



# Wellsway School

**Role: Teacher of Science**



## Further Information

### Wellsway School

#### Introduction

Wellsway School is a successful, high-performing 11-18 mixed comprehensive that is popular and over-subscribed, with almost 1300 students on roll. The school is set on the east side of Keynsham, eight miles north-west of Bath and seven miles south-east of Bristol and we are fortunate to have a large, semi-rural setting with excellent transport links for students and staff. Having been part of the Wellsway Multi-Academy Trust since it was founded has already brought many benefits to the school community and a real strength of the trust is its cross phase nature, allowing us to work with leaders with a wide range of experiences and students across all the age ranges.

Our school has an excellent reputation locally and in the wider community for academic excellence and the quality of its pastoral care and support. The school has an ability profile which is above the national average, with a significant proportion of very able students. We are fortunate to have a supportive parent body who have high aspirations for their children.

We were delighted that Ofsted judged us to be 'good' in every category in June 2019, noting that "pupils benefit from positive relationships with staff" and that "leaders' actions are improving behaviour and the quality of teaching". Inspectors praised how Wellsway "classrooms are calm places... because of the mutual respect that exists between staff and pupils. Pupils behave well; they are attentive to what staff and each other say, are punctual to lessons and settle to tasks quickly" and teachers "teach with confidence".

We are particularly proud of the CPLD we offer to staff, which is bespoke to staff's career stage and individual needs and is largely practitioner led. Our staff voice consistently confirms this, with all aspects of our CPLD receiving extremely positive feedback, such as the 97% of staff who feel INSET in 2020-21 has been useful and 100% positive staff voice around our overall CPLD offer. Some quotes from our most recent staff voice exemplifies this: "Different opportunities for all levels of experience"; "...having such a range has already informed my teaching massively..."; "clearly considered sessions that tackle emerging and known areas for development, not just 'this is a nice idea'..." "my leadership credentials becoming enhanced as a result of my involvement"; "that it comes from staff to staff – doesn't feel like being told what to do like in other schools I have worked in".

#### Exam results

Staff at Wellsway are dedicated to supporting and encouraging students, and giving them the tools and the confidence to explore what life and the world have to offer. The five years plus that students spend here will be the foundation on which they build their futures and we strive to deliver an education that allows students to succeed in all aspects of life in keeping with our school motto: "Futura Aedificamus – we build for the future". Examination success is a cornerstone of our work and we are delighted with our examination results in recent years, which put us among the top-performing schools in the region.

#### GCSE Results Summary

Performance Measure	Wellsway Centre Assessed Grades 2020
Basics 4+	83%
Basics 5+	62%

## A Level

Grade range	Wellsway Centre Assessed Grades 2020
A*-B	73%
A*-C	93%
A*-E	100%

## Curriculum

Our curriculum is designed to be broad-based and balanced to inspire and support students in their progression to Post 16 education and training, then to their chosen career path or destination. We also believe the curriculum has a vital role to play in preparing students for the opportunities, responsibilities and experiences of adult life; to promote spiritual, moral, cultural, social, intellectual and physical development and to promote British Values, for example democracy and the rule of law.

We believe a three year Key Stage 3 is important to allow students to fully experience a broad and balanced curriculum before they make option choices in Year 9 and begin a more personalised pathway at Key Stage 4. We have a well-developed care, advice and guidance programme to support students at each point in their school career, especially around the time when options are made in Year 9 for Key Stage 4 subjects and in Year 11 for Post 16 pathways. This is enhanced by our vertical tutor group structure that allows for peer to peer support and by events such as our Year 9 Pathways Evening.

Cross curricular elements, including PSHE (personal social and health education), SMSC (spiritual, moral, social and cultural development), CEIAG (Careers education, information, advice and guidance) and British values, are delivered through the subject content of lessons, the tutorial programme, assemblies and discrete activities for year groups or identified groups of students.

We are proud of our rich and varied curriculum and the wide range of enrichment and extra-curricular opportunities available in our sixth form and being part of the Wellsway Multi Academy Trust significantly increases the opportunities available to students both in terms of the courses on offer and the expertise that the schools have.

The curriculum is enriched and extended through an ever-increasing extra-curricular offer, which we believe is essential for student development and for students to leave school with long lasting and positive memories of their time with us at Wellsway School. Our Challenge Programme and opportunities for student leadership aim to extend students' knowledge and understanding whilst developing essential skills for success in later life.

The school is currently organised into curriculum teams: English; Mathematics; Science; Humanities; Languages and Business; Design, Technology and Art; Physical Education and Performing Arts and Inclusion. Each team is led by a Curriculum Director and supported by Deputy Curriculum Directors and Subject Leads.

