JOB DESCRIPTION

POST TITLE: Teacher of Science (Chemistry)

POST RESPONSIBLE TO: Lead Teacher of Science

SALARY: Main pay scale/upper pay scale

CLOSING DATE: 7 April 2025

INTERVIEW DATE: TBC

START DATE: 1st September (July for an ECT)

JOB PURPOSE

To perform all the professional duties of a teacher under the direction of the Lead Teacher for Science and Associate Principal.

To be an outstanding classroom practitioner who consistently delivers the highest standards of teaching and embraces our vision of an integrated curriculum that ensures our students achieve the highest outcomes in science and physics.

DUTIES AND RESPONSIBILITIES

Principle Responsibilities

- To ensure that the vision and values of WMG Academy Trust are evident in every aspect of the role;
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role;
- Working with other colleagues, play an active role in delivering WMG Academy Trust priorities, culture and vision;
- To contribute to the development plan for the department and the WMG Academy Trust;
- To play an active role in the marketing and recruitment of students, parental reviews and other events at the relevant WMG Academy for Young Engineers;
- To meet regularly with your Line Manager and be accountable for your own Performance Management;
- To attend meetings as required;
- To ensure effective use of resources to the benefit of all staff and students;
- To comply with health and safety rules and legislation, ensuring the safety of students and staff at all times;
- To be involved in the enrichment programme for the WMG Academy Trust;
- To maintain discipline in accordance with the policies and procedures for the relevant WMG Academy and to encourage good practice with regard to punctuality, attendance, behaviour, standards of work and independent learning;
- To comply with all policies and procedures of the WMG Academy Trust.

Teaching and Learning

- Deliver an outstanding learning experience for students across the full ability range from Y10 to Y13, mainly Post 16, that engages and excites them.
- Liaise with other colleagues and employers to deliver projects in a collaborative way.
- Work with Learning Assistants and the SENCO to meet all learners' educational needs.
- Develop schemes of learning and lesson plans in conjunction with the Lead Teacher for Science.
- 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 CEO or Associate Principal.

Person Specification for Teacher of 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	D
EXPERIENCE	
Proven record of success as a teacher in education or within an industrial environment	E
Experience of working with a range of partners both in and outside the world of education	D
Understanding of outstanding teaching, learning and assessment strategies	E
Understanding of behaviour for learning	E
Relevant worked based professional experience	D
KNOWLEDGE AND SKILLS	
Excellent subject knowledge	E
Knowledge and understanding of current curriculum developments	D
Ability to analyse and interpret student performance data and set targets	E
Ability to create an ethos which enables all students to achieve their potential	E
To be able to work effectively as a team	E
Excellent literacy, numeracy and ICT skills	E
An ability to inspire students in Y10 to Y13	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.

FURTHER PARTICULARS

"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

The WMG Academy for Young Engineers

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 and with the support of national, regional and local businesses such as Jaguar Land Rover, National Grid, and Rolls-Royce, 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 MAKE UK, Coventry and Warwickshire 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. They are supported by a board of trustees and governors, all with relevant business and education experience, who shape the experience of our learners.

Each WMG Academy focuses on engineering, science, maths and digital communication technologies and caters for up to 640 learners of 14-19 years of age from Coventry, Warwickshire, Solihull and Birmingham. The WMG Academy initiates and supports the development of well-educated and industry trained learners who not only have the qualifications but also the functional skills, knowledge and personal qualities to make an impact in the worlds of work, further and higher education.

WMG Academy Coventry was rated 'Good' by Ofsted in June 2022 and WMG Academy Solihull was rated 'Good' by Ofsted in 2019.

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, such as art, computer science and business studies. In addition, all Key Stage 4 students can 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 opt to study 3 A Level subjects, Level 3 OCR Technical in Engineering worth the equivalent of 1 A-Level or a Level 3 BTEC Engineering qualification at Certificate Diploma or Extended Diploma level. Further BTEC qualifications are available in Art, Business, ICT and Science and students can mix qualifications to suit.

Our vision

We will ensure that our learners 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 learners 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 learners with a professional ethos and culture that is in high demand in today's working world.

Team working is the norm and learners 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.

WMG Academy for Young Engineers Coventry

Opened in September 2014 by Ratan Tata, the Coventry Academy has over 450 students on roll. 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 £1M worth of specialist equipment. Three additional dedicated CAD/CAM areas allow industry standard software to be used by students in their Engineering projects.

WMG Academy Coventry has a highly successful sixth form, which is consistently at the top of the post-16 performance tables for the city.

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 timetable (Tuesday – Thursday) with enrichment opportunities offered to students that include football, F1 in schools, GreenPower and Engineering

clubs, including the Royal Navy Engineering Challenge and the European Space Agency's CanSat project. 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 currently has provision for four year groups including Year 10 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, complemented 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 – Wednesday) 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 Role

The WMG Academy Trust is looking for teachers who have excellent teaching skills. The successful candidate will inspire and enthuse learners with their passion, ensuring that the WMG Academy Trust outcome in these subject areas are outstanding.

You will demonstrate and demand the highest standards of delivery and you will be fully committed to raising attainment to enable all learners to achieve outstanding success.

Reporting to the Lead Teacher for Science, you will be responsible for the planning and delivery of outstanding lessons of this specialist curriculum and will be expected to work with the engineering department to develop the employer commissions. You will provide timely feedback for students on their work to ensure they are to achieve and realise their targets. All teachers will be pastoral tutors working closely with an identified cohort of learners.

This is a unique opportunity to be involved in one of our new and exciting academies; designing and leading an innovative approach to learning and ensuring that learners achieve the highest outcomes and opportunities.