest techniques and technology;
- To produce an annual curriculum plan in discussion with the Associate Principal;
- To oversee the organisation and management of assessment and examinations for Science;
- To develop and lead a department enrichment programme for WMG Academy.

Teaching and Learning

- To ensure a high quality learning experience for students within your department;
- To make effective use of an appropriate range of observation, assessment, monitoring and recording strategies;
- To support and guide students, colleagues, parents and carers with timely, accurate and constructive feedback on students' attainment, progress and areas for development;
- To comply with assessment requirements and arrangements for the subject areas you lead and teach, including those relating to public examinations and qualifications;
- To use local and national statistical information to evaluate the effectiveness of your teaching and to monitor the progress of those you teach in order to raise levels of attainment;
- To ensure that schemes of work, including lesson plans, are in place that will enable access to the highest grades by all students in all courses taught in the curriculum area;
- To ensure the standards of teaching and learning are at least good and consistently outstanding in the subject areas overseen;
- To establish a quality assurance system to ensure that high expectations are set and met and that best practice is implemented;
- To keep up to date with developments in the curriculum area, teaching methods and resources and make relevant changes to schemes of work and lesson plans as appropriate.

Whole School Responsibility

All members of the Extended Senior Leadership Team have a whole school responsibility with their post which is agreed in negotiation with the Associate Principal.

Any other duties commensurate with the level of this post and as directed by the Executive and Associate Principal.

Person Specification for Lead Teacher for Science

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively:

REQUIREMENTS The post holder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS
QUALIFICATIONS	
Honours degree or equivalent in relevant subject	E
Post graduate or further relevant professional studies	D
Qualified teacher status	E
EXPERIENCE	
Proven record of success as a teacher in Science	E
Experience of managing student performance and intervention strategies to raise performance	E
An understanding and demonstration of barriers to learning and how to overcome this	E
Significant understanding of outstanding teaching, learning and assessment strategies	E
Proven experience of leading improvement in student outcomes	E
Experience of leading behaviour for learning	D
Experience of developing a team culture	D
Experience of working with other partners to achieve and ensure effective learner outcomes, both in terms of academic progression and employability	D
KNOWLEDGE AND SKILLS	
Ability to work strategically and implement creative solutions	E
Excellent leadership skills and ability to inspire peers, colleagues and teams	E
Ability to manage the performance of a diverse range of staff	E
Excellent interpersonal skills and ability to work in partnership with a diverse range of stakeholders	E
Excellent literacy, numeracy and ICT skills	E
Knowledge and understanding of health and safety policy	E
An ability to inspire students in Key Stage 4 and 5 within lessons	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	E
Confidentiality and discretion	E
Ability to organise, plan and prioritise	E
Excellent communication skills	E
A commitment to safeguarding to learners within the academy	E
Enthusiasm, optimism and energy	E

All offers are subject to clearance of references and enhanced DBS checks

THE WMG ACADEMIES FOR YOUNG ENGINEERS

“We have some of the best companies and supply chains in our local area, and they all desperately need new talent and skills to help them grow. That is why the WMG Academy for Young Engineers is so important”

The late Professor Lord Bhattacharyya, Chairman, WMG

WMG Academy for Young Engineers Trust

The WMG Academy for Young Engineers Multi Academy Trust was formed in March 2015. Following the successful opening of the Coventry Academy in September 2014, the WMG Academy Trust opened its second Academy in September 2016 in North Solihull.

Formed between a partnership of the University of Warwick (led by the Warwick Manufacturing Group – WMG) and with the support of national, regional and local businesses such as Jaguar Land Rover, National Grid, Arup and Balfour Beatty, the Trust is committed to providing a better way of learning for the Engineers of the future.

The Trust is made up of members from industry including the EEF and the Local Authorities Chamber of Commerce and the University of Warwick who have led the development of the WMG Academies and oversee their running from a strategic perspective.

