Teacher of Chemistry (full or part-time)

(MPS/UPS)

THE SUNDAY TIMES SCHOOLS GUIDE 2020

STATE SECONDARY SCHOOL OF THE YEAR

Welcome from the Headmaster

Thank you for showing in an interest in working at Pate's. **We are looking to appoint a Chemistry teacher who can convey a real passion for the subject.** Our website will allow you to explore our vision and values in detail. This booklet is designed to give you a flavour of what it is like to join our strong community of over 150 exceptional staff.

Over the last few years we have, again, been named as the Sunday Times 'National School of the Year'. Our examination results see us as the highest achieving co-educational school in the country and the best school outside of London. I am proud that the students and staff achieve so much, but this does not drive us. Rather, it is the positivity and sense of fun that you will feel when you visit us that makes Pate's such a special place to work. We call it 'The Pate's Way' and you will feel it when you visit the school.

You will notice the quality of relationships between all members of our school community. Students and staff are motivated; they look after and challenge each other. Our students are quite simply the best of their generation. They are inspiring young people, it is truly a privilege to work with them.

We recognise that our staff are the main reason for our successful and happy school. Both teaching and support staff are committed and hardworking, all believing firmly that we should help students to be and do their best. Pate's prides itself on attracting and retaining staff of the highest quality.

Recently accredited as a Teaching School Hub, we have a reputation for promoting professional autonomy and for investing in staff through the provision of high quality development opportunities. Joining us gives staff the opportunity to work in an outward facing school that treasures and cherishes the best of the past, yet looks to embrace and be at the cutting edge of national and world educational developments.

As Head, I promise every member of staff appointed to Pate's every support I can offer – if you would like to talk through the post prior to application, then please don't hesitate to contact the school.

Tours of the school can also be arranged, we would be delighted to show you around.

Thank you again for your interest in the post – please don't hesitate to get in touch.

The Chemistry Department

- The Science faculty has fifteen laboratories, five of which are dedicated to Chemistry. These are fully equipped with fume-hoods and all equipment needed to teach up to (and beyond) A Level. All laboratories house overhead projectors and audio-visual facilities.
- There is a Chemistry office where each member of the department has their own computer and workspace, in addition to a storeroom that is packed full of teaching resources.
- We prioritise practical activities in Chemistry and have two highly-experienced and specialist Chemistry technicians in addition to an extremely well stocked prep-room.
- The department consists of co-Heads of Chemistry and four further teachers, some of whom hold positions of responsibility elsewhere in the school.
- Chemistry has responsibility for the teaching and curriculum of Years 9 to 13; however, the successful applicant may also work with the Lower School Science team to teach some general science to Years 7 and 8 (depending on need and availability).
- Pupils in Years 7 to 9 are taught in forms, while in Years 10 and 11 students are divided into six teaching groups. We currently run eight teaching groups in Year 12, and seven in Year 13. We do not stream by ability in any year.
- We currently follow the Pearson Edexcel GCSE syllabus for Years 10 and 11, and the AQA A Level syllabus for the Sixth Form. All students take Triple Science at GCSE.
- In 2022, 98% of students attained grades 9-7 at GCSE and 96% of students attained A*-B at A Level.
- Extra-curricular activities include Fame Lab, Science Club, MedSoc, and Chemistry Olympiad Sessions.

Learning at Pate's

Pate's is a unique and special place to learn. This doesn't happen by accident. We take a holistic view of learning, emphasising the rewards of deep understanding of the subject, instilling a love of learning and its challenges. We aim to cultivate in our students life long skills of aspiration and resilience, setting challenging but manageable tasks and using appropriate praise to build pupil self-esteem. We ask students to see failure as a key part of the learning journey. Students and staff alike are encouraged to take risks and to try new things, to be creative, solve problems and to inspire others around them. We recognise the importance of metacognition and reflection, and we encourage students to use a wide range of thinking approaches. We have high expectations of staff and students alike; our students are encouraged to take responsibility, articulate views, ask questions and lead their peers. Collaboration, feedback and support also sit at the heart of our Pate's Learning Framework, our community's agreed definition of world class learning that sits visibly in every classroom. However, learning isn't restricted to the classroom environment; our students equally develop their skills in the broader contexts of co-curricular activities and self study. We do not believe in setting homework for the sake of it, but instead when the time is right and when it helps pupils make progress in their learning, whether that be in their knowledge, skills, understanding or in their own personal growth.

In July 2019, Pate's was delighted to receive the High Performance Learning (HPL) World Class School Award in recognition of our learning ethos. One of only nine schools to receive this around the globe in 2018/19, this award recognises the very best schools in the world and is designed for those at the forefront of educational thinking. HPL's Founder and CEO, Professor Deborah Eyre said:

"I am absolutely delighted to confer HPL World Class Award Status upon Pate's Grammar School. This recognises Pate's commitment to embedding HPL as part of the school's DNA, as part of its quest to develop world-class learners. Their adoption of HPL, building on past success, is ensuring that Pate's students are impressive and flexible learners, who I have no doubt will leave Pate's college-, career- and life-ready."

