



Hagley Catholic High School

Worcestershire

Teacher of Science with Physics

**For September 2019
(Main or Upper Pay Scale)**



Dear Applicant

February 2019

Thank you for expressing an interest in applying for a position at Hagley Catholic High School. We do hope you find the information contained in this booklet useful and that it will help you to reach a decision on whether to apply for the post of subject teacher within the Science department.

The school is seeking to appoint a dynamic teacher who shares our ambition to ensure that every young person at Hagley achieves their full potential. The successful candidate will be, first and foremost, an exceptional teacher, but will also have the drive and vision to transform young people's experience of Physics at Hagley. In addition, they will possess the personal attributes and skills to contribute to working with, and complementing, a team of subject specialists.

I do hope that you will take the time to reflect carefully on the potential that this opportunity will offer an ambitious colleague in terms of career development. The post offers the successful applicant an exciting position in an established school which is very well regarded by our parents and the wider community. The new member of staff will receive support and training and will be mentored by the lead teacher within the department.

If you like what you have read and wish to make an application please complete the enclosed CES application form, or the electronic copy from our website. You should also write a statement in support of your application (no more than two sides of A4) which outlines:

- the skills, qualities, attributes and experience you would bring to the role;
- how your experience to date has prepared you for this role by contributing to school improvement, raising standards and/or managing change.

The St Nicholas Owen Catholic Multi Academy Company is an equal opportunities employer committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This position is therefore subject to an Enhanced Disclosure and Barring Service check.

The closing date for applications is Thursday 14 March 2019. Electronic applications are encouraged and these should be emailed to csaich@hagleyrc.worcs.sch.uk. Written applications may be posted to the school and marked for the attention of the Principal. Candidates called for interview will be contacted by phone in the first instance. There will, of course, be an opportunity to tour the school on the day of interview; however, informal visits can be arranged by contacting the Principal's PA, Clare Saich, on 01562 883193.

I do hope that you will consider joining my team and I look forward to receiving your application. Please do not hesitate to contact me should you require further clarification on any aspect of the process.

Yours sincerely

Suzanne Horan

Suzanne Horan
Principal

SCHOOL INFORMATION

Hagley Catholic High School, in October 2014, converted from Voluntary Aided status to become part of the St Nicholas Owen Multi Academy Company with five of our Catholic feeder schools. Currently (6th February 2018), our school has population of 1088 pupils aged 11 – 18 including a Sixth Form of 204. The school operates under the patronage of St Nicholas Owen and is dedicated to developing a Catholic community in which all pupils work towards fulfilling their potential in a safe and supportive environment.

The school is situated in Worcestershire, bordering on to West Midlands, in a semi-rural setting some twelve miles south west of Birmingham. The village of Hagley is within close proximity to the national motorway network, yet still enjoys views of the Clent Hills and beautiful surrounding countryside.

The school has a Pupil Admission Number of 170 with six forms of entry, however, we are heavily over-subscribed (in September 2016 and September 2017) an additional 20 students were admitted into Year 7; the school being able to offer places only to those fulfilling the first five out of nine criteria of admission. The school enjoys an excellent reputation and commands a high degree of parental and parish support. Pupils come to Hagley mainly from Kidderminster, Stourbridge, Halesowen, Stourport-on-Severn, Bewdley and South West Birmingham.

Safeguarding Children and Recruitment Policy

The St Nicholas Owen Catholic Multi Academy Company is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants for all teaching and support staff posts must be willing to undergo child protection screening, including reference checks with previous employers and a check with the Enhanced Disclosure and Barring service.

