

JOB DESCRIPTION

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| POST TITLE: | Lead Teacher for Science |
| POST RESPONSIBLE TO: | Assistant Principal |
| SALARY: | Main pay/upper pay scale plus TLR (possibility of being a member of the Extended Leadership Team; leadership pay scale for the right candidate) |
| START DATE: | 1st September 2023 |

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 line manage the second in science to ensure all of the science team are supported and ensure the curriculum, teaching and learning aims are fully met
- To line manage the science technician and ensure their effective deployment
- 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; particularly around national events, for example British Science week.
- Work with Learning Support Assistants, HLTA and the Director of Inclusion to meet all learners' educational needs;
- Develop sequences of learning and lesson plans in conjunction with the Assistant Principal that are aligned to the cognitive science principles of learning
- 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.

Academy information

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 |
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| 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 |

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| 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

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, University of Warwick

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 subject's 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 an additional Level 2 Cambridge Nationals course in Engineering which is equivalent to a GCSE.

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 or Diploma level. Further BTEC qualifications are available in 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 500 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, 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 – 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

WMG Academy is looking for an outstanding Lead Teacher for Science. The successful candidate will be passionate about supporting young people and determined to see all students 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 email principal@wmgacademy.org.uk and ask to speak with Fiesal Mahroof, Associate Principal.