



Information & Application Pack
Lead Teacher of Chemistry (TLR2a)



Brookvale Groby Learning Campus



Welcome from the Headteacher

Dear Prospective Applicant,

Thank you for expressing an interest in the full-time role of Lead Teacher of Chemistry at the Brookvale Groby Learning Campus. This is an exciting time to join our campus and we look forward to working with a new member of staff who will share our ambitious vision, “Valuing Everyone, Achieving Excellence”.

The campus has been through a period of significant change since 2017 having converted to a multi academy trust and a subsequent merger to a single academy trust from September 2019. Our founding schools were Brookvale High School, an ‘outstanding’ 11-14 high school, and Groby Community College, a 14-19 upper school graded as ‘good with outstanding features’. Now, as a united campus, we meet the educational needs of over 1400 students with over 300 of those enrolled in our Post 16 provisions and our recent Ofsted visit was exceptionally positive for our community that reflects the hard work of our staff and students.

The report makes it very clear that BGLC provides a strong educational provision and students are both safe and well supported. BGLC has a strong ethos of valuing everyone and achieving excellence for all. We set very high standards for our students and ourselves, we work hard, we look after each other, and we are committed to professional learning for all staff. As a consequence the motto we use on a daily basis with our young people is to work hard, be kind which we feel symbolises the culture we aim to create on campus.

We have a spacious semi-rural campus location and most of our students live in the surrounding villages with some travelling from Leicester and its western suburbs.

We hope the documents provided help you to gain a feel for the school, but if you’d like to find out more, then please contact Tracey Malsbury - tmalsbury@brookvalegroby.com or telephone 0116 2879921, in the first instance.

All of the documents to support this application process are available on our website, www.brookvalegroby.com.

We would like to thank you again for your interest in the post and we look forward to receiving your application. Please do note however that, to adhere to our Child Protection and Safeguarding procedures, CVs are not accepted as a form of application and are not put forward to the shortlisting panel. If you have not heard from us within 2 weeks of the closing date, then please take it that on this occasion your application has not been successful. If this is the case, then we thank you for your interest, and for the time spent applying.

Yours sincerely

Will Teece
Headteacher



Visions, Values and Ethos

The shared vision and values of the Trust underpins all that we do, including the governance arrangements for the Trust.

Our Vision

Valuing Everyone, Achieving Excellence

Our Motto

Work Hard, Be Kind

Our Core Values

Community, Aspiration, Resilience, Excellence





Testimonials

Emails from parent during Covid pandemic:

I just wanted to acknowledge and thank you for all the ongoing engagement with students and communication with us as parents during this very difficult time. I can only imagine how much additional work this has generated for all the staff at BGLC, and it is greatly appreciated - we have felt very well informed throughout. As parents who both work full time we are not able to very closely supervise our sons during their home schooling, but we have seen how much engagement there has already been from their teachers, and I think/hope this will keep them on the right track! Many thanks again to all of the staff at BGLC.

I just wanted to send a quick "well done" and "thank you" to all your staff. I have 2 children at BGLC and I am very impressed with the lockdown learning that they have received this week. Thank you to your teaching staff for keeping them engaged in learning. In these challenging times, keep up the good work all.

Extract taken from email correspondence, following a tour of the school by a prospective parent:

I would just like to say thank you for the time spent with me today on my tour of the campus, and state how impressed I was with the school. There seems to be a very calm, relaxed and organised approach to how the school operates, and I believe that obviously shows in the way your students behave.

Written comments from parents following Open Evening:

I just wanted to write to say what a credit the students were to your campus last night. They were very helpful, polite and informative. I was in awe of the two students who spoke so confidently in front of a hall full of parents – what a talent to have at such a young age. The staff were all lovely too! We definitely left with a very positive view of the campus.

Written comments from parents following Year 11 Progress Evening:

'All the teachers I have met tonight know my son very well. I think all of them are interested and care about his progress.'

'All 3 of our children have thrived through the support that the school has given them, so happy with their education.'

'The school is excellent, helping my child progress and I would recommend it.'

