



Woodrush High School

An Academy for Students Aged 11-18

Science Teacher Full time Permanent



Excellence Through Endeavour

Proudly part of the Black Pear Trust



Welcome to Woodrush High School

Woodrush High School is a thriving, over-subscribed 11-18 academy and teacher training provider that has forged strong educational and community partnership. Woodrush has established a reputation as a vibrant community for learning, enrichment and teaching.

Woodrush is a caring, supportive and positive place for all; committed to forging strong proactive links within the community which contributes to the success of the school and the sense of belonging that students, families and staff feel.

We are committed to ensuring that all our students receive their entitlement to an excellent education. Every student at Woodrush is supported through our comprehensive pastoral support. We are proud of our students' excellent behaviour and we support all our students to grow into polite, kind and considerate individuals through a purposeful ethos framed through tutoring, assemblies, our personal and social development and character education programmes.



By joining Woodrush, and as part of Black Pear Trust, you will be joining a committed, supporting and well-qualified team of staff who are dedicated to delivering a challenging and vibrant curriculum that is ambitious, engaging, and exciting for our learners. We are proactive in our commitment to community and educational links across the region and have strong and strengthening partnerships through the Black Pear Trust but also with our local primary schools, businesses, the parish council, community groups, universities, educational hubs.

Woodrush are as proud of our staff's endeavours as we are the academic and extra-curricular achievements of our students. Students and staff alike are nurtured to do their very best and are encouraged to be proud of their successes; continuing to develop their skills, harness their talents, and so fulfil their potential at Woodrush.

All leaders, managers, and governors are relentless in their pursuit of excellence in all aspects of teaching, provision and care; supporting colleagues to deliver this standard every day. And so, by choosing Woodrush as a place to work, you are choosing a workplace that will work hard to support you to grow professionally in your specific role and wider contribution to the ethos of Woodrush, our local context, and the Trust at large.

If you have not had the opportunity to, I encourage you to visit our wonderful school and meet our brilliant students and staff.

I wish you the very best of luck if you decide to apply to join our team at Woodrush.

More information about learning and teaching at Woodrush

Teaching and learning practice is creative, ambitious and evidence-informed which promotes a place of learning that challenges and supports all students to be inspired, achieve and be celebrated for their attitudes and achievements. Our recent Ofsted inspection, April 2024, categorised Woodrush as a 'Good' school. The inspection acknowledged how:

- 'Woodrush is 'a **harmonious community** where difference is celebrated'
- 'Adults at Woodrush High **go the extra mile** for [learners]'
- 'The arrangements for **safeguarding** are effective'
- '...pupils understand how the school expects them to behave, and pupils are **polite, respectful and courteous.**'
- 'Pupils appreciate the leadership positions which exist in the school, and that **their voices are heard** by leaders.'
- 'The school has put in place an **ambitious curriculum** for all pupils'
- '**Pupils respond well to the school's expectations** of them academically'
- 'Pupils receive regular information about **careers and future** destinations throughout their time at the school.'
- '**Engagement with staff at all levels** drives key decisions...'
- '...staff report that they appreciate developments that leaders have put in place to manage **workload and support** them in their roles.'
- '**Governors are highly supportive** of the school and **hold leaders to account effectively**'

Of all our achievements, we are most proud of our students: their enthusiasm, inquiring minds, eagerness to learn and willingness to contribute to the various opportunities that life at Woodrush offers. And we are united in our commitment to ensuring that all our students receive an excellent education that develops and nurtures their abilities and talents. We welcome applicants to arrange a visit to our school to see first-hand our learning environment and we hope this information pack provides useful insight into life, work and learning at Woodrush. Finally, I would like to take this opportunity to wish you every success in your application to join our exceptional team.

Mr Jay Barber, Headteacher, NPQH



About Black Pear Trust

Rooted in the heart of Worcestershire, we are a dynamic and forward-thinking multi-academy trust where collaboration and innovation thrive. Since our establishment in 2014, we have been on a mission to transform education by fostering inclusive, high-quality learning environments where every child can excel.