The School Buildings and their Location

Hagley Catholic High School was built in the late 1950s with numerous subsequent building programmes. The accommodation includes: a Chapel, an assembly hall, a kitchen and dining area, three two storey classroom blocks – two of them of 1960's design with flat roofs, the third of a 1990's design with a pitched roof. There are also Technology, Art, Drama ICT, Physical Education facilities and a Performing Arts block, which houses a theatre, teaching venues for music and dance together with practice rooms. Relatively recent additions include a new Technology workshop, a wonderful Sports Hall, an additional ICT Suite, a new Science Laboratory and a shared teaching block with an adjacent school which houses the computing department. Subject department rooms are grouped together wherever possible. The buildings are fronted by the school playing fields.

Inspection and School Improvement Partner Feedback:

In **October 2011** we welcomed a team led by an HMI for our fifth OFSTED inspection. Below are extracts from the subsequent report:

This school is outstanding. Achievement is rising to ever-higher levels because of a well established culture that nurtures success at every level. The progress students make is good and improving quickly, particularly in the main school. The unique and very special ethos ensures students develop exceptionally well the skills and attributes they need for their future success. The school is a very welcoming community with care and compassion at its heart. Outstanding care, guidance and support ensure that all students gain from the opportunities the school provides through its imaginative and comprehensive curriculum. Inspectors were particularly impressed by the excellence of the behaviour of students.

In **February 2013** the school was selected to be included in the Ofsted subject survey inspection programme: science. The outcome was once again very positive for the school as the final reports records that:

“The overall effectiveness of science is outstanding”.

Indeed, the inspection judged all four areas of the inspection; achievement, quality of teaching, quality of the curriculum and the effectiveness of leadership and management to be outstanding.

More recent findings from our **School Improvement Partner visits and s48 Inspection in 2017** are detailed below:

“Senior leaders are ensuring that there is a focus on the progress that students are making throughout the school. Subject Leaders are very focussed on progress and how they can improve teaching, learning and assessment.

“In lessons, pupils display excellent attitudes to learning. Expectations for behaviour are high and the behaviour policy is implemented consistently.”

“The recent Section 48 judged that the Catholic Life of the school was outstanding. The judgement for Catholic Life is a reflection of the consistent implementation of the vision and values of the school. As recognised by the inspection, students are mature, they have very good moral awareness and there is a strong sense of community. Staff provide excellent role models in the level of care they provide and the positive culture and ethos they create in the school.”

School Curriculum

Pupils follow the National Curriculum at KS3 and KS4. The school in partnership with other providers offers a wide range of A-Levels. Children with SEND are carefully catered for and we have developed our own mentoring scheme involving volunteer work from our Sixth Form.

When pupils arrive in Year 7 they join a mixed ability house based tutor group and they remain in that tutor group up to Year 13. The school has developed its own classroom expectations and code of conduct to which the pupils are expected to adhere. We enjoy a reputation for high standards of pupil behaviour and the school has a strict uniform policy for all children up to Year 11.

The school also enjoys a fine sporting and recreational reputation: we have as many as 35 teams playing competitive fixtures in soccer, rugby, tennis, cricket, netball, basketball, rounders and we have thriving trampolining and canoeing activities. We also have a number of music and dance groups, for example, the wind band, the string group and the senior choir.

Our excellent examination results are detailed in the School Prospectus which, if not included, is available from the school website or upon request.

The Directors of St Nicholas Owen Catholic Multi Academy Company

The St Nicholas Owen Catholic Academy Company (SNOMAC) is governed in accordance with the Archdiocese of Birmingham's Roman Catholic Schools Instrument of Government. There are 14 Directors in total:

- 8 Foundation Directors who are appointed by the Archdiocese of Birmingham.
- 2 Headteacher/Principal Directors who are elected by the six Principals.
- 2 Staff Directors who are elected by staff of the six schools.
- 2 Parent Directors who are elected by the parents of pupils attending the schools.

The Directors meet at least twice a term and in addition, there are four committees which meet to consider specific aspects of management and make policy recommendations to the full board.