Pastoral care at Pate's

We are proud of the exceptional pastoral care our students (and staff) receive and we invest considerable energy and resources in their wellbeing. Our 2025 vision sets out 3 core aims in this area:

- We are a mutually supportive community with shared vision and values;
- We are a school where welfare is at the heart of decision-making, with physically and mentally well students and staff;
- Everyone in our community is known as an individual and supported to achieve their full potential.

In year 7, our number one priority is for students to feel happy and settled when they first arrive. Students joining us at age 11 are supported by their Form Tutor, a specialised Head of Year 7 and a team of Year 11 mentors. From year 8 through to year 11, students usually then retain the same tutor and Head of Year wherever possible, allowing lasting trusting relationships to grow and develop before our team of Sixth Form specialists take over in years 12 and 13.

All pupils at Pate's have weekly access to a school nurse and counselling is also available for students who are identified as needing additional support. For a small number of students with particular health or medical needs, additional support from our 'Hub' is also available. Staffed by specialists, this supportive environment ensures that we are able to individually nurture and support all students in our care.

'Supporting Each Other' is at the heart of our School Vision, and at the heart of what we do as a school. We are a school built on relationships and respect, rather than rules and we think this makes us a very special community to be a part of.

Co-curricular at Pate's

The provision of co-curricular activities at Pate's is unrivalled by any other state school, regionally or nationally. During lunch times and after school Pate's buzzes with activity, allowing students to be creative, perform, play sport and be active to their heart's content. Indeed, so committed are we as a school to a true breadth of education, that on Tuesday afternoons lessons are suspended, allowing all students to access the **'exceptional range'** (Ofsted) of enrichment activities that are on offer. Furthermore, for two weeks each summer, 'Activities Fortnight' allows students in years 7 - 10 to participate in an additional myriad of exciting opportunities.

We are often asked 'Do you have a club for X?'. The answer is 'probably' – however, if not, then students with a particular passion are simply encouraged to start one. In the 6th Form, the year starts off with a 'Societies Fair'. In addition to teacher-led programmes, Sixth Form pupils run, manage and facilitate 30+ student-led societies, often inviting in external speakers such as local MPs or professionals to talk and debate with; the possibilities are simply endless. The year 12 pupil who sings in choir on a Monday, may well be at Economics Society during lunch time on Tuesday and reading with pupils in a local primary school on a Tuesday afternoon. On a Wednesday they may then represent the school playing hockey, before staying after school on a Friday to lead a section of our CCF. At Pate's we work hard and play hard, but, most importantly, we have a lot of fun along the way.

Academic outcomes

We are very proud of our exceptional and almost unrivalled academic outcomes, both in terms of attainment and progress. These outcomes alone do not make Pate's the very special school that it is, however, undoubtedly they open doors for our students and are testament to the hard work of all students and staff in our community.

A Level Results 2022

Subject	Total	A*	A	B	C	D	E	U	%A*	%A*-A	%A*-B
Art	8	8							100.0%	100.0%	100.0%
Biology	102	48	30	22	2				47.1%	76.5%	98.0%
Chemistry	116	50	48	13	4	1			43.1%	84.5%	95.7%
Computing	10	5	4	1					50.0%	90.0%	100.0%
Economics	45	22	15	7	1				48.9%	82.2%	97.8%
English	32	16	12	4					50.0%	87.5%	100.0%
EPQ	69	15	39	15					21.7%	78.3%	100.0%
French	14	3	8	2	1				21.4%	78.6%	92.9%
Further Maths	25	16	7	2					64.0%	92.0%	100.0%
Geography	27	14	11	2					51.9%	92.6%	100.0%
German	3		2		1				0.0%	66.7%	66.7%
History	35	10	18	5	2				28.6%	80.0%	94.3%
Maths	142	61	47	19	10	4	1		43.0%	76.1%	89.4%
Music	3	3							100.0%	100.0%	100.0%
Physical Education	4	2	1		1				50.0%	75.0%	75.0%
Physics	61	29	18	9	4	1			47.5%	77.0%	91.8%
Politics	19	8	10	1					42.1%	94.7%	100.0%
Psychology	43	18	16	6	3				41.9%	79.1%	93.0%
PTE	14	6	7	1					42.9%	92.9%	100.0%
Spanish	16	9	6	1					56.3%	93.8%	100.0%
Theatre Studies	2	1		1					50.0%	50.0%	100.0%
Total	790	344	299	111	29	6	1	0	43.5%	81.4%	95.4%
%	100%	43.5%	37.8%	14.1%	3.7%	0.8%	0.1%	0.0%			

