

Applicant Information Pack

Teacher of Chemistry



Respect – Resilience – Success



Headteacher Letter to Applicants

Thank you for the interest you have shown in our school. I am proud to be the Headteacher of The Thomas Adams School, a successful co-educational community school, sixth form and boarding house in the centre of Wem. Established in 1976 and with a strong history dating back to 1650, we provide quality teaching and learning for our 1200 students, aged 11 – 18 years old. Thomas Adams is now a member of the 3-18 Education Trust, a collaboration of successful schools in Shropshire, all with the same goal of excellence in education.

We have two main sites on our 30 acre campus in Wem, a small rural market town. Although many of our students live in Wem, our extensive transport links allow students from across North Shropshire to access our excellent provision. Our Lowe Hill buildings cater for years 7 – 11, providing excellent facilities for all curricular areas. At our Noble Street site, we have our Sixth Form, housed in the attractive grammar school building. We also have our thriving boarding provision, Adams House, which accommodates students from throughout the UK and overseas.

Large enough to offer choice and opportunity, we pride ourselves on seeing all students as individuals, providing quality pastoral care throughout a student's academic journey with us.

The school is renowned for its Music, Drama and Sport. We have specialist centres for all of these subjects, with full performance facilities. We also have a multi-use sports centre and extensive playing fields, along with additional facilities including; tennis courts, basketball courts, hard surface play areas and many pitches for team games. We encourage all students to engage and get involved in our extra-curricular programme, be that a member of a sports team, working towards their Duke of Edinburgh award or taking part in the many educational or leisure trips on offer.

We are committed to continuous professional development for all our staff and foster open, professional and respectful relationships. Our staff well-being and happiness is paramount as we see them as our greatest asset.

For further information about The Thomas Adams School, please visit our website
<https://thomasadams.net/>.

You can also find out the latest news via our social media pages:



<https://www.facebook.com/ThomasAdamsWem>



<https://www.instagram.com/thomasadamswem/>



Mark Cooper, Headteacher

About our Trust



The 3-18 Education Trust is currently made up of five schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

Our Vision:

To ensure every individual is in a great school.

Our Mission:

To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

Our Values:

- Accomplished: to provide high quality education and training for all
- Resilient: to be solution focused and able to intelligently manage challenges
- Compassionate: to show care and understanding towards others

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details. For further information about our schools, please click on the links to their websites below:



Bowbrook
Primary School

<https://bowbrookprimary.co.uk/>



<https://www.3-18education.co.uk/schools/coleham-school/>



<https://www.3-18education.co.uk/schools/the-priory-school/>



<https://www.3-18education.co.uk/schools/st-martins-school/>



<https://www.3-18education.co.uk/schools/thomas-adams-school/>



<https://www.3-18education.co.uk/schools/william-brookes-school/>

Faculty Information

The department comprises of seven full time and six part time Science teachers. We also have four excellent laboratory technicians who work closely with Science staff to deliver the curriculum at KS3, KS4 and KS5. The department has nine modern and well-serviced laboratories. The key strength of the department lies in the fact that we operate as a team; all members are committed to a sense of strong personal and professional support towards each other and this extends into a very caring and supportive attitude towards the students.

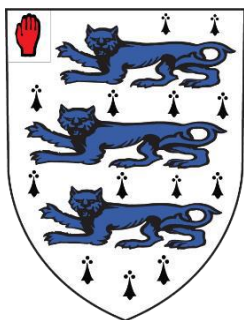
Science subjects are popular at A Level. Currently, we offer OCR Physics, Chemistry and Biology. At Key Stage 4 and 5, we use the specialist strengths of our Science staff wherever possible. At Key Stage 4 we study OCR Science. Pupils usually have three different teachers for each of the Science specialisms, and most students gain 2 good GCSEs in Science. We also offer Triple Science to one set in Year 10 – although this is presented as an ‘option’ subject, these pupils are selected based on prior attainment and suitability, and achieve three GCSEs in Physics, Chemistry and Biology.

At Key Stage 3 we follow a syllabus based on the National Curriculum. The emphasis is on engendering a feeling of confidence and enjoyment in the subject and aiming to realise the potential of every student. The students are set according to ability in Year 8 and 9, but are taught in mixed ability forms when they arrive in Year 7. We cover a broad and balanced curriculum in Science – pupils cover all aspects of the subject, and have opportunities to improve their Science Skills.

Pupils are regularly assessed, and appropriate feedback is offered.

