FOUNDED IN 1893
QUEEN MARY'S HIGH SCHOOL

THE MERCIAN TRUST

Science Teacher

Queen Mary's High School

Required for January 2023

Permanent position

Full Time

Suitable for ECTs

MPR/UPR

APPLICATION PACK

Ofsted Outstanding Provider

FOUNDED IN 1893
QUEEN MARY'S HIGH SCHOOL

THE MERCIAN TRUST

September 2022

Dear Applicant

Vacancy for the Role of Science Teacher

I would like to thank you for taking the time to find out more about this opportunity. Queen Mary's High School is an Outstanding (Ofsted, 2021), oversubscribed selective girls' grammar school; we are co-educational in our sixth form provision. We are seeking to appoint a well-qualified Science Teacher with the ability to teach either Biology or Chemistry to A Level. We seek applications from those who have a passion for their subject and will enthuse and inspire our exceptional students.

This is an exciting time to join Queen Mary's High School as a member of our teaching staff, as we seek to build further upon our Outstanding judgement. We are a forward looking and innovative school with a clear focus on equipping our young people for their future lives. We value the diverse nature of our school community and the sense of family that we experience is a significant strength.

Queen Mary's High School has a dedicated, expert and conscientious teaching staff, ably supported by superb associate staff. Our ethos and values are demonstrated by the endeavour of all in our school community, who work together to ensure the highest standards of academic achievement, and to provide excellent pastoral care that supports, nurtures and empowers our students in achieving this excellence.

The successful applicant will become part of a collaborative and supportive staff body, who share a vision to realise and achieve ambitious outcomes for every individual in our school. We empower professional autonomy in our middle leadership to ensure growth and success. We are not a school where one size fits all, we are a school in which diversity thrives, is encouraged and is celebrated. We are much more than the sum of our parts, growing exceptional talent in both our young people and in our staff.

If you are, like us passionate about having a positive impact on young people's lives, and excited by this opportunity to teach exceptional young people, we warmly welcome your application.

If you would like to find out more about us and see how wonderful a place to work this is, please contact the school to arrange a visit. I very much look forward to hearing from you.

RTindall

Mrs Ruth Tindall
Head Teacher

THE SCHOOL

Queen Mary's High School is an 11 to 18 selective girls' grammar school with approximately 900 students. This number is set to rise to in excess of 990 by 2025 due to an increase in PAN from 120 to 150 in 2019. There are a small number of male students in the sixth form.

Since the school's successful bid for funding from the Selective Schools Expansion Fund (SSEF), it has been able to increase its PAN and to engage in outreach to the local community with the aim of increasing the number of local disadvantaged children being admitted to the school. This, together with the inclusion of a lower qualifying score for disadvantaged local children, has resulted in the average percentage of disadvantaged students admitted to the school in Years 7-9 being 28% with the aim of this rising to 30% for the whole school over time.

Located in the heart of Walsall, Queen Mary's High School has been educating young women since it was founded in 1893. We are a busy, friendly and energetic school with a distinctive family-oriented ethos, a positive culture and an ambition for success. We draw our students from a wide area including Walsall, Birmingham, Wolverhampton, Sandwell and Staffordshire.

A building project is underway which will provide five additional teaching spaces as well as an additional science laboratory. On a compact site, space is at a premium and additional teaching rooms have been provided through the creative use of current areas.

Our aim is to enable each student to achieve excellence in all aspects of their life and in order to achieve this we:

- Provide opportunities for each students to achieve the highest possible standards
- Inspire a love of learning for its own sake
- Foster self-esteem and sensitivity to the needs of others
- Develop an appreciation of our cultural heritage
- Equip each student to take a responsible place in society

The Science Department

Our Ofsted inspection in October 2021, judged the quality of education to be outstanding, recognising particularly the high quality of the curriculum, teaching and learning in all science disciplines. The Sciences at A Level are exceptionally popular, successful and oversubscribed.

This outstanding provision in the science department supports the exceptional academic outcomes of our students. This year 85% of GCSE entries in Chemistry, 90% in Biology and 73% in Physics were awarded grades 7-9 with 60%, 65% and 50% respectively being awarded the highest grades. At A Level, 47% of entries in Biology, 40% in Chemistry and 63% in Physics were awarded an A*-B.

Students at Queen Mary's High School are aspirational, articulate and eager to learn. A significant number aspire towards careers in the medical professions, engineering and biochemical science disciplines. A significant and increasing number of students progress into STEM related higher education courses.

The science department is known for its success and innovation, practical investigation is a strength and well embedded throughout the curriculum from year seven. The science team is committed to rigorous, consistent and effective teaching methods. Practice and pedagogy is discussed and shared on a regular basis, both informally and as part of our CPD. We are a team that loves our subjects and we are passionate in our approach to sharing and nurturing this in our students and supporting them to achieve their very best.

We support our students to become independent, inquisitive and resilient scientists. We run weekly clinics for students to seek help and a school wide peer mentoring programme. Science enrichment opportunities are varied and include masterclasses, the Salter's Chemistry Competition and Biology Olympiad. Sixth form students take part in the Engineering Education Scheme working in partnership with local industry expertise. Our potential medics are well prepared through the thriving MedSoc, where they are expertly supported with applications to university through a variety of experiential workshops, work placements and profession shadowing opportunities.

Students in all year groups are encouraged to take part in national competitions, participation is high and our students have gained much success. We develop our STEM enrichment through curriculum visits, for example, to Bletchley Park and we offer a range of support and enrichment clubs, such as our Coding Club 'Girls who Code'. Student participation, leadership and peer to peer support is a valued and successful characteristic of our subject support.

