



Teacher of Physics

Upton Court Grammar School, Slough, Berkshire

Candidate Application Pack



preparing the way for others to follow

Contents

Thank you for your interest in our Teacher of Physics position at Upton Court Grammar School within Pioneer Educational Trust.

This pack contains:

- Details about Upton Court Grammar School
- Details about the department
- The job description and person specification
- Benefits of working at the Trust

We hope that you find the pack informative and useful. If you do have any further questions, then please contact Mrs Bhamini Lynn, Recruitment Manager and PA to Co-CEOs: blynn@pioneereducationaltrust.org.uk

You can also visit our school's website at: www.uptoncourtgrammar.org.uk or the Trust's website at: www.pioneereducationaltrust.org.uk





Our School

Upton Court Grammar School is a selective secondary school with just over 1000 students aged 11-18. The school is proud of its history and upholds the traditions associated with grammar schools: expectations of the highest possible attainment, hard work, commitment and behaviour which will allow effective teaching and learning to take place. Our students achieve the highest grades at all levels but we are most proud of the exceptional progress they make. In 2018, Upton Court Grammar School was ranked in the top 1% of secondary schools in the country for student progress, making it one of the top grammars school in England on this measure.

At Upton Court Grammar School we aim for clarity in all things and can articulate our mission in one sentence:

Upton Court Grammar School ensured all students fulfilled their academic and personal aspirations and became successful and engaged citizens.

Our mission is written in the past tense so we can hold ourselves to account for making it a reality. In addition, all staff and students have their own mission-sentence, which connects our present to the future and gives meaning to our work and study.

At Upton Court Grammar School we have four core values that our staff and students live by: *Unity, Curiosity, Growth and Service*. These UCGS values inform our decision-making and guide us in our actions every day.

Our Vision for the Future

Upton Court Grammar School seeks to:

- become a centre of excellence and creativity in learning and teaching;
- equip students with the ability to articulate their ideas with confidence in an increasingly competitive international work environment;
- encourage the belief that it is not enough to do *well*, but that we must also do *good*; everyone has the potential and opportunities to make our world a better place.

Within the school we resolve to:

- promote the highest academic standards and enable all students to be successful at every level;
- be concerned for the education of the whole person;
- seek to produce self-reliant, conscientious and inquiring people who will go on actively learning for the rest of their lives;
- value all young people and get to know them well.

At the end of their education at Upton Court Grammar School, young people will have been prepared for life in a modern, multicultural democracy and will promote British values through working constructively with the local neighbourhood and wider communities.

Our Team

At Upton Court Grammar School we have energetic and dedicated teachers, middle and senior leaders and are committed to the principle of 'teachers as leaders of learning'. Our commitment to high quality professional development seeks to provide the highest standards in all aspects of our practice. The School has been designated as a Teaching School since March 2013 and since September 2013 has been the lead school within the School Direct Slough Partnership. We also support the training of PGCE students from Brunel University, Reading University and many more. Teachers new to the profession are supported by an Induction Tutor, an NQT Coordinator and undertake an innovative programme to help them thrive.

Teachers and support staff take ownership of their own professional development. The school has supported a number of teachers who have undertaken Masters degrees, NPQML, NPQSL and NPQH programmes. In addition, the school has also supported and funded unqualified teachers who wish to secure Qualified Teacher Status (QTS). A number of support staff have also been supported by the school in achieving recognised qualifications in HR, Finance, Accounting and Catering.

More recently, the school successfully has led a cross-Slough leadership development programme called 'Leading With Impact', designed to nurture and develop aspiring leaders from diverse backgrounds through the provision of positive role models and leaders.

Full time teachers engage in 18 hours of CPDL through the course of the academic year and the school has dedicated time each week to CPDL. A proportion of CPDL time is self-directed to give teachers the autonomy to direct their own development. We plan additional development opportunities through our 'Pioneer Presents...' evenings with guests speakers, as well as leading TeachMeets and LeadMeets.

Our Partnerships

Through our membership of the Slough Association of Secondary Heads (SASH) and our designation as lead school within the School Direct Slough Partnership, Upton Court Grammar School has strong relationships with all of the local secondary and primary schools and partner schools in Slough as well as wider relationships with the University of Reading, Brunel University and the Institute of Education. In addition, the school is a member of a number of national networks including PiXL, WomenEd, LGBTed, BAMEed, Ambition School Leadership and the Future Leaders Programme. In January 2020 we hosted the national Diverse Educators Conference here at Upton Court Grammar School and our staff and students were involved in leading and facilitating workshops, exhibits and learning. We are a National Support School, a lead school in the Slough Teaching School Alliance (STSA) and are currently in the process of developing international partnership working to enhance our provision.

