

Teacher of Science
Chemistry Specialist

Application Pack

Contents

Welcome from the Headteacher	3
Welcome from the CEO	4
Introduction	5
About the School	6
School Aims	7
Teaching and Learning at Walton High	8
Key Information	9
Job Description	11
Person Specification	13
Department Information	14
How to Apply	16





Welcome from the Headteacher

Dear Applicant

Thank you for expressing your interest in these exciting opportunities.

I am pleased to present this application pack which, I hope, will help you to build a picture of our school.

Walton High School opened in 1967 and serves the south-eastern area of Stafford. It is a school that prides itself on providing its students with a caring environment in which they are keen to learn. Parents are supportive of the school and rightly expect high standards at all times.

The school continually achieves high academic results as well as a variety of other successes. This is a reflection of the efforts of hardworking, talented staff who always strive to improve achievements across all key stages.
If you feel you have the qualities we are looking for and are the right person to work at the school, we would be delighted to receive your application.



Andy Leese
Headteacher

Welcome from the CEO

Walton Multi-Academy Trust is committed to the delivery of quality education for all children in our academies. The Trust's prime responsibility is to set the vision, promote the ethos and develop the culture of our academies and we aim to ensure that each academy fulfils that vision.

We are determined to develop effective partnerships between our academies and to serve our local communities whilst encouraging each academy to retain and develop its unique character and identity. We are excited by the financial and practical benefits of a successful multi-academy trust and we intend for each of our academies to become financially stable and then financially secure.

We are very proud of our academies and of our leaders, governors, teachers, support staff and students. We are currently a small MAT of just two secondary schools (Walton High School and King Edward VI High School) and whilst we have ambitions to grow further, we are determined to retain the supportive culture which we hope we have established.

This is a really exciting time in the development of Walton Multi-Academy Trust and I am looking forward to working productively with you if you share our ambition, drive, ethos and commitment.

Mr J Christey
CEO

Introduction

Walton High School opened in 1967 and serves the south-eastern area of Stafford. We are a school that ourselves in providing students with a caring environment in which they are keen to learn. Parents are supportive of the school but rightly expect exacting standards. The school nestles on the northern boundary of Cannock Chase, an area of Outstanding Natural Beauty. Our school is oversubscribed. Our students either walk or cycle to school. Since the 1960s, the school has been served by only seven substantive headteachers. This continuity has always been a feature of Walton's culture. Additionally, Walton's feeder schools are of an extremely high quality. The school has a PAN of 210 but we are regularly oversubscribed.





> ***A calm and focused environment typifies the school.***
>
> Ofsted, 2024

Walton is outward facing, having strong links with external partners in teacher training. Evidence informed practice is a hallmark of the school approach to improvement, particularly in teaching and learning. As a result of this practice, the school continually achieves high academic results as well as a variety of other successes. This reflects the efforts of a hardworking and talented staff who always strive to improve achievements across all key stages.

About our school

Walton High School prides itself on its high quality, supportive staff. We attract talented subject specialist teaching staff to interviews and we are able to retain staff once they join us. We believe this is because we provide a stimulating and rewarding environment to work in. We root all our decisions in evidence-based research, from teaching and learning, to behaviour and staff CPD. We also believe that our staff deserve a good work-life balance, so we have worked hard to remove unnecessary tasks from teachers and ask that they focus only on the things that research has shown make a real impact on learning.





Walton is known for aiming high with its curriculum and academic experiences and we pride ourselves on the examination successes of our students. We do, however, invest heavily in the wider experiences of our students. We promote and support the wider curriculum in the areas of sports, arts, music, drama and theatre, gardening, knitting, STEM and DofE, to name but a few, and large numbers of our students are regularly involved. Walton is a school where extracurricular activities are seen positively by all sorts of students and We feel it is vital that we promote and participation rates are high.

We feel it is vital to promote and sustain a collaborative style of working with outside agencies. Whether this is local primary and secondary schools, teaching school hubs or ITT providers, we believe it is important to work with everyone for the benefit of everyone. We also encourage our staff to pursue further qualifications such as NPQs or work with other agencies such as ITT providers so that they deepen and broaden their experiences, skills and knowledge.

> ***"The recent shift in the culture across the school has been profound."***
>
> Ofsted, 2024





> ***Pupils are happy here and attend often. Pupils feel safe here.***
> -Ofsted, 2024

The school has a heavily invested Teaching and Learning Responsibility structure. Walton High School is one of two schools in the Walton Multi-Academy Trust. The other school is King Edward VI High School which is also located in Stafford. The CEO of the Trust is Jason Christey, Headteacher at King Edward VI High School.