Guided by our inspiring vision, "In unity; we broaden horizons, raise aspirations and impact generations," we work alongside a vibrant community of schools, educators, parents, and partners to create exciting opportunities for students. From nurturing curiosity to driving ambition, we ensure that every learner is empowered to reach their full potential.

With our growing family of schools, we cater for children aged 2 - 18, each sharing a passion for excellence. We are shaping a brighter future for generations to come—right here in Worcestershire. Together, we're not just educating; we're inspiring!

Trust Vision & Values

As a Trust we have 4 core values:

Pride
Excellence
Achievement
Respect



Which for our children translate to:

Proud to be me
Enjoy Learning
Achieve Success
Respect for the World

Our mission is to grow excellent learning communities together. In order to achieve it we are guided by our overarching Trust vision:

In unity; we broaden horizons, raise aspirations and impact generations.

By working at Woodrush, all staff can benefit from:

- Local Government Pension Scheme
- Staff Community Forums for wellbeing and diversity
- Adult Mental Health First Aiders
- Training Consortium opportunities for professional qualifications inc. NPQs
- Employee Assistance Programme (EAP)
- DfE Disabilities Confident Employee
- Free Parking Available
- Access to Nationally Recognised Discounts (Blue Light Card *£5 payable per 24 months)
- Onsite canteen, commercial café and gym
- Supplemented gym membership

Job Description

JOB TITLE:	Science Teacher
GRADE:	M1-M6
RESPONSIBLE TO:	Head of Faculty
Contract :	Full time, permanent

Teacher Tasks and Responsibilities

1. Subject to the negotiation with the Team Leader or Subject Leader actively contributes to the process of curriculum review and development within the Department by:
 - helping to shape and create a well-informed vision of the subject and its contribution to students' overall development
 - contributing to the process of establishing short, medium- and long-term plans for the development of the department and support the agreed plans
 - contributing to the development of curriculum policy and practices and implement schemes of work, the School Improvement Plan and school policies.
 - contributing to the process of establishing and implementing, agreed to policies and practices for assessing, recording and reporting on student achievement within the context of the school's policy on assessment, recording, and reporting
2. To actively contribute to procedures for monitoring performance and the evaluation of teaching and learning by:
 - embracing an open and reflective approach to the teaching of the subject in which self-evaluation is used to improve the quality of teaching and learning
 - making use of performance data to monitor and evaluate the progress and achievement of students
 - implementing agreed action to raise achievement and to strive to meet the targets set for improvement
 - ensure there are equal opportunities within all teaching and learning for all students
3. To work to agreed expectations set by the Team Leader or Subject Leader and within the context of school policies by:
 - establishing good working practices and relationships with students
 - seeking to encourage moral, emotional and spiritual growth in students
 - maintaining good working practices and relationships with other staff
4. To actively contribute and participate in policies established to promote and continue professional development both personally and in respect of other members of the department by:
 - embracing agreed to school policy of staff review and development within the department
 - informing the Team Leader of CPD needs to meet personal targets established in the process of the school's Appraisal Policy