Year 10 student:

In my opinion, the teachers that teach me are very patient in the sense that if I don't understand something, they will try their best to ensure that I grasp that piece of knowledge whether it be by a diagram or an acronym etc. Another great thing about the school is that we have so many facilities so that we can excel in whatever we may want to do.

Year 7 student:

'At our school we have amazing facilities and most importantly, very supportive staff!'

'Students feel safe at BGLC'.

'We are rewarded for hard work'.

'We are listened to and supported by the teachers and staff'.

Extract of letter from staff member:

'I have had the most positive experience and have enjoyed every day of it. I have worked in schools for the last 10 years and have never worked anywhere like this. From day 1, I have felt part of something amazing and special....the school has such a positive atmosphere and nothing has been too much trouble for anyone. I am sad to leave, but now I have a great basis for my career ...although I think it will be hard to find a school as good! I wish you continued success and maybe one day we'll meet again!'



Why work at BGLC?

✓	✗
<ul style="list-style-type: none">● Fully resourced curriculum for KS3-5● Clear / Evidence informed approach to teaching through our “Model of Expert Teaching”● Clear CPD pathways to support every career aspiration● Simple QA process through our Developmental Drop Ins● Simple approach to home learning - 20/20/20● Centralised behaviour system● Friendly supportive community● A commitment to staff well being - evidenced by our workload charter● Professional learning community - looking at the most impactful pedagogy● Strong SLT presence● Amazing campus	<ul style="list-style-type: none">● No disruption to lessons permitted● No fads - We have a plan and we stick to it● No individual lessons plans● No high stakes observations● No gimmicks● No unnecessary marking of students’ classwork - simple and effective whole class feedback prioritised● No excess data analysis or data inputs● No lengthy written reports● No stagnancy or complacency● No excessive after school meetings





Faculty Information

The Brookvale Groby Learning Campus is looking for a Lead Teacher of Chemistry who wants to lead the subject and teach students aged 11-19. We have a spacious green campus on the edge of the village of Groby, with two school buildings close together, and students accessing the staff and facilities across both buildings.

The Science Department is housed within 4 specialist labs in the Brookvale building and 6 specialist labs in the Groby building, supported by 3 technicians. There is also access to computer suites in both buildings.

We place great emphasis on supporting all our staff to be the best they can be. For our teachers this means the professional support to be good or outstanding. All colleagues are expected to share good and outstanding practice and we have a strong team of outstanding teachers who coach and support others. This is a great place to work if you want to develop your teaching and learning expertise within a positive, friendly, caring environment.

Our students make excellent progress in science, but we are not complacent. We are always looking to improve student progress and enhance subject enthusiasm.



Lead Teacher of Chemistry (TLR2a) Full time from August 2025

Required for an August 2025 start, we are seeking to appoint an enthusiastic, committed, inspiring and well qualified Lead Teacher of Chemistry who is able to lead the subject across the 11-19 age range.

The campus has been through a period of significant change since 2017 having converted to a multi academy trust and a subsequent merger to a single academy trust from September 2019. Our founding schools were Brookvale High School, an 'outstanding' 11-14 high school, and Groby Community College, a 14-19 upper school graded as 'good with outstanding features'. Now, as a united campus, we meet the educational needs of over 1400 students with over 300 of those enrolled in our Post 16 provisions and our recent Ofsted visit was exceptionally positive for our community that reflects the hard work of our staff and students.

Our Vision is "Valuing Everyone, Achieving Excellence", and we are committed to supporting the professional learning of all our staff. All members of the teaching team are expected to engage in deliberate practice to develop their teaching skills throughout the time they are employed on this campus.

The Science faculty forms a central place on our campus and Chemistry forms an important part of this. Our students make excellent progress but we are not complacent. We are always looking to improve student progress and enhance subject enthusiasm.

Visits to the campus are very welcome. For further details or to arrange a visit to the campus please contact Tracey Malsbury on 0116 2879921 or email tmalsbury@brookvalegroby.com.

