

Trust Stem Lead & Lead Teacher of Chemistry

Permanent Contract: Full time

Salary: MPS/UPS (Plus TLR 2B)

Required for: September 2022

Candidate Information



“The central aim of Dene Magna is that every learner shall achieve their maximum potential and enjoy the process”



Part of the Forest of Dean Trust (April 2020)

Dear Candidate

Trust STEM Lead and Lead Teacher of Chemistry

Firstly, I would like to take this opportunity to thank you for your interest in joining the Forest of Dean Trust as STEM Lead, and Lead Teacher of Chemistry in our Science Department at Dene Magna School and Sixth Form. As well as being an incredibly important subject, Chemistry is also a popular subject with students from KS3 to KS5 and we are looking for a talented and enthusiastic Chemistry Teacher with the experience and dedication to lead the subject, and the drive to be a STEM ambassador to all students.



This unique position has arisen because our current Chemistry Subject Lead is relocating and has accepted a post as KS3 Science Co-ordinator at a school in Yorkshire. This coincided with the Trust's plans to transition the role of STEM Lead Teacher, as the current post holder has progressed to become our Head of Maths. Our desire is to build on our current STEM program which has seen many student visits to local workplaces, and several professionals visit the school. We are looking to increase STEM initiatives across the whole Trust and to strengthen our work experience programs in years 10 and 12, which raises aspirations and develops employability skills for the future.

The successful candidate will be part of our supportive, outstanding and thriving Science department, working alongside pleasant, well-motivated students from KS3 through to the end of KS5. Students at Dene Magna make the highest levels of progress and as part of our energetic and welcoming team, the successful candidate will enthuse and motivate students to strive for success, while maintaining a healthy learning environment for all children in the school. As well as being well supported by the Head of Science and by dedicated and like-minded colleagues across the department, the successful candidate will have access to the very best resources and CPD.

We are very proud of our school. As well as being an Outstanding, successful, oversubscribed and high achieving 11-18 school, Dene Magna has character, personality and soul. We are the founding member of the Forest of Dean Trust, which also includes Drybrook Primary School (one of our partner primary schools) and we are located in the most beautiful setting which is an easy commute from Cheltenham, Gloucester, Hereford, Bristol and surrounding cities. As someone who drives in each day from Tewkesbury, it is a joy not having to battle in traffic to get to work and it really helps with my mindset.

Dene Magna School has an excellent reputation for developing teachers. We place quality teaching and learning at the heart of everything we do and you will be supported to continue your learning as a member of our community. Our induction programme is second to none and you will be given the opportunity to see lots of us teach as you get to know what makes our students tick. By accessing our Reflective Practitioner Programme you will be coached to continue your own improvement journey and supported in how you help the students in their journey.

As you read the information in this pack, I hope you get a feel for what it means to be a 'Dene Magna person' and the types of opportunities that lie ahead for you, regardless of the stage in your career. We are looking for someone who loves working with young people, acknowledges that they are never the finished article and will always keep on learning. That person will also possess a very important attribute in teaching; a great sense of humour!

I look forward to hearing from you and hope to meet you in person very soon!

Yours Sincerely

Stephen Brady
Chief Executive Officer of the Forest of Dean Trust
Headteacher of Dene Magna School

INTRODUCTION TO OUR SCIENCE DEPARTMENT

We are seeking an outstanding teacher to work within the Science Department. The successful candidate will have the skills and subject knowledge to teach across all year groups, alongside a commitment to ensure that our students make outstanding progress in every lesson. We are seeking an ambitious and highly motivated teacher with a passion for teaching and learning who will champion Science at Dene Magna.

In recent times, the Science Department has undergone significant change as Dene Magna opened its sixth form. We now offer A-Level Biology, Chemistry and Physics and are in the process of preparing our first Year 13 for their final assessments. The Covid pandemic presented the need for us to evolve quickly and again the Science Department rose to this challenge with creativity and resilience. All lessons and experiments were delivered live on-line, revision sessions and experiments were recorded for students preparing for their Year 11 mocks and Science Week for KS1, 2, 3 and 4 students went virtual!

