

Teacher of Science

MPS 1 – MPS 9/UPS 3 (£30,000 to £46,525)

Would suit an ECT

For September 2024

Application pack contents

- Welcome from the Principal, Natasha Whiles
- Advert
- Details of how to apply
- Job description
- Person specification

“Grace Academy Coventry is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.”

Welcome from the Principal

Thank you for taking the time to read the information regarding our current vacancy. We hope you find the information you are looking for and that you develop an understanding of the atmosphere, vision, ethos and aims of Grace Academy.

Grace Academy is a welcoming and caring community where our core values of Limitless Potential, Intentional Excellence, Mutual Respect, Genuine Integrity and Amazing Grace underpin all that we do through 'The Grace Way'. Our Values are central to our ethos, day-to-day curriculum, extra-curricular activities and pastoral structures. We are aspirational and proud of who we are as we fundamentally believe that all our students should thrive at school and that they have the Limitless Potential to succeed.

We have amazing students here at Grace who deserve the best possible life chances. We encourage students to be praised and recognised for their achievements whilst at the same time being challenged to meet our high expectations of them.

At the centre of all we do is the focus of what is best for our students; we not only focus on the academic excellence of students but also work with students on supporting them to be the best people they can be. My team and I pride ourselves on making decisions from a position of integrity. As a parent myself, I strongly believe that if it is not good enough for my children, then it is not good enough for Grace students. This is even more important in the current climate, as we put student wellbeing and aspirations at the heart of all that we do. We believe it is important for all students leaving Grace Academy to have the self-belief and qualifications they need in order to follow the path they have chosen; that students do not limit themselves and that staff and parents work together to support them in raising their expectations and aspirations. This is without doubt a strength of the school where we achieved 'outstanding' in our Ofsted inspection for Personal Development.

We value our staff and pride ourselves on our caring ethos with a strong and genuine focus on staff wellbeing. We are committed to developing our staff at all stages of their career, both internally and externally. This was recognised as a strength of Grace in our recent Ofsted inspection: 'The school has implemented a well-thought-out, professional development programme for staff. Staff workload is carefully considered, which staff appreciate.'

We have a friendly, innovative and exciting community in which to work and offer a variety of attractive benefits, such as an onsite gym and use of the sporting facilities, free eye care vouchers, refreshments available throughout the day, free lunches when on duty and the opportunity to be a part of the Staff Wellbeing and Workload Committees.

Grace Academy joined the Tove Learning Trust in April 2019. We are a close-knit family of schools that have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the Trust collaborate to share expertise and maximise opportunities and experiences for our staff and students."

I hope that through reading the information pack, visiting our website, social media and reading our most recent Ofsted report you will be encouraged to apply for a position at Grace Academy.

Thank you for your interest in this post and we look forward to hearing from you.

Yours faithfully,

Mrs N Whiles
Principal

Job Advert

Due to the growth of our curriculum, we are delighted to offer this fantastic opportunity for an inspirational, motivated and enthusiastic Teacher of Science to join us from September 2024. The successful candidate will want to make a difference to the lives of students and help develop independent and resilient young people who can accomplish their ambitions when leaving the Academy.

The Science Faculty is a friendly, hardworking and supportive team who inspire and motivate each other and our vision is to develop students with secure knowledge of the curriculum content which creates enthusiastic learners who are able to understand, appreciate and make sense of the world around them. This intent has seen our outcomes shift significantly in previous years, eventually resulting in a progress score of +0.37 for the 2018/2019 academic year (with Pupil Premium students outperforming their peers, with a progress score of +0.47). This made Science one of our highest performing subjects and put the department above national average for outcomes. Additionally, the June 2023 outcomes suggest that Science continues to have the highest progress score in the school.