- informing the Team Leader of CPD needs to meet targets established within the context of departmental and school improvement plans
5. To help in the management of resources of the Department by:
 - informing the Team Leader or Subject Leader of resource needs to meet department and school improvement plans
 - working within the budget resource needs
 - encouraging within students, good practice to conserve and use efficiently all resources
 - ensuring classroom and adjacent corridor and the communal areas present a stimulating learning environment with high-quality display
 6. To contribute to policies covering the health and safety of both staff and students within the department by:
 - promoting and maintaining an effective, safe working and learning environment
 - encouraging students to adopt safe working practices
 - advising the Team Leader of any areas of concern within the department
 - advising the school's Health and Safety Officer of any areas of concern outside the control of the department
 7. To help in the review and development of policies established to promote and develop the department and its accountability by:
 - helping to ensure that improvement plans and schemes of work form part of a coherent strategy for raising students' achievement and in key skills (e.g. literacy, numeracy, and ICT capability)
 - reporting issues on students' progress and achievement to the Team Leader or Subject Leader
 - helping to promote effective working relationships with other professionals to ensure that they play a role in improving and sustaining student achievement
 - helping to promote effective working relationships with parents to ensure that they play a role in improving and sustaining student achievement
 8. To collaborate with other teams to facilitate the development of whole-school initiatives.
 9. To participate as required in meetings with colleagues and parents in respect of the duties of the post.
 10. To supervise students as required by the Headteacher including duties.
 11. The post holder, in conjunction with the departmental policy, will help to ensure effective liaison with external organisations.
 12. Where appropriate, to carry out the duties of a **form teacher** in respect of form students, to include:
 - the maintenance of discipline and high standards of conduct and appearance of students
 - the establishment of a rapport with students to develop their social and academic potential and to be the main source of reference for their problems
 - ensuring absences and lateness are accounted for, taking appropriate actions where they are not
 - the tracking of student progress and intervention strategies

Inspiring, achieving, and celebrating excellence through endeavour

- the compilation of reports, profiles and references on students as required
- the effective teaching of the school Aspire programme for students
- the monitoring of independent study of students, the teaching of form periods,
- escorting the form to assemblies, attending assemblies and attending tutor meetings

13. The duties and responsibilities of the post are subject to those detailed in the National Statement of Conditions of Employment and will count as directed time as detailed in such statement, and as defined by the Headteacher.

14. This job description does not define in detail all the duties/responsibilities of the post. These will be reviewed annually as part of the Appraisal process. Specific tasks and targets (identified in the Appraisal process).

15. The post holder is expected to carry out any other tasks which the Headteacher or Governors may from time to time reasonably require.

Notes:

The Governing Body reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Academies Equal Opportunities Policy.

Person Specification

Teaching and Learning	
• Secondary teaching across the age, gender and ability range.	E
• Knowledge of the Curriculum	E
• Establishing high expectations of all students.	E
• Teaching English to KS3, KS4	E
• Teaching English to KS5	D
• Extra-Curricular Activities	E
• Pastoral Experience e.g. Form Tutor	E
• How to enhance students learning to make learning vivid, challenging, enjoyable and real	E
• How to use ICT as a tool to enhance teaching and learning	E
• Experience working/supporting colleagues in another school	D
Relevant Experience	
• Relevant experience as a successful teacher in a secondary school	E
• Proven track record of raising student outcomes	E
• Awareness of the latest developments and initiatives in education	E
Education and Training	
• Qualified Teacher Status	E
• Degree in related subject	E
• Coaching qualification	D
Behaviour and Safety	
• How to cultivate positive and effective teacher/student relationships to encourage the best from every student.	E
• How to promote inclusion and equal opportunities	E
• Secure understanding of safeguarding and keeping children safe	E
• Ability to create an excellent climate for learning within your teaching area	E
Achievement	
• Evidence of previous achievements relating to set outcomes	E
• How to use personalized learning strategies to ensure high-quality outcomes	E
• Understanding of a range of assessment for learning approaches, including grades where appropriate.	E
• Understanding of how to use Data to raise students' performance	D
• Ability to ensure students meet challenging targets in their classes	E

Other Skills and Attributes	
• Excellent communication, presentation, and interpersonal skills.	E
• Excellent knowledge, expertise, and enthusiasm.	E
• Excellent personal organisation and self-motivation.	E
• Proven ability to raise standards in classrooms other than their own	E
• Ability to establish curriculum development, assessment, coordination, and coaching	D
• A proven record of good attendance	E