The teaching in the department has been judged as outstanding in three OFSTED inspections. The department has talented, dedicated and knowledgeable staff and most importantly, we are a friendly and supportive team. We have three Lead Teachers (Biology, Chemistry and Physics) and these deliver CPD sessions to help the department develop their teaching across all three specialisms. All members of the Science Department take a role in developing SoL, carrying out learning walks and book scrutiny. This allows us to support each other and work collaboratively to ensure the very best outcomes for our students.

Science at GCSE starts in Year 9 and students are taught in a mixed ability environment, we believe this helps them to thrive. At GCSE and A-Level we deliver the Edexcel specifications. The majority of our students follow the Combined Science course, however we do offer separate sciences to those students with a talent for the subject and an Entry Level Certificate for those needing extra support.

Dene Magna has recently become a multi-academy trust and although we have always carried out liaison work we have never before worked as closely with a primary school as we now do with Drybrook Primary School. As such, it is an exciting time to join the department and develop this role.

Facilities: 5 laboratories, 1 theory classroom and break out spaces. All laboratories have a high spec of ICT. The department also has a full class set of chromebooks. The department has two Science Technicians. Science lessons are also supported by two exceptional department based Teaching Assistants.

Extra-curricular activities: annual visits to the Cheltenham Science Festival, Famelab, Enthuse Project and lots of work with our feeder primaries!

The department is incredibly proud of its past achievements but is constantly looking to the future. The successful candidate will need to be a team player with enthusiasm, high levels of subject expertise, a determination to succeed and a sense of humour!

This is a fantastic opportunity for you as well as the students and school

OUR SCIENCE DEPARTMENT

We are so proud of our Team who consists of:

Our Head of Department, **Adele Clark** who joined us in 2011 and runs a very efficient, happy and hard working department.

We have two Chemistry specialists in the department— the Lead Chemistry Teacher (this position) who delivers Chemistry CPD, develops Chemistry SoL together with **Anthony Tolley**, who has been with us since 2003!

Our Physics specialist is **Catherine Allison** (Lead Physics Teacher). Catherine Leads A-Level Physics and all Physics CPD sessions and SoL development within the department. Catherine joined us in 2019.

Our Biology specialists are **Amanda Salisbury** (Lead Biology Teacher), **Tom Derrick** (Assistant Headteacher and previous Head of Science) and **Gill Mills**. They have developed the A-Level Biology course for the department. Amanda joined us in 2018, Tom in 2016 and Gill in 2019.

Catherine Aldred (Trainee Teacher Mentor and previous Second in Science) and **Kathryn Brain** complete the teaching side of our successful department. Catherine has been with us since 2009 and Kat since 2021.

Our department is supported by:

Mary Pope—HLTA and the Science Specialist Teaching Assistant

And our Technicians (who keep us safe, innovative and so organised!):

Matthew Bullivant — Senior Technician
Jo Babij—Technician
Kevin Timney—Technician (6th Form)

JOB DESCRIPTION for TRUST STEM LEAD

To lead on the co-ordination and implementation of STEM across the Forest of Dean Trust. The post holder will liaise with heads of STEM subjects to find ways of developing links to businesses/employers, as well as utilising the resources available through the STEM network to aid teaching and learning. The post holder will also act as a STEM lead in the Trust and will promote STEM partnerships between Dene Magna and Drybrook Primary School.