We have a four-year upward trajectory of results whereby students leaving with two or more GCSEs has shifted from 27% in 2017, to 45% in 2018, 65% in 2019 and in 2022 91% of students received two or more GCSEs in science (with over 60% securing at least 2 grade 4s). Over the previous years we have built and embedded our 5-year Curriculum Map which has clearly sequenced lessons, building on pupils' knowledge each year. The Curriculum Map ensures that in Years 7 to 9 students develop fundamental science skills and a broad range of knowledge on the fundamentals of science in preparation for Years 10 and 11. We assess the impact of this curriculum through a mixture of assessed extended writing tasks and exam style practice at key intervals, on which students receive regular feedback. Our aim is centred around the idea that students 'knowing more' allows them to 'do more'.

A candidate applying for this post should:

- deliver high-quality lessons on a consistent basis;
- adhere to whole school teaching and learning foci;
- manage behaviour effectively by praising and sanctioning appropriately;
- liaise closely with the Head of Faculty to look for opportunities to support/challenge students; and
- be willing to joint-plan schemes of work.

We are a welcoming and caring community where our core values of Limitless Potential, Intentional Excellence, Mutual Respect, Genuine Integrity and Amazing Grace based on Christian values, run through all we do. It is central to our ethos, day-to-day curriculum, extra-curricular activities and pastoral structures. Here at Grace Academy we not only focus on the academic excellence of students but also work with students on supporting them to be the best human beings they can be.

We have high expectations for all those involved in the education of children. It is important that all students leaving Grace Academy have the qualifications they need in order to follow the path they have chosen; that students do not limit themselves and that staff and parents support them in raising their expectations and aspirations.

We pride ourselves on our caring ethos with a strong and genuine focus on staff wellbeing, putting development and wellbeing at the heart of our work. We work hard to look after our pool of talented staff who are encouraged to grow, develop and work collaboratively.

We offer:

- A friendly, innovative and exciting community in which to work.
- Access to an internal market for promotions within the growing group of TLT academies.
- A vibrant learning environment where students are ready and focused on learning.

- Teachers' Pension scheme.
- Use of the onsite gym and sporting facilities.
- Free lunch when on duty and refreshments in the staffroom to access throughout the day.
- Staff wellbeing/workload committees who help to support staff wellbeing and organise social events
- Access to our performance management system where a bespoke career development plan will be discussed to help progression and development.
- Free eye care vouchers.
- Free work laptop.
- Plenty of on-site parking.

The Trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the Trust collaborate to share expertise and maximise opportunities and experiences for our students.



How to apply:

Please read through the information in the pack carefully and please do not hesitate to contact the Academy if you would like to arrange a pre application visit – we strongly welcome this. If you cannot make a visit, then please feel free to phone us to talk about the post.

Visits to the school or an informal confidential discussions can be arranged via Sarah McAdam at sarahmcadam@graceacademy.org.uk or on 02476 589 000.

You should ensure that you have completed all sections of the application form. Please submit your letter of application with no more than two A4 sides, plus your application form to Sarah McAdam via email at sarahmcadam@graceacademy.org.uk by **Tuesday 30th April 2024**.

The Academy is committed to safeguarding children. The successful applicant will require an enhanced DBS check and will be required to disclose any previous spent convictions or cautions.

In line with the recommendation in KCSIE 2022, Tove Learning Trust adopts the policy of requiring all new staff who join to have a DBS check and immediately become a member of the update service. This requirement is a contractual obligation and further information will be provided to successful applicants.