Our Successes

The most recent OFSTED inspection graded the school as "Outstanding" in all areas. The school has a national reputation for excellence and achievement and was ranked 9th in the country for student progress in 2017, having attained a Progress 8 score of +1.21. the Progress 8 three-year average is +0.95 (2017/2018/2019) and the school has been recognised as being in the top 1% of schools nationally. In March 2015 we won the SSAT Educational Outcome Award for exceptional progress. The school is also a directly licenced centre for the Duke of Edinburgh Award and an

increasing number of students have successfully completed their Bronze, Silver and Gold Awards. Over the years, a number of students have also been successful in securing places at Oxford, Cambridge and Russell Group universities. The school, and one of its teachers has also been nationally recognised by the British Science Association for their work with CREST. Through the CREST programme, 22 Silver Award and 2 Gold Awards have been issued to students of Upton Court Grammar School.

Our Facilities and Benefits

The original school building dates back to 1936. The school has already made significant changes to our facilities through a multi-million pound government investment under the Growth Fund and The Academies Capital Maintenance Fund. So far, improvements have included a new building for the English Department in 2012, a new state of the art Restaurant and Sixth Form Centre in 2013 and new classrooms, science laboratories and performing arts facilities in 2017. The building programme finished in Summer 2019 with a brand new purpose built 4 Court Sports Hall and two Multi Use Games Areas (MUGA). The level of investment in the school means that we enjoy some of the best educational facilities in the south-east.

The school offers free refreshments to staff during the school day, complimentary lunches at Christmas and at the end of the school year. The Trust also provides an Employee Assistance Programme to all staff within the Trust Schools. Through this, staff can access support and advice on any number of things such as wellbeing, work-related issues, housing, family, financial and legal support. There is also an employee benefit scheme which offers savings and discounts across a number of well-known retailers and services. Staff across the Trust can also receive a free, annual flu vaccination. The Trustees are also active in recognising years of service for staff. Service is designed to reward loyalty to the school and recognises those who have accrued between 3 and 30 years of service.

Our Location

Upton Court Grammar School is located just outside of West London. There are direct bus and rail links to Windsor, Maidenhead, Reading and London. The school is also very close to the M4 and M25 motorways and Heathrow Airport providing national and global connections. Furthermore, due to improvements being carried out by Network Rail, Crossrail links now provide quicker direct access to Central London.

2020 - 2021 Key School Facts

Type of School	Selective Secondary Academy Converter (MAT: Pioneer Educational Trust)
Age Range	11-18
Number of Students	1094
Gender	Mixed
Progress 8 score	+0.88 (2020) Progress 8 three year average: +0.87 (2018/2019/2020)
Attainment 8	7.47 Attainment 8 three year average: 7.25 (2018/2019/2020)
Students achieving 5+ A*-C GCSEs (inc. English & Maths)	100%
A-Level results APS per entry	38.83

Upton Court Grammar School Science Department

The Science Department is a forward looking Department which makes a real difference in the life of our students, moving them towards a better future and believes that in seeking excellence, one must look to the solution not the problem, encouraging the students to work to overcome difficulties in order to succeed. We provide a vibrant, exciting learning experience for all pupils led by subject experts whose first concern is the progress of their students. Our students can expect fascinating lessons where in depth Science is presented in the wider world context. We are looking for a well-qualified and enthusiastic teacher of Physics to contribute to the work of this lively and successful Department.

The Science Department have 10 recently refurbished laboratories. The Department is committed to the delivery of broad and balanced Science throughout the school. In Years 7 and 8 the National Curriculum is delivered through 3 hours per week of Science. At GCSE, students study for either Trilogy or Combined Science at higher level on the AQA specification. Most members of the Department teach two or even three Sciences at GCSE whilst mainly delivering their own specialist subject. All teachers deliver their own specialist subject at A level. The Department has a tradition of high academic success with many of our A Level students going on to higher education in Science & Technology.

The Science Department has developed strong links with universities which bring inspirational lecturers into school and with local businesses whose involvement enhances the educational experience. We encourage student involvement both curricular and extra-curricular and run exciting activities and educational visits to enhance and extend students, such as the British Olympiad

The Science Department is well supported by three subject specialist technicians.

The Physics department creates a supportive environment for all, developing motivated and inquisitive students and gives them the knowledge, skills and confidence to grow into future engineers and scientists.

Physics at A Level

The EDEXCEL linear Physics course is taught at A level with very good results. The course is based around practical application and relevance to everyday life. Students are motivated by the enthusiastic and expert delivery of the curriculum and the opportunities offered them to join in with the wider life of the Department.