Number of students 228
Entries per student 3.46

GCSE Results 2022

Subject	Total	9	8	7	6	5	4	3	%9	%9-8	%9-7
Art	19	8	3	6	2				42.1%	57.9%	89.5%
Biology	142	89	36	13	3	1			62.7%	88.0%	97.2%
Business	75	55	15	4	1				73.3%	93.3%	98.7%
Chemistry	142	100	33	6	2	1			70.4%	93.7%	97.9%
Computing	40	22	11	6	1				55.0%	82.5%	97.5%
Drama	19	16		1	2				84.2%	84.2%	89.5%
Design Technology	11	1	4	4	2				9.1%	45.5%	81.8%
English	143	61	51	21	10				42.7%	78.3%	93.0%
English Literature	141	56	39	24	18	3	1		39.7%	67.4%	84.4%
French	46	28	11	7					60.9%	84.8%	100.0%
Further Maths	58	44	9	4	1				75.9%	91.4%	98.3%
Geography	94	56	26	11	1				59.6%	87.2%	98.9%
German	49	29	14	5	1				59.2%	87.8%	98.0%
History	72	39	20	7	4	2			54.2%	81.9%	91.7%
Maths	144	73	43	24	3	1			50.7%	80.6%	97.2%
Music	24	15	2	6	1				62.5%	70.8%	95.8%
Physics	142	90	34	15	2	1			63.4%	87.3%	97.9%
Physical Education	24	16	6	1	1				66.7%	91.7%	95.8%
PTE	37	18	12	6	1				48.6%	81.1%	97.3%
Spanish	47	20	15	6	2	3	1		42.6%	74.5%	87.2%
Total	1469	836	384	177	58	12	2	0	56.9%	83.0%	95.1%
%		56.9%	26.1%	12.0%	3.9%	0.8%	0.1%	0.0%			

144 students

Person specification

Qualifications

- Educated to degree level and teaching qualification
- Evidence of ongoing CPD.
- Appropriate background of interest & involvement relevant to the role.

Knowledge, Skills and Experience

- Able to teach across Key Stages 3 to 5.
- An outstanding classroom practitioner.
- Demonstrate excellent people skills with the ability to build long term relationships within a team
- Confident user of technology, both within the classroom and beyond
- Commitment to raising student achievement.
- Someone who is capable of exciting able students with a real interest in the subject, yet also able to explain complex ideas with clarity.
- Someone who is committed to being part of our wider school community.

Personal Attributes

- Enthusiastic with the ability to inspire our pupils
- Demonstrates commitment, reliability and integrity
- Has energy and resilience
- Is flexible and adaptable to changing circumstances and new ideas

Why work at Pate's?

- Highly motivated and engaged students - the best of their generation!
- A culture of professional autonomy and a supportive staff team - you join a real 'Pate's Family'
- As a Teaching School Hub we develop and support our staff (teaching and non-teaching) at every stage of their career
- We recognise that our staff (like our students) have other commitments away from school and are entitled to a healthy work-life balance and we support our staff with family or other commitments wherever possible
- FREE laptop for all staff and FREE access to the onsite school gym
- Modern, purpose built accommodation with FREE onsite parking and good access to both the M5 and Cheltenham Station
- Well resourced departments and access to a high quality library for both professional and personal use. (This is thanks to additional funding we receive from a variety of sources.)
- Childcare voucher scheme
- Longer holidays than many other state schools

Career development opportunities

"In part due to the excellent personal development programme for support staff, but also due to the open door policy of senior staff, I feel supported in my development and confident in my abilities. Despite having been a full-time mum for a number of years before I arrived and feeling slightly nervous about being back in the workplace and the various challenges that would entail, I have felt valued and supported (as well as challenged!). It has never been a problem for Pate's to accommodate the changing needs of my family life. Consequently Pate's does feel like an extended family, so I feel I have the best of both worlds. I can honestly say that the more I have put into the school, the more I have got out of it"

Pate's commits a large amount of money and time to staff development. As the lead school for the Odyssey Learning Alliance and also the new Odyssey Teaching School Hub, newly appointed teachers benefit from a huge array of opportunities at every stage of their career. Please do ask us more about how we can support *your career aspirations*.

Teaching School Hub Odyssey

International Pate's

Learning Alliance Odyssey

Want to apply or know more?

Applications

Applications should be by Pate's application form and covering letter, emailed to jobs@patesgs.org by 9am on Monday 20th March 2023.

Further Information

We welcome questions and queries from prospective applicants. Please don't hesitate to contact Francesca Coppola (PA to the Head) at jobs@patesgs.org if you would like to ask a question, arrange for an informal chat or request a tour.

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