



# Teacher of Chemistry

Required from September 2022

**Alcester Grammar School**

## Welcome from the Principal

I am very proud to be the principal of this wonderful school. We are one of the country's highest performing state schools, and we pride ourselves on being an uplifting place to work and study and a community where everybody is happy and valued.

Teachers who work here have been heard to say it is the best job they have ever had and many choose to remain with us for a long time. If you do join us you will be part of a like minded community who enjoy their teaching, make a huge contribution to extracurricular activities, and obtain a great deal of job satisfaction.

I can safely say that teaching here is a huge amount of fun. There is virtually no poor behaviour or disruption in lessons and the children exhibit a voracious appetite for learning. One of the many joys of working here is that you can focus on your teaching and on bringing your subject to life. You do not need to have had any experience of the selective sector, either as a student yourself or as a teacher. Indeed some of our teachers have joined us having developed their skills in the non-selective sector, and what they find to be different here is simply the overwhelmingly positive attitudes to learning and appetite for hard work amongst the students. This truly is a place where you can do the job you trained to do, with every opportunity to try out new teaching techniques and ideas in lessons.

The senior leadership team are supportive, broad minded and keen to see all staff and students succeed. Our vision is that the school should always be a place for professionals who would like to refine their teaching skills and implement innovative and creative ideas. Central to our philosophy are the key concepts of professionalism, autonomy and consultation, all within a sensible and reasonable framework of accountability. We operate light-touch monitoring, with few graded lesson observations, and you will enjoy the freedom to focus on education rather than jumping through hoops to meet the supposed demands of OFSTED.

We are located in a highly convenient location in South Warwickshire, just over half an hour's drive from Birmingham and easily commutable from Worcester, Stratford, Coventry, Warwick or Cheltenham. It is a beautiful part of the country with superb amenities and eminently affordable housing, including plenty of good quality new build developments nearby. Anybody joining us is likely to see not just a significant increase in the quality of their professional life, but a commensurate increase in the quality of life outside of school.

We always want to appoint the best candidates we can, and so we would welcome applications from both newly qualified teachers and more experienced teachers. Prospective candidates are most welcome to visit the school and I am confident that if you do so you will very much want to come and work for us!

I look forward to receiving your application and meeting you soon.

**Jeremy Slater**  
**Acting Principal**





## Pay and Conditions

This is a full time position

Responsible to: The Head of Chemistry | Head of Science

Salary: MPS/UPS

Start date: September 2022

## Leadership Structure

The structure of the current Senior Leadership Team is as follows:

Jeremy Slater: Acting Principal

Frances Coyles: Finance and Operations Director

Ian Young: Vice Principal (Head of Sixth Form)

Helena Tingle: Assistant Principal (Teaching and Learning)

Joanna Turner : Assistant Principal (11-16 school, Safety and Wellbeing)