Physics at KS3 and KS4

At KS3, Physics is taught as discrete units written by us as part of a broad and balanced Science course covering the objectives of the National Curriculum. We use the Activate scheme to support our teaching at Key Stage 3. Teachers are expected to be able to deliver all three sciences at KS3.

At KS4, we currently follow the AQA A Science specification. We mostly teach in our own specialism but may also teach one other Science at GCSE and we would expect the successful candidate to be able to offer at least two Science subjects at GCSE. Most of our students take the Separate Sciences, i.e. Physics ONLY, however a few students will take the Combined (Trilogy) Science option from the end of year 10. Schemes of work and Unit Plans for GCSE have been written in-house and are regularly updated.

Job description

Job title	Main Scale Teacher
Line managed by	Head of Department
JOB PURPOSE <ul style="list-style-type: none">• Secure and maintain high quality learning and teaching in order that students are able to make progress and achieve to their potential as successful, resilient and independent learners;• To fulfil the school's mission: Upton Court Grammar School ensured all students fulfilled their academic and personal aspirations and became successful and engaged citizens;• Contribute to the overall ethos, work and aims of the Trust.	
KEY AREAS OF IMPACT <p>Strategic Direction:</p> <ul style="list-style-type: none">• Establish and uphold the ethos of the school with students through the full implementation of policies;• Implement school policy and procedure reflecting the school's commitment to high achievement, ensuring each student is treated as an individual and able to develop as successful learners;• Contribute to the development of learning to learn and assessment for learning;• Support the head of department as required and directed in implementing the department development plan and to assist in evaluating the impact of the plan on teaching and learning. <p>Teaching and Learning:</p> <ul style="list-style-type: none">• Establish and maintain an environment which promotes effective learning and provides an appropriate level of challenge for able students;• Plan and deliver lessons in accordance with the agreed scheme of work / subject specification, taking account of the specific learning needs of students within the class;• Plan homework or other out-of-class work to sustain individual learners' progress and to extend and consolidate learning through the marking of this work where appropriate;• Actively promote personalised learning and assessment for learning opportunities within their subject for the benefit of the students;• Analyse a range of relevant performance data for students in their classes and use this to plan future learning and inform target setting;• Follow subject and school procedures for the assessment, recording and reporting of student attainment and progress including attendance at parents' evenings;• Provide timely and relevant information enabling each student to understand their current levels of attainment and the action they must take to achieve to their potential, including report writing;• Actively promote the development of effective subject links internally and between partner schools and the wider community (locally, nationally and internationally);• Monitor attendance and behaviour of students in their classes in accordance with school policy taking appropriate action including contacting parents;• Undertake the teaching of classes/groups as may reasonably be required by the Head or Line Manager. <p>Quality Assurance:</p> <ul style="list-style-type: none">• Actively participate in performance management and professional development;• Participate, at the request of the Head or Line Manager, in the school's monitoring, evaluation and review procedures including evaluation against quality standards and performance criteria;• Evaluate the impact of their teaching on the progress of all learners and modify their planning and classroom practice where necessary. <p>Resource Management:</p>	

- Follow school procedures in the allocation and use of resources to support effective learning and teaching.

Professional competence and behaviour:

- Maintain professional knowledge and competence;
- Provide a professional, up-to-date and purposeful service;
- Be responsible for their own professional practice and decisions and take responsibility for identifying and meeting their own development needs.

Ethical standards and integrity:

- Establish, maintain and develop professional relationships based on confidence, trust and respect for all colleagues and stakeholders;
- Demonstrate sensitivity for students' and stakeholders' practices, culture and personal beliefs;
- Advance employment and professional practices that promote equality of opportunity, diversity and inclusion;
- Safeguard all confidential and personal data acquired as a result of professional relationships and not use it for personal advantage or for the benefit of third parties.

ADDITIONAL DUTIES:

- Play a full part in the life of the school community, support the school ethos and encourage students to follow this example;
- Actively promote school policies;
- Alert the Head in the event of any suspected child protection issues that may be affecting a learner;
- Undertake any other duty as specified by school teachers pay and conditions of service not mentioned in the above.