LEADERSHIP RESPONSIBILITIES

- Provide a STEM overview of the current opportunities on offer in school and areas for development – this will inform yearly focus
- Ensure that STEM departments are supported in maximising impact of STEM resources available and using STEM to improve T&L and student outcomes
- Liaise with primary schools to highlight areas of need/support for STEM and work with staff at Dene Magna (or external agencies) to provide support in building capacity in this area
- Develop a STEM Improvement Plan for Dene Magna and the Forest of Dean Trust to target support/development and provide clarity on timescales and impact
- Set clear targets for engagement of STEM providers in Dene Magna and across the Trust
- Co-ordinate a STEM group for students to inspire in creative, innovative STEM based activities (including entry to STEM based competitions)



COLLABORATIVE MANAGEMENT RESPONSIBILITIES

- Supporting departments in scheme of work analysis (and development) to highlight opportunities to further STEM in lessons
- Liaise with Careers Advisor to maximise exposure of Dene Magna students to STEM businesses (either in school or through visits), and to develop our year 10 and year 12 work experience programs and our 10|to|11 life skills week
- Work with STEM business/providers to develop outreach into the Trust

DEVELOPMENT RESPONSIBILITIES

- Disseminating STEM resources/opportunities to department
- Actively seek sponsorship/resource support from STEM companies for Dene Magna School
- Publicise the STEM developments across the Trust to all stakeholders via website/social media and newsletter
- Make whole staff more aware of STEM and how it can link to their teaching

ACCOUNTABILITY

- End of year presentation of the year (impact)
- Provide evidence that contributes to successful KPI for FTSA
- Annual presentation to Governing Body on impact of STEM
- Termly updates on STEM to LGB of each school

JOB DESCRIPTION for Lead Teacher of Chemistry

- Work alongside the Head of Science to ensure the quality of teaching and learning in the Science Department is excellent, with a particular focus on the planning and delivery of high quality Chemistry lessons
- Contribute to the development of effective teaching and learning styles/strategies within the Science department
- To ensure all students are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To ensure that students are provided with regular written feedback regarding their progress
- To ensure schemes of work for Chemistry are up to date and appropriate and lead staff on the dissemination of this
- To assist the Head of Science and work alongside colleagues to write effective school improvement plans
- To assist the Head of Science in the review of the Science handbook and update where necessary
- Regularly review the work of the subject to ensure needs are being met
- To keep Head of Science informed regarding the performance of Chemistry and its staff
- To contribute to department meetings and lead the focus on Chemistry
- To support the whole school Literacy/Numeracy developments alongside the Leadership Group
- To provide regular feedback to the Leadership Group regarding student performance/achievement and progress towards targets in regular school development partner meetings
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities
- Ensure that success is celebrated.

OTHER SPECIFIC DUTIES

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job application or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner
- Adhere to Dene Magna policies.

ACCOUNTABILITY

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons

Promote independent learning within your lessons.

JOB DESCRIPTION (continued)

In return, we can offer:

- Professional, passionate and dedicated teaching and support staff, who are willing and eager to undertake continuous professional development.
- Talented, stimulating and enthusiastic students with a desire to learn.

We believe it is only right that we balance the challenges that we set, with an understanding that gets the best out of someone; which means valuing them and nurturing them. We are fully aware that a passionate, supported and well directed team will go on to achieve great things.

As a Trust we provide:

1. Competitive salary and clarity in the performance management process.
2. The opportunity to take on short or long term roles within the Trust that help us along our journey.
3. The ability to work with teachers and children from other countries as part of Dene Magna's International School offer.
4. Comprehensive new staff induction.
5. Full support for CPD and a career mapping tool to facilitate this.
6. Free onsite parking.
7. On site canteen.
8. Free use of the onsite Gym at Dene Magna.
9. A 'Secret Buddy' system to allow us to keep an eye on one another and appreciate the things we do that others might miss.
10. A Duvet Day for staff who have been with us for more than one term.
11. A termly prize draw for staff.

This information is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at anytime after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Trustees.

This information does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties.



Safeguarding Information

Dene Magna School and the Forest of Dean Trust are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

We have DSL's trained to an enhanced level. All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.

Our Child Protection Policy can be found on our website under Policies.