	Teacher – Job Description
Reporting to	Head of Faculty
Responsibility Level/Salary	MPS – UPS depending on experience
Location	Grace Academy, Wigston Road, Coventry, CV1 2RH
Job Purpose	<ul style="list-style-type: none"> ● To deliver high quality teaching and excellent learning outcomes and create a climate where students achieve their potential. ● Participate in the creation of Faculty schemes of work, lesson plans and related resources. ● To contribute to the development of e-learning to support subject delivery and enhance the learning and teaching experiences of all students. ● To ensure all students achieve their full potential and targets.
Main Duties	<ul style="list-style-type: none"> ● To provide programmes of study suitable for all students in teaching groups and to maintain high standards of work, discipline and conduct in accordance with overall Academy policies. ● To encourage students, through the effective use of a variety of resources, differentiated learning and the maintenance of a good learning environment. ● To acquire the skills and develop an understanding of the subject, teaching pedagogy and the theories of learning. ● To liaise with other teachers, attend meetings of staff and contribute to the general development of the subject. ● To operate regular and effective assessment for learning and monitoring procedures, maintain an efficient record system and advise the Head of Faculty on student progress. ● To keep abreast of current developments within the subject/s and to strategically lead the faculty development.
Specific Duties	<ul style="list-style-type: none"> ● To produce differentiated lesson plans to support the delivery of stimulating and existing lessons that will motivate and enthuse students. ● To use ICT effectively to support the delivery of lessons as appropriate. ● To use a variety of teaching and learning strategies to ensure that all learning styles (visual, auditory, kinaesthetic are catered for). ● To provide students with regular assessment opportunities, use assessment for learning and provide them with quality feedback. ● To set students challenging but achievable targets. ● To provide pastoral care, appropriate to the needs of each student and to maintain high standards in accordance with overall Academy policies. ● To encourage students to develop positive attitudes to each other, members of staff, their families, the Academy and their environment. ● To liaise with other teachers, attend meetings of staff and contribute towards the provision of effective pastoral care.

	<ul style="list-style-type: none"> ● To monitor the academic and social development of students and maintain an efficient record system. ● To carry out a share of supervisory duties in accordance with the published schedules. ● To participate in appropriate meetings with colleagues and parents. ● To participate in Performance Management arrangements. ● To show care and concern for all students, members of staff and the Academy environment. ● To contribute to the wider aspects of Academy life, including liaison with parents and external agencies and to provide support for Academy policy within the community. ● To contribute to the effectiveness of the Academy's organisation. ● To review annually the preceding year's work and agree targets, aims and objectives. ● Maintain awareness and knowledge of contemporary trends, developments, theory and methods in the transformation of teaching and provide suitable leadership and interpretation to Governors, Leaders, Managers and staff within the Academy. ● To carry out any other reasonable duties as directed by the Governors or Principal.
Qualifications and Key Skills	Qualified Teacher Status

Teacher – Person Specification

	Essential	Assess Criteria By: A/I/E/R*	Desirable	Assess Criteria By: A/I/E/R *
Knowledge and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status, or working towards QTS • Degree or equivalent • Experience of teaching at Key Stage 3, 4 and 5 • Can demonstrate an understanding of providing effectively for the individual needs of all students through the use of appropriate learning strategies and classroom management • Has knowledge and understanding of curriculum syllabus requirements at the appropriate key stages • Has knowledge and understanding of the monitoring, assessment, recording and reporting of pupils' progress • Understands the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection • Understands the importance of positive links and relationships within school and with all its stakeholders • Can demonstrate awareness of latest developments in effective teaching and learning styles. 	<p>A</p> <p>A</p> <p>A</p> <p>I/E</p> <p>A/I/E</p> <p>A/I/R</p> <p>A/E/I</p> <p>A/I/R</p> <p>A/E</p>	<p>Can demonstrate ongoing success in student outcomes</p>	<p>A/R</p>
Skills and Attributes	<ul style="list-style-type: none"> • Is able and willing to promote the Academy's aims and Christian ethos positively, and use effective strategies to monitor motivation and morale of students and staff • Can show a record of good teaching and learning practice and outcomes • Can develop good personal relationships within and across teams • Is able to establish and develop positive and productive relationships with parents, governors and the community • Has the ability to communicate effectively to a variety of audiences • Understands the importance of, and is able to create a happy, challenging and effective learning environment • Is approachable, committed, empathetic, enthusiastic, organised, patient and resourceful. 	<p>A/I</p> <p>A</p> <p>A/E/R</p> <p>A/R</p> <p>A/I/E/R</p> <p>A/E</p> <p>I/E</p>	<ul style="list-style-type: none"> • Can show a record of outstanding teaching and learning • Can demonstrate student progress significantly above average 	<p>A/R</p> <p>A/R</p>

A = Application
I = Interview
E = Exercise
R = Reference