The Academy Committee

Beneath the Board of Directors the school also has its own Academy Committee to address local management issues. There are 12 members of this Committee:

- 7 Foundation Members who are appointed by the Archdiocese of Birmingham.
- 1 The Principal.
- 2 Staff Members who are elected by staff of the school.
- 2 Parent members who are elected by the parents of pupils attending the school.

Staffing and Resources

At the start of the 2018/19 academic year the SNOMAC Directors directly employed 110 staff at Hagley. These include the Principal and 71 other teaching members of staff, some of whom work on a part-time basis. The teaching staff is supported by a professional team of 39 administrative and support staff which includes a Site Manager and an Assistant Site Manager, administrative staff, technicians, cover supervisors, teaching assistants, lunchtime supervisors and a site warden.

The school management structure is arranged with a leadership group consisting of the Principal, the Vice Principal, four Assistant Principals and the Network Manager. All members of teaching staff are allocated to one of the 12 major departments to deliver the academic curriculum. In addition, the teaching staff act as Form Tutors and are arranged into teams managed by Heads of Year. There is a team of site staff, one of whom is resident on the premises.

The School and the Wider Community

Hagley Catholic High School produces a regular newsletter, which is published on the school website and distributed to all parents. The school recognises that it has a role to serve the wider community. Links with our feeder parishes, the general community and the surrounding areas are important and the school seeks to strengthen them and make them more effective.

SCHOOL MISSION STATEMENT

*Called as God's family,
we strive to achieve our personal best,
by living and learning in Christ.*

- We believe that each and every one of us is created in God's image & likeness and is called to perform a special task.
- We believe that we must use our God-given talents to fulfil our academic and spiritual potential.
- Our school motto is **Semper Fidelis** ('always faithful'): we believe that by remaining faithful to Christ's teaching and example, we will continue to serve God and show selfless love to our neighbour in our daily lives.

Our Mission Statement is supported by our school values ('Pupil Profile'), which proposes the qualities we wish to develop in our pupils. We challenge our pupils to be:

- **Grateful** for their own gifts, for the gift of other people, and for the blessings of each day; and **generous** with the gifts, becoming people of service.
- **Attentive** to their experience and to their vocation; and **discerning** about the choices they make, and the effects of those choices.
- **Compassionate** towards their neighbour, near and far, especially the less fortunate; and **loving** by their just actions and forgiving words.
- **Faith-filled** in their beliefs and **hopeful** for the future.
- **Eloquent** and **truthful** in what they say of themselves, the relations between people, and the world.
- **Learned**, finding God in all things, and **wise** in the ways they use their learning for the common good.
- **Curious** about everything; and **active** in their engagement with the world, changing what the can do for the better.
- **Intentional** in the way they live and use the resources of the earth, guided by conscience; and **prophetic** in the example they set to others.



Science Department Information

Provision

The Science Department at Hagley Catholic High School is a core, high profile and successful department as was recognised by the Outstanding Section 5 Inspection judgment in 2011. The department runs courses for students of all abilities, providing a comprehensive education throughout the age range, including Sixth Form.

The school operates a two-week timetable with four lessons of seventy-five minutes each day and Science is allocated appropriate curriculum time in each Key Stage.

In Key Stage 3 we aim to deliver the new National Curriculum in a way that fully engages our students and most importantly builds up the knowledge and scientific skills that they will need as they progress through and beyond the school. To achieve this, we have developed a programme of study, based on the QCA and Heinemann Science Schemes. In years 7&8 the pupils are usually taught by a single science teacher but in year 9 they receive separate lessons in Biology, Chemistry and Physics. Throughout Key Stage 3 the teaching groups are set according to their ability based on Key Stage 2 test results and school assessment procedures.

For our Key stage3 pupils we offer a very successful Science and Engineering club, initially funded by a DCSF grant. This provision has been identified as an example of good practice and we are committed to building upon this success.

We are immensely proud of the fact that we give every student the opportunity to gain a full GCSE in Science. At GCSE we have students studying for AQA courses in Combined Science, Additional Science, Biology, Physics and Chemistry. The teaching groups are set according to ability and they are taught the separate sciences by specialist teachers.

