

## JOB DESCRIPTION

<b>POST TITLE:</b>	Teacher of Chemistry (part time and fixed term)
<b>POST RESPONSIBLE TO:</b>	Lead for Science
<b>SALARY:</b>	Teacher Main Scale/Upper Pay Scale
<b>CLOSING DATE:</b>	Friday 19 <sup>th</sup> November 2021 at 5pm
<b>INTERVIEW DATE:</b>	Week commencing Monday 22 <sup>nd</sup> November 2021
<b>START DATE:</b>	January 2022 (end date July 2022)

### JOB PURPOSE

- To be an outstanding classroom practitioner who consistently delivers the highest standards of teaching, embraces our vision and integrated curriculum and ensures that our students achieve the highest outcomes in chemistry.
- To perform all the professional duties of a teacher under the direction of the Lead for Science.

*We are looking for a flexible teacher to work part time hours which will be agreed upon appointment (minimum of 0.2 per week/maximum of 0.6 per week). The ideal candidate will be an experienced teacher at A Level who will guide and support students through their studies.*

### DUTIES AND RESPONSIBILITIES

#### Principal Responsibilities

- To ensure that the vision and values of WMG Academy for Young Engineers 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 priorities, culture and vision;
- To contribute to the development plan for the department and the WMG Academy for Young Engineers;
- To play an active role in the marketing and recruitment of students, parental reviews and other events at the WMG Academy for Young Engineers;
- To meet regularly with the Lead for Mathematics & Science 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 for Young Engineers.

- To maintain discipline in accordance with the policies and procedures for the WMG Academy for Young Engineers 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 for Young Engineers;

### **Curriculum**

- To work with the engineering department to develop and implement employer commissions 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 in other subject areas into the commission projects.

### **Teaching and Learning**

- To ensure a high quality learning experience for students that engages and excites them;
- 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 be committed to continue improvement in teaching practice to ensure students achieve outstanding outcomes;
- To demonstrate outstanding teaching across the full ability range from Years 10 to 13;
- To provide a variety of learning materials and resources for use in educational activities and to identify and select different resources and methods to meet students' varying needs;
- To establish a purposeful and safe learning environment;
- To ensure learning is relevant for all students according to their educational needs;
- To maintain and develop an excellent knowledge and understanding of the subject area and related pedagogy, including the contribution that chemistry can make to cross-curricular learning;
- To make effective use of an appropriate range of observation, assessment, monitoring and recording strategies;
- To develop schemes of work and lesson plans in conjunction with the Lead for Mathematics & Science and with other departments as relevant;
- To ensure that learning objectives are shared with students and are achieved during sessions;
- To design opportunities for students to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context;
- To set appropriate work for classes when absent;
- 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 chemistry;
- 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;
- To hold positive values and attitudes and adopt high standards of behaviour in your professional role.

### **Assessment, Recording and Reporting:**

- To assess the achievement of learning objectives within sessions and reflect this in own teaching practice and the learning of students;
- To evaluate performance of student's within your lessons, providing feedback for parents,

students, staff and SLT;

- To assess student work regularly with timely feedback, 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;
- To ensure that the Assessment, Reporting and Recording policy is adhered to for learners within your lessons;
- To assess in line with Awarding Body requirements and ensure that it is timely.

**Pastoral duties:**

- To be an active Pastoral tutor working with an identified cohort of learners across all years.
- To follow the pastoral system policies and procedures as identified by the Director of Pastoral and Additional Educational Needs;
- To deliver effective pastoral sessions this will include PSHE, Citizenship, CIAG and pastoral reviews;
- To conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them;
- To act as the main point of contact with parents for the identified cohort of learners and perform reviews with them.

**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 Principal.**

### Person Specification for Teacher of Chemistry

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

<b>REQUIREMENTS</b> The post holder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS
<b>QUALIFICATIONS</b>	
Honours degree or equivalent in relevant subject	E
Post graduate or further relevant professional studies	D
Qualified teacher status	D
<b>EXPERIENCE</b>	
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
An understanding and demonstration of barriers to learning and how to overcome this	E
Understanding of outstanding teaching, learning and assessment strategies	E
Understanding of behaviour for learning.	E
Experience of working with Gifted & Talented pupils	D
Relevant worked based professional experience	D
<b>KNOWLEDGE AND SKILLS</b>	
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 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 Y10 to Y13	E
<b>PERSONAL ATTRIBUTES</b>	
To work under pressure and meet deadlines	D
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 2017 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 their individual needs.

### **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 and currently has over 400 students on roll. 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 five year groups including Year 10 to 13 and a Post-18 HNC cohort.

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 – 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 Role**

The WMG Academy is looking for an enthusiastic and empathetic person who will work in partnership with parents and employer partners to deliver outstanding lessons in Chemistry. You will assist in the promotion and development of inclusive learning and teaching throughout the Academy in order to give students every opportunity to achieve their best.

The Academy believes that all young people deserve to become world-class learners - to learn, enjoy, succeed and thrive in a first-rate educational environment with excellent facilities, outstanding teaching and the most up-to-date resources available to them. You will benefit from visionary, inspirational and dynamic leadership and be empowered to develop your own skills.

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

For more information, please contact Ethan Harries, Executive Assistant to the CEO, by calling 024 76 464661 or by emailing [e.harries@wmgacademy.org.uk](mailto:e.harries@wmgacademy.org.uk)