Form Tutor:

Any teacher can expect to be designated as a form tutor. As such, any form tutor should adhere to the following roles and responsibilities. The form tutor's role is to:

- Carry out statutory tasks, including completing registration accurately and on time;
- Monitor and support learners' academic and social progress;
- Monitor learners' attendance, punctuality and behaviour, taking direction from Head of Year as appropriate;
- Contribute to the tutees' spiritual, moral, cultural and social education;
- Make him/herself available to parents/carers, where appropriate, for the purpose of discussing personal matters concerning a learner's welfare, behaviour and other concerns that may adversely affect successful learning;
- Attend parents' evenings and tutors' evenings, and other events specified by the Head;
- Ensure learners' are prepared for learning including addressing uniform and equipment;
- Encourage students to support and / or participate in school events including charitable events, PSA events etc.;
- Check that learners' diaries have been signed by their parent / carer, and sign learners' diaries every week;
- Ensure that all learners and their parents / carers have signed the Home/School Agreement;
- Implement pastoral initiatives led by senior management or the Head of Year;
- Liaise effectively with SENCO, LAs and other appropriate bodies to ensure that learners' with special needs (inc. gifted and talented) are given appropriate support;
- Respond to subject reports through the writing of tutor reports.

KNOWLEDGE AND SKILLS

Subject teachers should demonstrate knowledge and understanding of:

- School policies and procedures;
- Secure knowledge of subjects/curriculum areas and related pedagogy across the full age range;
- Relevant statutory and non-statutory curricula and frameworks for identified subjects/curriculum areas;

- Schemes of work for subject(s) taught;
- Principles and practices in relation to managing learning and teaching, including behaviour;
- The appropriate application of ICT, literacy and numeracy to support teaching and wider professional activities;
- Health and safety issues as they relate to their particular subject area(s).

SAFEGUARDING

Pioneer Educational Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and young people to share this commitment and to undergo appropriate checks, including enhanced Disclosure and Barring Service checks.

ADDITIONAL NOTES

Whilst every effort has been made to outline the main responsibilities of the post each individual task undertaken may not be identified.

Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job profile.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for any potential employee or any existing employee who develops a disabling condition.

This job profile is current at the date shown but in consultation with you may be changed by the Trust Leadership Team to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

	Essential	Desirable
Degree and Qualified Teacher Status	✓	
Enhanced DBS	✓	
Ongoing CPD portfolio	✓	
Further degree or diploma		✓
Experience, skills and knowledge	Essential	Desirable
Knowledge and understanding of the National Standards for Teachers	✓	
Knowledge of the requirements of the National Curriculum and 14-19 courses and qualifications	✓	
Evidence of successful teaching across the age and ability range	✓	
Ability to use assessment to raise standards of achievement	✓	
Ability to communicate effectively with pupils, parents and other professionals, orally and in writing	✓	
Knowledge of current educational issues, including ECM	✓	
Sound subject knowledge	✓	
Ability to use ICT effectively to support your professional role	✓	
Experience of teaching post-16		✓
Ability to use a SMARTboard		✓
An understanding of emotional literacy and developments to support learning and teaching, e.g. SEAL		✓

Personal qualities	Essential	Desirable
Be a team player	✓	
Ability to motivate and inspire pupils	✓	
Ability to use tact, diplomacy, sensitivity and good humour	✓	
Ability to work under pressure and determination to succeed	✓	
A willingness to learn new skills and approaches and work in partnership with others	✓	
Active participation in school developments, such as extra-curricular activities / educational visits / out-of-hours learning	✓	
Commitment to safe-guarding and promoting the welfare of children and young people	✓	
Willingness to undergo appropriate checks including enhanced CRB checks	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	✓	



preparing the way for others to follow

Why work with Pioneer Educational Trust?

Workload and wellbeing has been placed at the centre of Pioneer Educational Trust
and we offer our staff the following benefits:

- Priority admission for children of staff
- Cross phase opportunities for career progression
- Free on-site car parking
- Interest free travel to work loans
- Free counselling and legal advice for all staff through an Employee Assistance Programme
- Enhanced employer pension contributions via excellent Defined Benefit Pension Schemes
- Enhanced maternity / paternity / adoption leave schemes
- Enhanced parental bereavement pay
- Corporate eye care scheme
- Lunch for staff at cost price
- Complimentary tea, coffee, milk and sugar throughout the school day
- Free annual seasonal flu vaccination
- Reward gateway with access to savings and discounts across a number of retailers and services
- Long service recognition ; first milestone being 3 years
- Additional time during the school day to facilitate professional development
- Pay policy for support staff which is linked to teaching staff to ensure all staff are treated equitably
- Annual calendar of events shared with all staff at the start of the year which includes calendared 'No Meeting Weeks' and two week October half term
- No gradings of lessons or individuals
- Annual charity challenge providing staff with an opportunity to challenge themselves while raising money for charity
- Flexible approach to family commitments such as children's assemblies, sports days etc.
- Excellent ongoing CPDL
- WorkWell Committee & annual engagement survey to ensure we are always pioneering in prioritising staff engagement & satisfaction
- Work conscious marking & assessment practices
- Email protocol to protect time outside of the school day
- Early finish for teaching and non-teaching staff at the end of each long term