In the Sixth Form we offer AQA A/S and A Levels in Applied Science, Biology, Chemistry and Physics.

Resources

The Science department is predominately furnished in dedicated teaching accommodation. Our seven laboratories are well equipped for purpose and have their own prep facilities.

In addition to our facilities we have invested in ICT. The department has laptops for use in lessons and this has taken our delivery forward. The prime use of ICT for us is in a scientific context and we have a good range of data loggers, which are used throughout the year groups.

Results

In 2018 the Science department maintained the very high standards of recent years and achieved impressive results yet again. The GCSE results report an impressive 91% of all entries achieving a 9 - 4 grade, Biology 90%, Chemistry 94% and Physics 91%. At A-level we also enjoyed great success with pass rates of 100% in Applied Science, 100% in Biology, 89% in Chemistry and 100% in Physics.

Team

The department consists of eleven specialist teaching staff supported by two technicians. We are a well-balanced team with a good mixture of experienced and newer teachers. The staffing includes a Specialist Leader in Education and is very experienced in supporting other schools develop and improve. One member of the department is an Assistant Principal, who has achieved the Advanced Skills Teacher Endorsement.

Since the academic year 2013-14 the department has been instrumental in supporting School Direct trainees with the King Edward's Consortium, Birmingham. This has been a deliberate plan to support Initial Teacher Training and the department would welcome future opportunities to be involved in similar training in future years. With the support of the dynamic subject teachers the members of the department have engaged in opportunities to support colleagues beyond our school.

The Appointment

The post becomes available after one of the department has secured a new post away from the local area. This appointment will continue the building of a dynamic and proactive department that gives our students the best opportunities in Science.

Consequently, the Academy Committee are looking to appoint, for September 2019, an inspirational teacher with a real passion for Science, who possesses excellent teamwork skills, and the willingness to teach A Level Physics. We require the appointed candidate to contribute to an ambitious learning and teaching programme that will support the school retaining an outstanding judgment in our next inspection.

The school is an equal opportunities employer and welcomes applications from appropriate candidates of all backgrounds. The post is suitable for an NQT or more experienced teacher who will proactively support the ethos of this Catholic school. A commitment to extra-curricular activities, including residential retreats and pilgrimages, is also important.

Job Description: Teacher of Science (Physics)

- Purpose of the post:**
- To contribute to and improve the teaching and learning throughout the curriculum area, aiming for the highest achievable standards in all lessons.
 - To contribute to the development of the Science curriculum and develop links with other areas.
 - To deliver the schemes of work and support the planning throughout the subject in order to improve teaching and learning.
 - To contribute to the delivery of the curriculum in the subject area and the assessment of student progress to ensure that teachers and students are working towards the highest standards of achievement.
 - To work positively with the subject leader and collectively to develop and improve all aspects of teaching and learning in this area.
 - To be able to teach the appropriate subject(s) across the age and ability range.
 - To work in accordance with the school's aims, departmental and school policies which are designed to provide an appropriate education for all students and encourage individuals to high personal achievement.

Accountable to: The Subject Leader of Science

Main Duties:

1. To contribute to the delivery of the teaching and learning in Science, together with the collective development of resources, schemes and lesson plans of the highest standard.
2. To develop your teaching and learning of Physics through personal development and training.
3. To assess student progress. To take appropriate action when such progress identifies is unsatisfactory.
4. To deliver challenging, purposeful, enjoyable and appropriately differentiated lessons in the subject.
5. To actively uphold and promote the Catholic Life of the school.