PERSON SPECIFICATION

The successful candidate will possess all or most of the following attributes:

Attributes:	Essential/ Desirable
QUALIFICATIONS	
<ul style="list-style-type: none"> A good honours degree 	E
<ul style="list-style-type: none"> Qualified teacher status 	E
EXPERIENCE	
<ul style="list-style-type: none"> Experience of teaching 11-18 	E
<ul style="list-style-type: none"> Feedback confirming excellent teaching 	E
<ul style="list-style-type: none"> A track record demonstrating a commitment to high standards, continuous improvement and quality assurance 	E
<ul style="list-style-type: none"> A track record of effectively leading/motivating students and developing team approaches 	E
PROFESSIONAL DEVELOPMENT	
<ul style="list-style-type: none"> Evidence of commitment to own professional development 	E
<ul style="list-style-type: none"> Evidence of keeping up to date with educational thinking and knowledge 	E
<ul style="list-style-type: none"> A strong commitment to the quality professional development of staff 	E
<ul style="list-style-type: none"> A potential to develop leadership and management skills in the future 	E
KNOWLEDGE	
<ul style="list-style-type: none"> Knowledge of the KS4 and KS5 Chemistry curriculum and a passion for the subject 	E
<ul style="list-style-type: none"> A good understanding of the use of target setting and tracking data 	E
<ul style="list-style-type: none"> An understanding of the use and potential of ICT to develop learning 	E
PRACTICAL AND INTELLECTUAL SKILLS	
<ul style="list-style-type: none"> A commitment to placing teaching and learning at the heart of your work 	E
<ul style="list-style-type: none"> A commitment to promoting the ethos of Dene Magna with accent on high achievement for all 	E
<ul style="list-style-type: none"> Ability to empathise with the needs of students and to be firm but fair and effective 	E
<ul style="list-style-type: none"> Ability to prioritise and manage time effectively 	E
<ul style="list-style-type: none"> An effective communicator and motivator of students 	E
<ul style="list-style-type: none"> A team player with the ability to establish good working relationships with staff, students and parents 	E
<ul style="list-style-type: none"> The ability to set clear expectations and parameters and to hold other accountable for their performance 	E
<ul style="list-style-type: none"> The ability to challenge underperformance 	E
<ul style="list-style-type: none"> A commitment to safeguarding the needs of young people 	
PERSONAL QUALITIES	
<ul style="list-style-type: none"> A commitment to ensure each student maximises their potential and enjoys the process 	E
<ul style="list-style-type: none"> A positive role model to students 	E
<ul style="list-style-type: none"> A sense of humour 	E
<ul style="list-style-type: none"> An ability to communicate and work with a range of adults 	E
<ul style="list-style-type: none"> Hardworking and a team player 	E
<ul style="list-style-type: none"> A reflective practitioner who wants to continue learning 	E

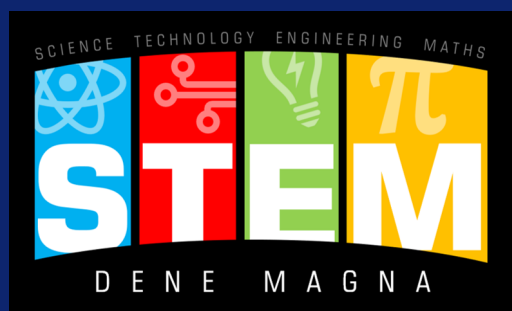
OUR STEM PROGRAM

The UK has a proud heritage of innovation. British engineers continue to be instrumental in the invention or development of many world changing technologies in Architecture, Medicine, Aerospace, Science and all types of Engineering. But there is a problem—too few young minds are entering these fields, leaving a hole in the workforce needed for us to continue to lead at the pace of technological development today.

Our school is situated in a beautiful area, but the local culture is not one of high ambition, with low rates of university applications and low social mobility. This means that educationally, whilst highly capable, students need aspirations raised beyond what their community or family expect. At Dene we don't apologise for encouraging our students to aim for and expect great things of themselves. Our goal is to fuel the ambition and aspiration of not only Dene Magna students, but through our STEM initiatives, spark ambition in students across the Forest. This is our challenge; to inspire and reveal the many opportunities on offer to those wanting to embrace STEM careers.