## The Chemistry Department Team

Head of Science: Mrs Lauren Bond

Head of Chemistry: Dr Andy Butterworth

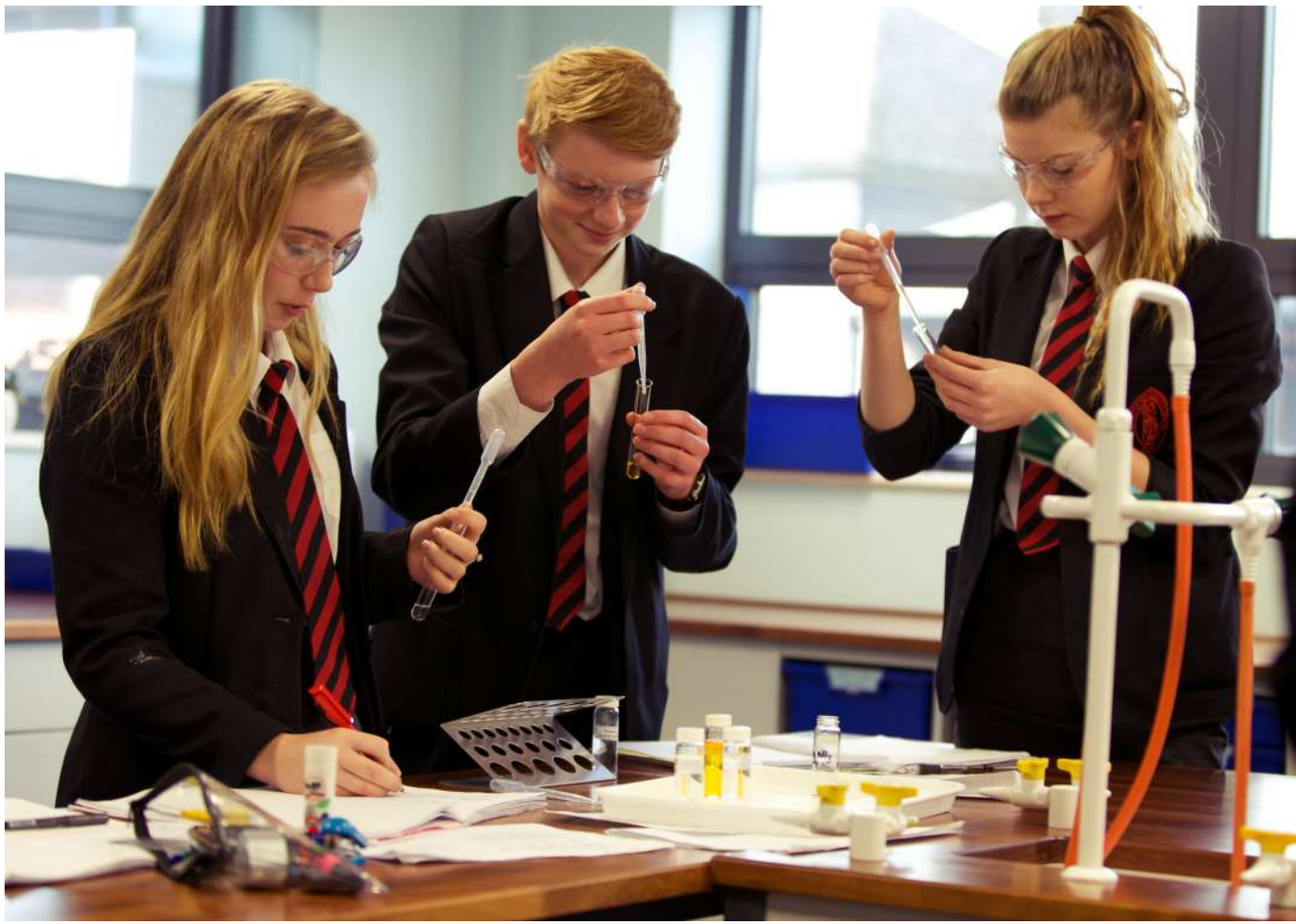
Teaching staff: Mr Sunil Bhalla

Miss Amy Richardson

Mr Jeremy Slater (Acting Principal)

Ms Doone Watts (also Head of year 9)

Mr Peter Reeves (Technician)



## The AGS Chemistry Department

We are looking for a teacher of chemistry to join us from September 2022. Applicants should be dynamic, experienced and well-organised practitioners with a genuine passion for their subject, who will deliver excellent teaching and learning.

Candidates should be able to demonstrate a proven track record of successful innovative practice. Applications are welcome from NQTs who demonstrate creative energy and vision to join our hardworking team. There is the potential for a significant amount of A level chemistry teaching for a suitable candidate.

The science and chemistry department have well-established schemes of work across all year groups and places a strong emphasis on teamwork. The successful applicant will be very well supported throughout their time here. This is an excellent opportunity to work in an outstanding academic environment with innovative and experienced colleagues and keen, well-motivated students. All members of the department teach across the full age range.

Science at Alcester Grammar School is taught separately as biology, chemistry and physics by specialist subject teachers throughout the school. Science is a thriving department within the school with each discipline having its own departmental head. There is much co-ordination and sharing of good practice between departments with regular meetings focusing on teaching and learning strategies, health and safety, investigative work, use of Information Technology and equal opportunities under the direction of the Head of Science.

Individual departments are responsible for managing their own formula-funded budgets and are responsible for developing their own schemes of work.

There are eleven well-equipped laboratories, with associated preparation rooms ensuring that all science lessons take place within labs. Each subject has its own experienced technician whose work is vital to the effective work of the department. Our technicians are legendary for their efficiency and dedication and are actively involved in local Technician Support Groups.





## The AGS Chemistry Curriculum

In years 7, 8 and 9 students follow a bespoke course covering the Key Stage Three National Curriculum taught by specialist teachers. All pupils have 1 hour of each science per week following our own in house schemes of work. Class sizes are about thirty. Students complete SATS style tests before Christmas of year 9 before embarking upon their GCSE work in January of year 9.