Closing date: 9.00am, Monday 27th January 2025

Interviews to be held on Wednesday 5th February 2025

The Brookvale Groby Learning Campus is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undertake pre-employment checks which will include an Enhanced Disclosure and Barring Service (DBS) check, and a declaration that you are not a disqualified person under the Childcare (Disqualification) Regulations (2009).

Applicants are advised that online searches may be carried out as part of due diligence checks.

Other necessary checks will also be undertaken, including the requirement for two satisfactory references (one from your most recent employer) to be received prior to any offer of employment being made.



How to apply

Completed applications should be returned to tmalsbury@brookvalegroby.com.

Or by post to

**F.A.O. Tracey Malsbury
PA to Headteacher/SLT
Brookvale Groby Learning Campus
Ratby Road
Groby
Leicester LE6 0FP**

Queries

If you have any queries on any aspect of the application or need additional information please contact Tracey Malsbury, PA to Headteacher, on the above email address.

Thank you.





JOB DESCRIPTION

Post title	Lead Teacher of Chemistry
Job purpose	<ul style="list-style-type: none"> ● To provide the highest quality teaching and learning in order to raise standards of attainment and progress to meet campus targets. ● To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate. ● To facilitate learning experiences which provides pupils with the opportunity to achieve their individual potential. ● To enable each student to develop personally in line with the campus aims of Valuing Everyone, Achieving Excellence.
To whom the post holder reports	<p>The post holder is accountable to:</p> <ul style="list-style-type: none"> ● Headteacher <p>Responsible to:</p> <ul style="list-style-type: none"> ● Faculty Leader for all subject teacher matters
Duties and responsibilities specific to the post	<p>Responsibilities: Standard Teacher</p> <ul style="list-style-type: none"> ● To undertake teaching commitments in a Faculty Area in accordance with curriculum and timetable requirements across all years on campus ● To teach other subjects as and when required by the needs of the timetable and as directed by the Headteachers. This will be negotiated in accordance with the skills of the teacher ● Prepare students effectively for qualifications and external examinations ● To fulfil the roles and responsibilities of tutor and support students on an individual basis through academic or personal difficulties. To act as a mentor to specific members of the tutor group in order to raise achievement ● To take responsibility for personal CPD and to participate in campus and external CPD activities by negotiation ● To undertake all of the requirements laid down by the campus Growth Management Policy ● To participate in faculty/department and house meetings ● To lead faculty CPD meetings with a Social Sciences focus as agreed with the FL ● To participate in parental consultation/student progress evenings ● To carry out supervision duties in line with campus arrangements ● To fulfil the “Professional Standards 2012” as laid down by the DFE: <ol style="list-style-type: none"> 1. Set high expectations which inspire, motivate and challenge students – safe and stimulating environment. Set goals and challenge students of all abilities and backgrounds. Demonstrate positive attitudes, values and behaviours 2. Promote progress and outcomes by students - accountable for attainment, progress and outcomes 3. Demonstrate good subject and curriculum knowledge – including literacy and numeracy 4. Plan and teach well structured and engaging lessons – including setting regular homework as per campus policy. Selecting and using a range of different learning resources and equipment, including ICT and where possible the use of interactive whiteboards 5. Adapt teaching to respond to the strengths and needs of all students – including differentiation / needs of SEN students 6. Make accurate and productive use of assessment – use data / accurate marking / give feedback to students on how to improve / maintaining records of students' progress and development 7. Manage behaviour effectively – establish rules / routines. Promote positive behaviour. Have high expectations 8. Fuller wider professional responsibilities – promote a positive contribution to the ethos of the campus. Develop own professional learning.