6. To make an enthusiastic contribution to extra-curricular activities.
7. To promote good behaviour amongst students to create a purposeful learning environment in the classroom, assisting colleagues in the curriculum area to achieve this.
8. To ensure that special needs and language requirements of all kinds are met.
9. To support the purposeful use of ICT in this area in order to improve teaching and learning.
10. To maintain progression and continuity in the subject area for pupils as they move up the school.
11. To assist in the promotion of whole school and departmental policies and to follow the school's Appraisal procedures and aims.
12. To assist in the development of the appropriate cross-curricular themes and have oversight of whole school strategies within the subject's lessons, including: literacy, numeracy, Pupil Voice, Assessment for Learning, APP, PLTS, careers and employability and safeguarding pupils.

Pastoral Care:

All teaching staff are expected to be a Form Tutor of an assigned tutor group, to carry out related pastoral duties in accordance with the school's pastoral policies and job description of the Form Tutor.

General:

To participate in appropriate meetings with colleagues and parents to facilitate the above. To undertake a share of general supervisory duties in accordance with the school's organisation of duty rosters.

The above responsibilities are subject to the general duties and responsibilities contained in the current School Teachers Pay and Conditions document.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school's policy and have regard to clause 36(i)(f) of the current Teacher's Pay and Conditions document.

This job description is not necessarily a comprehensive definition of the post. It may, from time to time, be subject to modification or amendment in consultation with the holder of the post and other relevant parties.

Teacher of Science (Physics) – Person Specification

Qualifications

- DfE recognised Qualified Teacher Status
- Degree or equivalent qualification

Professional Knowledge and Experience

- Understanding and/or experience of current developments in the secondary curriculum regarding Science
- Understanding of current approaches to assessment, recording and reporting procedures at various levels
- Knowledge and awareness of the extended schools programme
- Knowledge and understanding of issues related to equal opportunities and their implications for classroom practices when teaching within the Science Department

Professional Skills - to be demonstrated to the interviewing panel

- Ability to liaise with other teaching staff and work in co-operation with colleagues
- Ability to motivate pupils through the use of a variety of teaching methods and the setting of appropriate goals and monitoring of progress
- Ability to assess, monitor and report on students' progress
- Ability to communicate effectively orally and in writing
- Ability to effectively manage, organise and control students' working
- Ability to successfully encourage students to the highest standards of individual achievement
- Ability to adopt flexible teaching and learning strategies

Educational Commitment

- Commitment to the development of schemes of work which will promote equality and learning styles which will promote the achievement of each individual pupil.
- Commitment to improving teaching and learning in the subject through research and development
- Commitment to addressing whole-school issues and cross-curricular themes in the subject, including literacy, numeracy, Pupil Voice, Assessment for Learning, APP, PLTS, careers and employability and safeguarding pupils
- Commitment to the achievement of quality in education through managing and monitoring the performance of staff
- Commitment to the achievement of quality in education by assisting in the Continuous Professional Development of staff
- Commitment to the development of links between the school, home and the community
- Commitment to providing a supportive environment for the pupils particularly for those with special educational needs



POLICY STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

In accordance with the Disclosure and Barring Service Code of Practice this policy is made available to all Disclosure applicants at the outset of the recruitment process. The full DBS Code of Practice is available at www.disclosure.gov.uk

- ❑ As an organisation which uses the Disclosure and Barring Service (DBS), the School Committee complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
- ❑ We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all job applicants will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of convictions cautions and reprimands, as well as 'spent' and 'unspent' convictions. A criminal record will not necessarily be a bar to obtaining a position.
- ❑ We are committed to the fair treatment of applicants, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- ❑ We promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- ❑ All application forms and recruitment information will contain a statement that a Disclosure will be requested in the event of being offered the position.
- ❑ We encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. This information should be sent under separate, confidential cover. The information will only be seen by those who need to see it as part of the recruitment process.
- ❑ At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
- ❑ We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
- ❑ We ensure that people at the school who are involved in the recruitment process have access to professional advice to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

Having a criminal record will not necessarily bar you from working at the school. This will depend on the nature of the position and the circumstances and background of your offences.