## Further Information: Curriculum Team/ Subject

### Science at Key Stages 3 to 5

This role provides the exciting opportunity to join a strong science team and an ever increasingly successful department. We work collaboratively with a second science department at IKB Academy and with this it gives us access to specialist STEM school facilities and equipment. Our aim is to be at the forefront in educational developments in order to deliver a science curriculum that engages and motivates students of all abilities whilst providing the stretch and challenge necessary for students looking to pursue competitive science related careers.

Our curriculum structure offers Key Stage 3, 4 and 5. The Director of Science takes responsibility for Key Stage 4 and provides overall strategic leadership of the Key Stage 3 and 5 Deputy Directors.

Our Schemes of Learning are regularly reviewed and developed in light of changing specifications to ensure all students receive an engaging, enjoyable and successful science education that equips them with a good grounding in science and critical thinking ready for the wider world. Alongside this, as a science team we aim to extend classroom learning by increasing our range of STEM activities within and outside the classroom, with all teachers committed to the use of practical work to develop key scientific knowledge and skills.

### Key Stage Three

Key Stage 3 students study a scheme that has been developed and well-resourced by the team to ensure the demands of the national curriculum are covered and that students develop the skills and knowledge needed to prepare them for Key Stage 4.

### Key Stage 4

At key stage 4, we follow the AQA specification and the students are taught in mixed ability groups who follow either the separate or the combined syllabus. Again, schemes of learning have been developed internally and are well resourced.

### Key Stage 5

For Sixth Form, we offer the following curriculum choices:

- A level OCR Biology
- A level Edexcel Chemistry
- A level AQA Physics
- BTEC Science

### Enrichment

We offer a range of enrichment activities within the schools. For science this not only includes:

- Enrichment study visits in the UK and abroad
- Employer engagement
- Science week activities
- Study support groups
- Internal and national competitions
- Green Team (ecology club)
- STEM club

## Exam Results

We are constantly looking to improve our exam results at all key stages and this role offers the chance to be a part of this.

### Key Stage 4

GCSE	9	9-7	9-4	Average Grade
Biology	26.6%	70.3%	100.0%	7+
Chemistry	31.3%	75%	100.0%	8-
Physics	20.3%	68.8%	100.0%	7+
Combined Science	1.1%	14.1%	82.0%	55-

### Key Stage 5

A level	A*-B	A*-C	A*-E	Average Grade
Biology	66.7%	94.4%	100%	B+
Chemistry	84.6%	84.6	100%	A-
Physics	92.3%	92.3%	100%	B+

## What will success look like into the future?

We believe that a successful Science team will:

- Have outstanding teaching, learning and student progress as a priority.
- Conduct rigorous self-evaluation to ensure high quality teaching and learning secures excellent progress at all key stages for all students.
- Have excellent communication and team work so that all staff share and understand the vision and how to implement it and ensure consistency across all key stages and subjects.
- Develop a programme of teacher improvement driven from both inside and outside of the team.
- Have a curriculum which is coherent yet inclusive and offers clear progression routes at all key stages.
- Ensure that students have access to a broad range of opportunities for learning both in the classroom and outside of it.
- Promote a values driven culture that inspires each student to be the best person they can be.
- Form partnerships with those who can support our work to help deliver key outcomes.

### Current priority areas for the future are:

- To ensure there is sufficient stretch and challenge for all students across the curriculum, but particularly at KS5.
- Ensure that students are sufficiently supported in their studies, with particular focus on our weaker students for whom retention of large amounts of information is difficult in light of the linear exam requirements.
- To develop teaching and learning strategies and develop outstanding pedagogy.
- To develop our enrichment offer across all key stages



## Further Information: School Life

### Pastoral Provision

Pastorally, Years 7 – 11 are organised through a house system with horizontal tutor groups. There are four houses: Burnett, Compton, Newton and Stanton, each named after a local village. Each house is led by a head of house, ably supported by a non-teaching learning mentor. The friendly rivalry and competition that this system engenders is another strong aspect of the school alongside the friendly, family feel that the vertical organisation helps to foster.

Wellsway Sixth Form is a very special part of the school and each year we are pleased to welcome students from other local schools who join students from Year 11. We have vertical sixth form tutor groups who are attached to each house to ensure cohesion across the school both for tutors and students. Our Officer and Ambassador Teams work across the whole school community, taking responsibility for contributing to the school's culture and ethos.