The school's estate is serviceable, but the spine of the school is showing its age after more than fifty years of operation. In recent years CIF funding has led to the refurbishment of several of our roofs, a new central heating system and the installation of LED lighting. Lettings include the swimming pool and school hall for Stagecoach, a local theatre company. The school has an antiquated 1960s gymnasium and does not have a modern sports hall which brings several limitations; however, the estate does possess around 25 acres of playing fields. These have been extensively planted with trees by our students over the years as a contribution to making the school more sustainable.

School Aims

1. To enable every individual to fulfil their potential
2. To educate the whole student by fostering an ethos where academic success and the development of personal skills and attributes are equally important
3. To create an environment that promotes mutual respect between staff and students
4. To encourage creativity, flair, imagination and enthusiasm in our students
5. To equip our students with the knowledge, skills and personal qualities that will best prepare them for their future lives
6. To sustain a partnership with parents and the local community through effective communication to support our students

Teaching & Learning at Walton High

We are **'evidence-informed'** in our approach to teaching and learning. This means that we are aware of, and utilise regularly, strategies that research has shown have the biggest positive impacts on students' learning and progress.

Below, we outline the main areas of our evidence-informed teaching and learning and the strategies within each area that teachers will be using.

We do not have a 'one size fits all' approach to teaching and learning. In other words, we do not expect all teachers across all subjects to teach lessons in exactly the same way. Teachers are the experts in their subject area and we ask departments to implement each strategy in a way which is most appropriate to their subject.



> ***The school has delivered a broad and ambitious curriculum that spans well beyond the academic.*** Ofsted, 2024

Key information

Status	Member of Walton Multi-Academy Trust
Last Ofsted	October 2024 Walton-High-School-Report-November-2024.pdf
Ofsted Judgement	Good
Published Admission Number	210, arranged in 7 forms
Type of School	Secondary, mixed
Year School established	1967
Age Range	11 – 18
Number of Students on Roll	1,265
Number of Students in Sixth Form	210
% of SEND Students	9.3% (125 students)
% of EAL Students	4% (57 students)
% FSM Students	6% (84 students)
% of Pupil Premium Students	6.6% (89 students)
Link to exam results	Latest GCSE Results Latest A Level Results
School website	www.waltonstaffs.com



> ***The school's work to improve pupils' attendance is notable.***
>
> Ofsted, 2024

> ***The school's work to develop pupils' personal development is impressive.***
>
> Ofsted, 2024





Teacher of Chemistry
Job Description

Date:	January 2027 (or September 2027 for the right candidate)
Title:	Teacher of Science - Chemistry
Responsible to:	Headteacher
Line Manager:	Head of Dept
Accountable for:	Students in class

DUTIES AND RESPONSIBILITIES:

1. **Teaching:**
   - Having regard to the curriculum for the school, and with a view to promoting the development of the abilities and aptitudes of the students in any class or group assigned
   - Planning and preparing courses and lessons
   - Teaching, according to their educational needs, the students assigned including the setting and marking of work to be carried out by the student in school and elsewhere
   - Assessing, recording and reporting on the development, progress and attainment of students

2. **Other activities:**
   - Promoting the general progress and well-being of individual students and of any class or group of students assigned
   - Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions; making relevant records and reports
   - Making records of and reports on the personal and social needs of students
   - Communicating and consulting with the parents of students
   - Communicating and co-operating with persons or bodies outside the school; and
   - Participating in meetings arranged for any of the purposes described above

3. **Assessments and reports**
   - Providing or contributing to oral and written assessments, reports and references relating to individual students and groups of students

4. **Performance management**
    - Participating in arrangements made in accordance with regulations made under section 131 of the Act for the appraisal of performance and that of other teachers

5. **Review, induction, further training and development**
    - Reviewing from time to time methods of teaching and programmes of work
    - Participating in arrangements for further training and professional development as a teacher including undertaking training and professional development which aim to meet needs identified in appraisal objectives or in appraisal statements
    - In the case of a teacher serving an induction period pursuant to the Induction Regulations, participation in arrangements for supervision and training

6. **Educational methods**
    - Advising and co-operating with the headteacher and other teachers (or any one or more of them) on the preparation and development of courses of study, teaching materials, methods of teaching and assessment and pastoral arrangements

7. **Discipline, health and safety**
    - Maintaining good order and discipline among the students and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere

8. **Staff meetings**
    - Participating in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements

9. **Rarely cover**
    - Supervising and so far as practicable teaching any students whose teacher is not available to teach them as part of the rarely cover arrangements

10. **External examinations:**
    - Participating in arrangements for preparing students for external examinations, assessing students for the purpose of such examinations and recording and reporting such assessments; and participating in arrangements for students' presentation for, and conducting, such examinations; but not routinely invigilating

11. **Administration**
    - Attending assemblies, registering the attendance of students and supervising students, whether these duties are to be performed before, during or after school sessions