We have already begun our long term strategy of exposing students to professionals in a wide range of careers. Working with different groups as appropriate, we take students into the workplace, exposing them to cutting edge facilities and technologies. We also hold themed weeks where professionals come into school to host seminars and hands-on workshops. Recently our Med/Vet week saw Doctors, Physiotherapists, Dentists, Vets, Mental Health workers and Paramedics all visit the school.

Find out more by visiting the STEM pages in the 'Students' section of our website.



HOW DO I APPLY?

The next step for you in joining us on this exciting journey is to complete the application form and send this, along with a detailed covering letter explaining why your skills and experience would make you the perfect candidate for this position at Dene Magna School.

If you have any questions prior to you submitting your application please contact us at vacancies@FODT.co.uk.

Please do take the opportunity to come and visit us (for socially distanced tours) so we can share all the exciting things we are doing. Prospective candidates who would like to visit the school, should in the first instance contact: vacancies@FODT.co.uk

We can't wait to hear from you!

Deadline for applications: 2pm, Monday 16 May 2022
Interviews will be held w/c: 23 May 2022

OVERVIEW OF OUR RESULTS

The successful candidate will work in an outstanding and supportive Science Department, teaching Science to KS3, KS4 and KS5 classes.

Our department consistently achieves outstanding results. Lessons are thriving and students make the highest levels of progress, which is demonstrated by our GCSE and A Level Results for 2019, 2020 and 2021!

2021 GCSE Results	4+	5+	7+
Combined Science GCSE	75%	49%	14%
GCSE Biology	100%	96%	76%
GCSE Chemistry	100%	100%	71%
GCSE Physics	100%	96%	72%
2021 A Level Results	C+	B+	A+
A level Biology	78%	57%	26%
A level Chemistry	63%	38%	25%
A level Physics	88%	75%	50%
2020 GCSE Results	4+	5+	7+
Combined Science GCSE	75%	51%	13%
GCSE Biology	100%	100%	70%
GCSE Chemistry	100%	100%	83%
GCSE Physics	100%	100%	83%
2019 GCSE results	4+	5+	7+
Combined Science GCSE	69%	38%	10%
GCSE Biology	100%	96%	67%
GCSE Chemistry	100%	96%	58%
GCSE Physics	100%	100%	61%



OUR VISION, VALUES AND ETHOS

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



Being part of the Forest of Dean Trust means children have not only excellent provision for their early years but also a seamless transition to secondary school at Dene Magna School and further education at Dene Magna's Sixth Form.

A map of the Cotswolds region in England, centered on the Cotswolds Area of Outstanding Natural Beauty (AONB). A red pin marks the center of the Cotswolds. Travel times from various locations are indicated in minutes:

- Worcester (50 mins)
- Malvern Hills Area of Outstanding Natural Beauty
- Hereford (40 mins)
- Tewkesbury (35 mins)
- Cheltenham (40 mins)
- Gloucester (20 mins)
- Stroud (40 mins)
- Cirencester
- Lydney (25 mins)
- Wye Valley Area of Outstanding Natural Beauty (15 mins)
- Ross-on-Wye (15 mins)
- Stratford-upon-Avon (50 mins)
- Leominster
- Kington
- Malvern
- Evesham
- More
- Bourton-on-Marsh
- Cotswolds AONB
- Chippenham
- Swindon
- Yale
- Patchway
- Bristol (1hr)
- Newport (50 mins)
- Cwmbran
- Pontypool
- Abergavenny (50 mins)
- owell

Abenhall Road
Mitcheldean
Gloucestershire GL17 0DU
Tel: 01594 542370
Email: vacancies@fodt.co.uk
www.denemagna.gloucs.sch.uk