Both Academies focus on engineering and digital and information communication technologies, and can cater for approximately 500 students each aged between 14 – 19 years of age. Currently in its third year, the Solihull Academy has an impressive 330 students on roll and is on track to be full in two years time.

As well as a core curriculum at Key Stage 4, which includes GCSEs in the core subjects maths, science, English and Engineering Manufacture, students can select from options which include a modern foreign language, a humanities subject and free option subjects. In addition, all Key Stage 4 students follow additional Level 2 Cambridge Nationals course in Engineering worth a further 2 GCSEs equivalent.

Students at Key Stage 5 can follow a flexible pathway bespoke to their needs. Students can choose to take just STEM A-Levels or combine 3 traditional A-Levels with the Level 3 OCR Technical in Engineering worth the equivalent of 1 A-Level. Alternatively, many students at post 16 can study a Level 3 BTEC Engineering qualification at Certificate Diploma or Extended Diploma level. Further BTEC qualifications are available in Art, ICT and Science and students can mix qualifications to suit an individual career pathway.

The ethos of both academies is ‘business-like, business-led’.

WMG Academy for Young Engineers Coventry

Opened in September 2014 by Ratan Tata, the Coventry Academy has over 400 students on roll in its second year. Located close to the Westwood area in Canley and the University of Warwick, the Coventry Academy was designed with a large Engineering Hall filled with over £600,000 worth of specialist equipment. Three dedicated CAD areas allow industry standard software to be used by students in their Engineering projects.

The Coventry Academy is proud of its very first OFSTED report where it was rated Good.

Students at the Coventry Academy come from a wide catchment area which includes Solihull in the north through to Kenilworth, Warwick and Rugby in the south.

The Academy follows an 8.30am – 4.30pm (Tuesday – Thursday) with enrichment opportunities offered to students that include football, F1 in schools, Green Power and Engineering clubs. Students also have access to resources at Warwick University. On Mondays and Fridays students leave at 3.20pm.

WMG Academy for Young Engineers Solihull

Opened in September 2016 the Solihull Academy boasts over £2M of specialist equipment and ICT. Developed along a similar open plan design to Coventry, the Solihull Academy occupies a slightly bigger footprint. The Academy is thriving on successful recruitment and has four year groups, 10 through to 13.

Dedicated ICT facilities include 3 CAD suites and student PC access in all teaching rooms giving unrivalled access to industry standard software. These facilities allow innovative teaching pedagogy through digital technologies. A large Engineering Hall, complimented by 'Make and Do' areas above, allows a flexible group-work approach to learning.

The Academy occupies land adjacent to the Chelmsley Wood shopping Centre, North Solihull and draws from a wide catchment of East Birmingham, Solihull and North Warwickshire. The Solihull Academy follows the template of the 8.30am – 4.30pm working day used in the Coventry Academy (Tuesday – Thursday) and has the additional flexibility of incorporating some enrichment into the Academy day due to its close proximity to North Solihull Sports Centre and having its own multi-use games area and activity hall. The Solihull Academy received its first Ofsted inspection in February 2019 and we look forward to the report being published sometime towards the end of the month.

Our Vision

We will ensure that our students have raised aspirations that will provide the motivational drive to succeed. Strong employer and further and higher education links, as well as a professional ethos and culture, will ensure the students will be in demand from employers.

Our unique status of working very closely with some of the biggest employers in the region means that we have shaped the curriculum from day one to ensure we produce students with a professional ethos and culture that is in high demand in today's working world.

The focus of the Engineering curriculum is a series of projects – real business-focused, practical problems and challenges that reflect fully the world of work. Employers provide mentors to help our students get a full understanding of life in engineering. This 'better way of learning' means that education will be exciting for our students. We will give them an experience of real value; one that will lead to a diverse range of positive progression pathways for every single student.

Team working will be the norm and students will work together to develop the skills that employers value. We are committed to developing team working, problem solving, creativity, leadership, communication, resilience and an ability to respond to change. As staff, it is our role to model those skills and behaviours to our learners in everything that we do.