E = Essential D= Desirable

Application Process

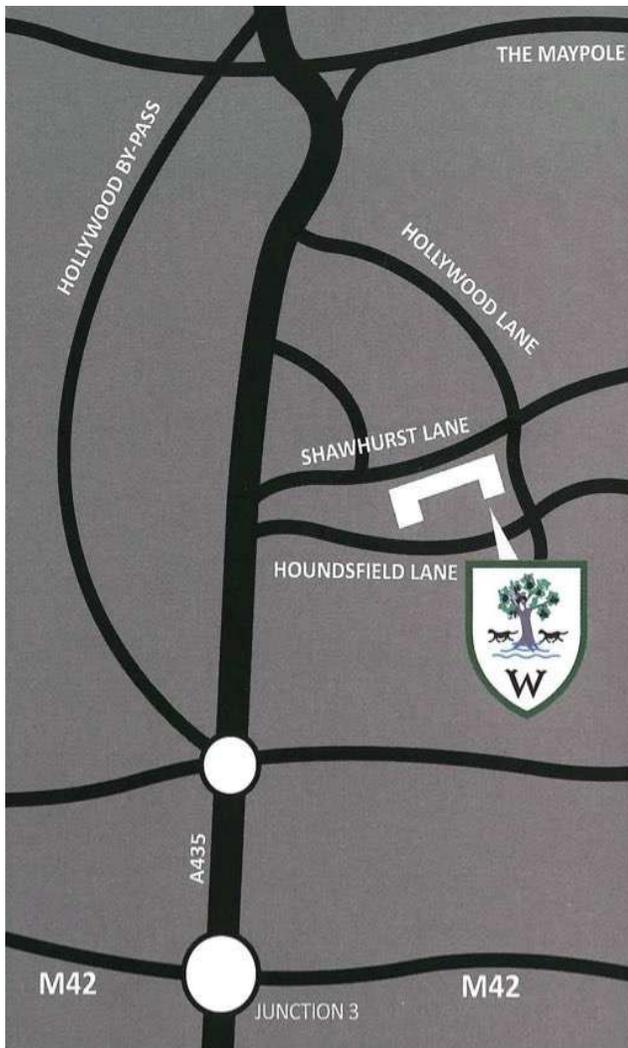
Please thoroughly read this information pack including the job description. If you think you would be a great fit for Black Pear Trust, complete your application via MyNewTerm.

We shortlist our applicants using a standard matrix for clarity and equity. The top candidates will be invited to interview. Please monitor your emails as all communication will be via MyNewTerm.

Successful candidates will receive a conditional offer of employment pending receipt of positive references, successful Right to Work checks and return of an acceptable DBS check and Child Barred List Check.

Once all pre-employment checks have been completed and are compliant with our Safeguarding Policy, you will then receive an Employment Contract via email for signature. At Black Pear Trust, we place paramount importance on safeguarding the children in our care. For further information on our safeguarding policy including Right to Work and DBS/Barred list checks, please contact HR@blackpeartrust.org.

Applicants are welcome to reach out to Woodrush High School Headteacher, Jay Barber, for any further information on the position or for a visit to the school using 01564 823777 / hr@woodrush.org / head@woodrush.org.



By Rail

A train from Birmingham Moor Street to Whitlocks End will take around 20 minutes. A taxi from Whitlocks End Station to Woodrush High School will cost about £6.00.

A train from Birmingham Moor Street to Wythall Station will take about 20-25 minutes. This service is less regular than the service to Whitlocks End. A taxi from Wythall Station to Woodrush High School will cost about £6.00.

A2B Taxis - 0121 733 3000

By Car

From junction 3 of the M42 take **A435** exit to Birmingham. At the next roundabout take the third exit signposted Wythall/Hollywood. Follow this road until you pass a group of shops on the right (including Spar). Turn right onto Shawhurst Lane. Woodrush High School is on the right. (Postcode for Sat Nav. is B47 5JW)

There is limited parking at the front of school or alternatively please use the Sports centre