Our Biology, Chemistry and Physics Subject Leaders are expert practitioners, experienced in middle leadership and skilled at leading their respective teams, but the culture of collaboration and interdisciplinary support is significant across their disciplines. The science department at Queen Mary's High School is a vibrant and supportive place to teach and to learn, for the student and the teacher alike.

We are looking for a colleague who loves their science discipline and will enthuse and inspire our young scientists. Our students are exceptional in attitude and academic ability, they really enjoy high challenge learning and respond with engagement and positivity.

THE TRUST

The Mercian Trust's name is both rooted in history and indicative of a geographical identity and ambition. It was in Mercia that St Chad established an association of small monasteries which fostered unity through *bonds of kinship*. The Trust intends, a thousand years later, to adopt the same spirit of kinship in our approach to a Multi-Academy Trust. The Trust recognises the unique history and achievements of constituent schools and academies that are part of the Mercian family.

The Mercian Trust recently merged with the Q£ family of schools, it is a unique multi academy trust based in Walsall and Sandwell with selective grammar schools, 11- 16 and 11-18 comprehensive schools, a Studio School and an Alternative Provision Free School.
Together our mantra is 'Life to the full in pursuit of what is good, right and true'.
We define this as equipping students to:

- Fulfil their potential
- Thrive in the world of work (when they leave our schools and sixth forms)
- Make a positive contribution to their families and the local, national and international community.

The Mercian Trust and Q3 family of schools are:

- Aldridge School
- Queen Mary's Grammar School
- **Queen Mary's High School**
- Shire Oak Academy
- The Ladder School
- Walsall Studio School
- Q3 Great Barr
- Q3 Langley
- Q3 Tipton

PERSON SPECIFICATION

QUALIFICATIONS	ESSENTIAL	DESIRABL	EVIDENCE
Honours Degree or equivalent	x		Application/ Cert
QTS		x	Application/ Cert
Professional teaching qualification	x		Application/ Cert

SKILLS, ATTRIBUTES AND EXPERIENCE	ESSENTIAL	DESIRABLE	EVIDENCE
Experience of teaching 16 - 18 curriculum		x	Application/ Interview
A Level experience		x	Application/ Interview
Form Tutor experience		x	Application/ Interview
An awareness of the importance and role of the subject in contributing to the students' wider development	x		Application/ Interview
Ability to use national and school data in target setting and monitoring		x	Application/ Interview
Self-motivated hard worker	x		Interview
Ability to seek and respond to advice positively	x		Application/ Interview
Ability to work under pressure and to challenging deadlines	x		Application/ Interview
Relates well to students, staff and parents	x		Interview
Successful and innovative teacher	x		Interview
Effective classroom manager	x		Interview
Excellent written and oral communication skills	x		Application/ Interview
Leadership potential		x	Application/ Interview
Effective inter-personal skills	x		Application/ Interview
Good organisational skills	x		Application/ Interview
Ability to communicate effectively with parents, colleagues and pupils in a manner appropriate to each	x		Application/ Interview
Clear sense of responsibility for their own professional development	x		Application/ Interview

VALUES AND ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
Believe in an environment that encourages all staff and students to give of their best	x		Interview/ reference
Commitment to safeguarding and promoting welfare of students	x		Interview/ reference
Commitment to home school partnership	x		Interview/ reference
Commitment to the School's role in the wider community	x		Interview/ reference
Commitment to continuing professional development and collaboration	x		Interview/ reference
Commitment to high standards of academic excellence and student behaviour	x		Interview/ reference
Commitment to caring for the individual	x		Interview/ reference

OUR OFFER

- A superb staff team committed to doing their very best for all in our school community
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to each other and we work better when we are working together)
- A wealth of support for your ongoing continuing professional development, including a Trust wide programme for teachers at all career stages, including an exceptional Early Career Teacher programme drawing on expertise from across the Mercian Trust
- A collaborative Science teacher professional network for sharing expertise and practice, led by our Mercian Trust Lead Science Professional
- We offer a range of benefits to support our staff wellbeing including access to the school fitness suite and a cycle to work scheme
- Never a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward thinking team.

JOB DESCRIPTION

As a Teacher of Science you will carry out duties in line with the conditions of employment as set out in the current *School Teacher's Pay and Conditions* document, and the Trust's policies and procedures.

Job Purpose:

- To secure high quality teaching and learning, the effective use of resources and high standards of achievement for all the students directly taught
- All teaching staff are expected to meet the requirements of the Teachers' Standards and these encapsulate the role of a teacher at Queen Mary's High School

SAFEGUARDING AND SAFER RECRUITMENT

- Queen Mary's High School is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act and expects all staff and volunteers to share this commitment.
  You are required to:
- Uphold the school's policy in respect of child protection and safeguarding matters
- Have commitment to the school's equality policy
- Ensure any extra-curricular activities will be free from partisan, political and religious view. (Where political issues are discussed, a balanced view is always presented).

HEALTH AND SAFETY

The Law requires employees to:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work.
- Co-operate with their employers on health and safety matters
- Carry out their work and duties in accordance with training and instructions
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

KEY INFORMATION – HOW TO APPLY

Post	Science Teacher
Responsible to	Subject Leader
Contract and Salary	Full time, permanent MPR/ UPR
Closing Date	3pm, Thursday 6th October 2022
Start Date	1st January 2023
If you would like to visit the school	Please contact the Head Teacher's PA: Miss M Tomkinson st-tomkinson-m@qmhs.org.uk
How to apply	Complete the Mercian Trust Teacher Application Form or the Online Application Form (TES Jobs / DfE Teaching Vacancies) AND Please submit a supporting statement / letter of application outlining our suitability for this role.