From January of year 9 and throughout year 10 and 11 pupils follow the AQA science suite. Almost all pupils take 3 separate science GCSEs and each pupil receives 2 periods (2 hours) and one homework per week. Class sizes average about twenty six. Results have been excellent with (on average since the introduction of the new spec) 100% achieving grades 9 - 5 and 80% of students achieving 9 - 7.

In years 12 and 13 the chemistry department delivers the Pearson Edexcel course. We consistently attract large number of pupils onto A-level Science courses, both from within the school and from new entrants to the 6<sup>th</sup> form. Chemistry is a very popular course post 16 with around 50+% of internal pupils choosing to study it at A level. We currently have five AS and four A2 groups studying chemistry. Examination results are excellent at all levels and virtually all A-level students progress onto higher education, with many entering the highly competitive disciplines of Medicine and Veterinary Science. Students studying chemistry at A level are also given the opportunity to attend teacher run sessions that extend beyond the specification and allow the students to participate in the C3L6 and Chemistry Olympiad competitions.

As a department we have done much work in integrating scientific investigations, AfL, APP and ICT into teaching schemes and have recently expanded our data-logging equipment. All pupils from year 7 upwards experience data-logging within their science lessons as we encourage them to use IT to help them to collect, analyse, interpret and display data.



# The AGS Chemistry Curriculum

All members of the department know that students are most likely to succeed if they find their science education enjoyable, interesting and rewarding. We believe in the importance of encouraging all students to achieve their full potential and this means ensuring that work is challenging at whatever level as well as relevant to the world we live in. We believe that enjoyment of science and learning through practical experience is vital in order to develop a positive attitude towards the subject, and have developed exciting courses to challenge and support our pupils.

We aim to stimulate and sustain students' interest in and enjoyment of chemistry, while developing a comprehensive understanding of the subject.

Almost all lessons feature practical work to help students learn and understand through exploration. We always strive to make chemistry relevant and exciting. We encourage pupils to keep up to date with current issues and develop rounded, well-informed scientists. We organise a range of visits to local universities and welcome visiting lecturers. We encourage participation in local, national and international competitions, where we have enjoyed considerable successes. We always welcome new ideas and initiatives.

For further information, please contact me at [a.butterworth@alcestergs.com](mailto:a.butterworth@alcestergs.com)

**Dr Andy Butterworth,**  
**Head of Chemistry**



## Person Specification

Criteria	Essential requirements
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• Good honours degree in Chemistry or a related discipline</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Be able to teach Chemistry across the age range of the school including to A level and Science to at least KS3</li></ul>
<b>Curriculum</b>	<ul style="list-style-type: none"><li>• Be aware of National Curriculum requirements at KS3 and KS4</li><li>• Understand the changes to A-level specifications (from September 2015) and GCSE specifications (from 2016) and be aware of how to deliver these more linear programmes effectively.</li></ul>
<b>Relationships</b>	<ul style="list-style-type: none"><li>• A commitment to students as individuals</li><li>• A sensitive attitude to students of all abilities and ages and the ability to differentiate teaching to meet the needs of the most able and those with Special Educational Needs</li><li>• An ability to create a stimulating and challenging learning environment</li><li>• A recognition of the importance of partnership with parents</li><li>• A supportive and cooperative approach to colleagues</li></ul>





## Person Specification

Criteria	Essential requirements
<b>Personal Characteristics</b>	<ul style="list-style-type: none"><li>• Hard working and adaptable</li><li>• Happy to work independently or in collaboration</li><li>• Able to carry initiatives through to their conclusion</li><li>• Friendly and approachable</li><li>• Well organised and able to meet deadlines</li><li>• A willingness to continue learning and developing as a teacher</li><li>• A reflective approach to their own practice and to the overall performance of the department</li><li>• A passion for Chemistry &amp; Science with an ability to enthuse students of all ages</li><li>• A commitment to safeguarding children's well being</li><li>• A willingness to support extra-curricular activities within the chemistry department and beyond</li></ul>





## Application Procedure

Please complete the school application form available on the vacancies section of our website and provide a supporting statement (on no more than two sides of A4). The supporting statement should address your particular strengths and how your experience to date has prepared you for this particular role.

Applications may be submitted via email to [j.dyos@alcestergs.com](mailto:j.dyos@alcestergs.com)

**Please note that applications will only be accepted on the Alcester Grammar School application form. CVs and online applications will not be accepted or included in the shortlisting process.**

**The closing date is 9am on Tuesday 1st February 2022**

**Interviews will take place on Thursday 10th or Friday 11th February**

Alcester Grammar School is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) check will be carried out prior to the commencement of any offer of employment.





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