### Staff Benefits

- Free on-site parking
- Training and career development as part of The Great Western Teaching School Alliance

All colleagues can access the 'MyBenefits' platform - a one stop shop for all staff benefits and wellbeing support, which offers:

- **Healthcare Cashplan** - You'll be automatically enrolled into a tailored Cashplan. This includes cash back on dental, optical, prescriptions, chiropody, physiotherapy and much more. Add your partner and increase your level of cover to maximise your benefits
- **Free flu jabs:** Take advantage of a free flu vaccination up to the value of £10.
- **Free eye checks:** Annual eye check and contribution of up to £60 towards glasses.
- **Counselling Support:** Colleagues also have access to counselling either face-to-face (up to 6 sessions) or telephone sessions as appropriate.
- **Colleague Assistant Helpline:** Provides colleagues and their families with free confidential support and legal advice. Available 24 hours a day, 365 days a year.
- **Colleague Discounts on Top Brands:** Multiple discounts, reloadable cards, cash back and instant voucher options available across high street retailers, most supermarkets, restaurants, days out and travel companies as well as discounted gym memberships and much more.
- **Discounted sports centre/gym membership:** All Trust colleagues can benefit from a huge discount at Trust School Sports Centres and receive exclusive rates.
- **Childcare vouchers:** Tax free childcare Government backed scheme which gives eligible families 20% off childcare costs and can be used for afterschool clubs and nurseries. To find out if you are eligible and apply <https://www.gov.uk/help-with-childcare-costs/tax-free-childcare>
- **Cycle scheme:** You can save at least 25% on a new bike and/or accessories. Deductions are made via salary sacrifice which attracts tax and NI savings all over 12 months' interest free.

**Pension:** If eligible you will be automatically enrolled into the relevant scheme - either the Teachers' Pension Scheme, Local Government Scheme or NEST pension scheme.

## Staff Wellbeing

Staff are our most important resource and are valued, supported and encouraged to develop personally and professionally within a learning and caring community. We believe there is a relationship between healthy, positive staff and school improvement and are committed to our duties as an employer to ensure policies and practices are sensitive to staff wellbeing.

Wellsway's practices aim to support staff health and minimise the harm from stress and to create a school ethos where all staff feel valued, with respect, empathy and honesty forming the cornerstones of all school relationships.

Leaders at all levels take wellbeing seriously: staff wellbeing is an area on the school improvement plan and staff voice is regularly considered alongside the work of the staff wellbeing committee which meets every term and has representation from the whole staff body. The committee agrees its own agenda, minutes are published and key points are highlighted to staff in the staff bulletin. The group organises staff social events and a staff fund for gifts and cards.

We invest in **staff welfare** through:

- A large and well-appointed staff room that provides free tea and coffee throughout the day in addition to free freshly brewed tea and coffee being served at break alongside freshly baked food for purchase.
- Opportunities for all staff to socialise and relax, through parties and social events
- Supportive services such as a counselling programme to provide professional help and confidential stress counselling either face to face or via a telephone helpline.
- Responding sensitively and flexibly to external pressures that impact on staff lives whilst at the same time ensuring the efficient running of the school. Relationship counselling and weight management is also provided.
- Maintaining contact with staff when they are absent for long periods, sending gifts and cards and a generous absence policy allowing up to 5 days pro-rata for carers' leave each academic year.

We encourage and invest in **staff health and fitness** through:

- On-site free health screening, free flu jabs and a 24 hour GP telephone helpline.
- Reduced membership fees for the gym in the modern and well equipped sports centre.

We support staff wellbeing through our **school organisation**:

- Team meetings provide time to share resources and lesson plans, and teams have greatly improved schemes of learning to aid teacher planning time.
- New staff are supported with a thorough and supportive induction programme.
- A welcoming and tidy staff room is sensitive to issues of race, gender, homophobia, culture and disability.

**Effective communication** aims to support staff via:

- A printed diary, an electronic calendar, a weekly bulletin and briefings to reduce email traffic to all staff.
- A range of strategies to involve staff in school decision making processes and regular line management meetings to provide time for real dialogue around any concerns and issues. No concern is too small to be taken seriously, and everyone has someone they can speak to – we believe in an open culture where staff feel encouraged and able to speak about pressures and where staff are empowered, through training and support, to deal positively with stressful incidents.



## In Summary

Wellsway School is a hardworking school. We are here to ensure that every student achieves as much as possible during their time with us. We want every child and young person to leave us as a well-qualified and well-prepared young person who will be ready to move on confidently to the challenges of adult life.

As well as having high expectations of our staff and students, we also look for commitment from parents, families and carers. Wellsway is a true community school and we work hard to ensure that this is the case. We are lucky to have an excellent sports centre and an artificial pitch that are available for community use through Sport Wellsway, the company that runs the sports centre and lettings. As a result our school site is a very busy place, including in the evening and at weekends.

Wellsway School is a fantastic place in which to work. Students are respectful and committed to succeeding and staff are enthusiastic and committed to delivering the best possible learning outcomes and school experience for our students.