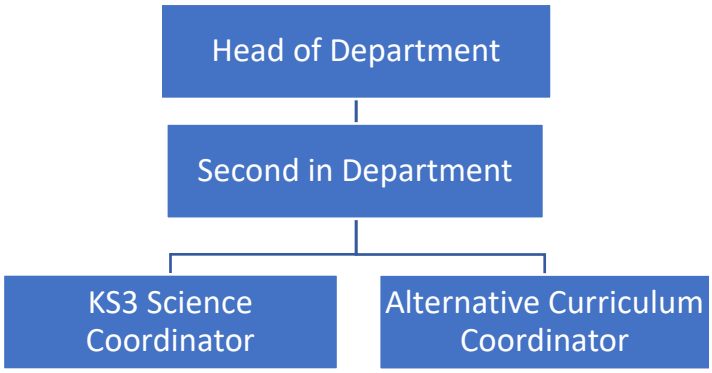
Person Specification

Attributes	Essential	Desirable	Evidence
Education and qualification	• Science graduate • Qualified teacher status • Qualified to teach Chemistry at KS3, KS4.	• The ability to teach Chemistry to A Level.	Application form
Experience	• Successful teaching experience of Science at KS3, KS4.	• Some experience of form tutor/PSHE work • Experience of teaching A Level Chemistry.	Application form Letter References
Skills and abilities	• Knowledge of current National Curriculum programmes of study. • Good oral and written communication skills. • Good subject knowledge and sound classroom management, along with first rate organisation and time management skills are essential. • Evidence of the ability to develop good working relationships with students. • ICT skills. • Ability to plan effective lessons and contribute to departmental planning. • Ability to mark work giving appropriate feedback. • To demonstrate excellent teaching and be committed to supporting high levels of student attainment. • A knowledge of current research-informed practice.		Letter References Observed lesson Interview Written task
Motivation and personality	• Positive enthusiastic outlook. • Able to work as a member of the departmental team and to be an active participant in the whole staff community. • In tune with aims and values of Walton High School. • Receptive to new ideas and able to generate them.	Willing to extend own skills/knowledge through further professional development. Interest in developing extra-curricular activities with students.	Letter References Interview

Circumstances and health	• Good record of attendance and punctuality. • Available September 2026 subject to routine health and protection of children checks. • This school is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment. • The interview will be used to assess your suitability to work with children and will include questions relating to safeguarding and promoting the welfare of children.		References

Science Department

Current Department Structure



Background Information

We are a large, vibrant and forward-thinking department consisting of 15 teaching staff and 2 technicians. We believe the quality of our teaching and learning in Science to be outstanding. The science department places evidence-informed practice at the heart of our teaching and learning strategy, such as the use of explicit instruction, managing of cognitive load, questioning and retrieval practice. Exam results in 2023/24 were very strong, with 78% of students achieving 2 science grades at grade 4 and 54% achieving 2 science grades at grade 5. Our department's performance is further exemplified in our Triple Science cohort, with 78% of students achieving grade 6+ in GCSE Biology and 80% achieving grade 5+ in GCSE Chemistry.
Science is a highly popular subject and we offer a variety of Science courses at Walton High School to cater for all learners. We strive to ensure that teachers are teaching within their subject specialism at GCSE. The uptake of Science courses at A level is always high and teachers always teach their subject specialism. We offer A levels in Biology, Chemistry, Physics and a BTECs in Level 3 in Forensic Science and Criminal Investigations, Health and Social Care and Applied Science.

Science Curriculum at Walton High School

Course	Allocated Time
KS3 Science	4 periods per week (taught as 2 doubles)
AQA GCSE Combined Science (taught over years 10 and 11)	6 periods per week (taught as 3 doubles by subject specialist teachers)
AQA GCSE Triple Science (taught to students in years 10 and 11)	9 periods per week (taught as 3 doubles and 3 singles by subject specialist teachers)
AQA A level Biology	6 periods per week (taught as 3 doubles by subject specialist teachers)
AQA A level Physics	6 periods per week (taught as 3 doubles by subject specialist teachers)
AQA A level Chemistry	6 periods per week (taught as 3 doubles by subject specialist teachers)
BTEC Level 3 Forensic Science **(to be phased out)**	12 periods per week
BTEC Applied Science	6 periods per week
BTEC Health and Social Care	6 periods per week

How to apply

Thank you for your interest in our school. The Headteacher looks forward to receiving your application. Please complete all sections of the application form in full.

In addition to completing an application form you are requested to submit a supporting letter. Your letter should be no more than 2 sides of A4 in length. Please outline: **Your personal philosophy of education and how your experience to date has enabled you to meet the requirements of the Person Specification.**

Your completed application, including your letter, should be emailed to: **recruitment@walton.staffs.sch.uk**

The deadline for applications is 9am on Friday 7 January 2027

Interview date – to be confirmed

References will be taken up prior to interview using the contact details you supply on your application form.

Shortlisting will take place and successful applicants will be informed as soon as is practicable.

Further information about Walton High School can be found on the school website www.waltonstaffs.co.uk