The department is very hard working, taking all aspects of the job very seriously. Staff are always willing to share ideas for the mutual benefit of others. We work very closely with parents and the excellent Pastoral team that we have at Thomas Adams to ensure Science lessons are a positive, enjoyable and progressive experience. The school is a very happy school for both students and staff and there is a very noticeable ‘family’ atmosphere. The available post represents an excellent opportunity to join an already successful team.

Job Description



Title of Post	Teacher of Chemistry with KS5
Post Status	Full Time, permanent – Required ASAP
Salary/TLR/ Allowance	Negotiable with TLR
Reporting to	Head of Science

Main Purpose

The following subject job description is in addition to any statutory requirements and responsibilities of a Main Scale Teacher:

The post holder is expected to:

- Bring Chemistry to life with inspirational teaching and excellent relationships with students
- Promote the highest standards of teaching Science within the framework of Science and share ideas to promote best practice within the department;
- Maintain and update innovative and challenging schemes of work in partnership with the Subject Leader;
- Ensure high standards of discipline and organisation within a practical environment;
- Demonstrate high standards of ICT competence in both teaching & learning and develop these as technologies change.
- Regularly assess, through verbal and written means, students' work in accordance with the School's and Department's policies;
- Work with full regard to the Health and Safety requirements of Science;
- Ensure the smooth running of internal and external controlled assessments;
- Ensure that Departmental records and information are regularly updated and keep informative records of students' progress;
- In partnership with other members of the Department, assist with Information Evenings for parents, and attend Departmental meetings or any other meetings as deemed appropriate

Professional Development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.

Other Responsibilities

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the School and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review, in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Signed _____

Date _____

Headteacher

Signed _____

Date _____

Name _____

Postholder

Person Specification

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Good honours graduate • Qualified teacher status • Commitment to personal/professional development 	<ul style="list-style-type: none"> • Evidence of CPD 	<ul style="list-style-type: none"> • Application Form • Letter of application
Experience	<ul style="list-style-type: none"> • Experience of teaching Science, especially Chemistry at KS3 and KS4 	<ul style="list-style-type: none"> • Ability and willingness to teach other related subjects • Experience of practice or observation at KS5 	<ul style="list-style-type: none"> • Letter of Application • Selection process • References
Learning and Teaching	<ul style="list-style-type: none"> • Ability to challenge, support and motivate students • Ability to monitor and evaluate student performance • Ability to meet challenging targets • Secure knowledge and a good understanding of the key skills, concepts in specialist subject • Clear understanding of the secondary curriculum and its assessments • Committed to the role of form tutor for a group of students and the benefits of pastoral care 	<ul style="list-style-type: none"> • Experience of, and sensitive to, the needs of teaching students with all ranges of needs and abilities 	<ul style="list-style-type: none"> • References • Selection process
Skills and Knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching, and the ability to model this for others and support others to improve 		<ul style="list-style-type: none"> • References • Selection process

	<ul style="list-style-type: none"> • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships 		
Personal Qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and trust • Ability to work under pressure and prioritise effectively • Cheerful, enthusiastic and committed • Dynamic, positive, organised and constructive 	<ul style="list-style-type: none"> • Willingness to take on other roles and responsibilities within the department 	<ul style="list-style-type: none"> • Selection process
Other	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people • Commitment to equality of opportunity • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check 		<ul style="list-style-type: none"> • References • Selection process

Personal Qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and trust • Ability to work under pressure and prioritise effectively • Cheerful, enthusiastic and committed • Dynamic, positive, organised and constructive 	<ul style="list-style-type: none"> • Willingness to take on other roles and responsibilities within the department
Special Conditions	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people • Commitment to equality of opportunity • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check. 	

What We Offer

In addition to exclusive access to a reward and discount scheme, comprehensive induction, commitment to your ongoing training and career progression, paid for enhanced DBS, we also offer:

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contribution)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)
- Collaborative working culture and professional development opportunities across our Trust schools

Application & Appointment Process

Full details of the post can be found in the Applicant Information Pack available on the school website <https://www.thomasadams.net/vacancies/>

Please send completed applications to belinda.howells@tas.318education.co.uk

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification, taking into consideration the job description.

Closing date for applications: 12.00 noon on Friday 23 February 2024

Interviews will take place week beginning Monday 26th February 2024

Please note:

- It is essential that all elements of the application form are completed in full.
- We do not accept CV's in support of an application.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

Also, in line with Keeping Children Safe in Education (KCSiE), online checks will be carried out on the successful applicant.

The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website <https://www.thomasadams.net/key-information/>.