

JOB DESCRIPTION

POST TITLE:	Lead Teacher for Science
POST RESPONSIBLE TO:	Assistant Principal
SALARY:	Main pay/upper pay scale plus TLR on 2 range
START DATE:	January 2020

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

In addition to the responsibilities of a teacher:

- To build, develop and lead a high performing team within Science to ensure outstanding outcomes for learners;
- To manage the resources and budgets for Science;
- To work with the Assistant Principal to produce a development plan for the department based on a thorough analysis of the strengths and areas for improvement within the department;
- To support the Assistant Principal with the Performance Management process within the department by meeting regularly with individual team members and feeding back;
- To promote the highest standards of teaching and learning, share best practice with other 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 within the department;
- To conduct rigorous self-evaluation in line with WMG Academy policy, sharing best practice and improving areas of weakness;
- To work with the Assistant Principal to produce 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;
- To work with the Assistant Principal on all aspects of teaching, learning, assessment and progress within the science department;
- To work with the Assistant Principal on the development of the Science curriculum, especially the employer led commissions and extend the amount of employer involvement in the Science curriculum.

Teaching and Learning

- Deliver an outstanding learning experience for students across the full ability range, from Y10 to Y13 that engages and excites them;
- Liaise with other colleagues and employers to deliver projects in a collaborative way;
- Work with Learning Support Assistants, HLTA and the Director of Inclusion to meet all learners' educational needs;
- Develop schemes of learning and lesson plans in conjunction with the Assistant Principal;
- Follow Academy protocols with regard to lesson routines, behaviour management, literacy and numeracy;
- Set appropriate work for classes when absent.

Assessment, Recording and Reporting

- To evaluate performance of students within your lessons, providing feedback for parents, students, staff and SLT;
- To assess student work regularly, providing timely feedback and setting targets for improvement;
- To ensure that learners meet and exceed the targets they are set and are aware of what they need to do to improve;
- Follow the Assessment, Reporting and Recording policy including consultation evenings and reporting to parents;
- To assess in line with Awarding Body requirements and ensure that it is timely.

Standards and Quality Assurance

- Support the vision and values of WMG Academy Trust to maximise the achievement of all.
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role;
- Attend meetings, open days, staff training and other events as directed;
- Participate in the enrichment programme.

Pastoral Duties

- Active Pastoral tutor working with learners across all years;
- Adhere to pastoral system policies and procedures as identified by the Associate Principal.
- Deliver effective pastoral sessions and reviews;
- Conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them.

The WMG Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All our academic staff will be measured against the teachers' standards.

Any other duties commensurate with the level of this post and as directed by the Associate or Assistant 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 3 option subjects. In addition, all Key Stage 4 can 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. Alternatively, can study a Level 3 BTEC Engineering qualification at Certificate Diploma or Extended Diploma level. Further BTEC qualifications are available in Art, ICT, Science and Business Studies 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 in all areas.

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 was rated Good in all categories.

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.