Specific Responsibilities and Duties	<p>KNOWLEDGE AND EXPERTISE:</p> <ul style="list-style-type: none">● Have an excellent subject knowledge● Be a good and/or outstanding teacher who can act as a leading professional within a subject and the faculty area● Have an excellent knowledge of and enthusiasm for teaching pedagogy and practice, including assessment.● Have excellent knowledge of coaching and mentoring <p>DEVELOPING A VISION AND SHAPING THE FUTURE:</p> <ul style="list-style-type: none">● Support the Faculty Leader to develop a vision of how the faculty will raise aspiration and achievement across a subject area● Support the Faculty Leader to develop improvement plans for a subject area in order to realise the vision● Support the Faculty Leader in the development of an outstanding faculty in terms of teaching and learning, assessment and outcomes for young people● Support the Faculty Leader to promote the opportunities the faculty brings to the college, including developing and enriching the curriculum <p>SUPPORTING THE DEVELOPMENT OF A HIGH PERFORMING SUBJECT TEAM:</p> <ul style="list-style-type: none">● Support the development of a high performing team of subject specialists within the faculty that raises aspiration and achievement● Model and encourage effective team behaviours to support the above● Provide subject specialist CPD opportunities to non specialist teachers <p>LEADING LEARNING WITHIN THE SUBJECT:</p> <ul style="list-style-type: none">● Lead the development of learning in Social Sciences through the production of schemes of learning and resources.● Evaluate the quality of learning and teaching within Social Sciences across the faculty● Support the development of learning through use of departmental meetings, coaching as well as through Growth Management● Support the Faculty Leader to manage teaching staff absences and cover to ensure that students still experience high quality learning <p>ENSURING ACCOUNTABILITY:</p> <ul style="list-style-type: none">● Have accountability for the progression and achievement of students/classes within Social Sciences● Support the Faculty Leader to developing a culture of accountability within the team to ensure that teachers have ownership of progress, achievement and attainment of the students in their classes <p>TRACKING AND INTERVENTION:</p> <ul style="list-style-type: none">● Ensure effective assessment of learning is taking place for a subject (s)● Maintain tracking systems for a subject(s) which inform college assessment and data collection procedures as delegated by the Faculty Leader● Track and monitor student performance within the subject(s), including analyses at examination results as delegated by the Faculty Leader● Support the Faculty Leader to identify causes for concern and put in place appropriate intervention to raise achievement <p>COMMUNICATIONS:</p> <ul style="list-style-type: none">● Support the Faculty Leader to develop and maintain appropriate routes of communication with students, staff and parents● Support the Faculty Leader to ensure that high quality, stimulating display is maintained in classrooms and corridors within the curriculum area● Support the Faculty Leader to maintain current curriculum information on the college website, google classrooms/drive and promotional material for the subjects within the faculty, including social media. <p>SPECIFIC DUTIES (Finalised on appointment):</p> <ul style="list-style-type: none">● Progress analysis for A level Chemistry/ Interventions / Revision● Exam administration for Chemistry
---	--



	<ul style="list-style-type: none">● Performance Management leader for a small team (MPE,AWI)● UPS – Vulnerable groups● Contributing to FIP● GCSE Module manager (SOW)
UPS/Expert Professional Responsibilities (if applicable)	<ul style="list-style-type: none">● Ensure own standards of teaching and learning are at least good or outstanding in order to be a leading professional in the campus.● Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.● Other responsibilities to be determined by the Headteacher and Line Manager or as part of TLR responsibilities.
Generic duties and responsibilities	<p>To work within the framework of national legislation and in accordance with the provisions of the School Teachers Pay and Conditions Document. In addition the post is subject to compliance with:</p> <ul style="list-style-type: none">● School policies and guidelines on the curriculum and school organisation● LA policies adopted by the campus● The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of employment● Common core of skills and knowledge for the children’s workforce.● All teachers have a responsibility for safeguarding the welfare of children and young people he/she is responsible for or comes into contact with. <p>The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document.</p>



PERSON SPECIFICATION

ESSENTIAL	DESIRABLE	ESSENTIAL CRITERIA ASSESSED BY
<p>Qualifications Degree or equivalent in Chemistry/Science subject Qualified teacher status (QTS)</p>		App App
<p>Teaching Willingness to teach across the 11-19 age range.</p> <ul style="list-style-type: none"> ● A good or outstanding teacher with a record of successful and effective teaching in Chemistry ● A clear understanding of different teaching styles and pedagogy ● A proven track record of delivering good outcomes and raising achievement in Chemistry 		App/Int/Ref App/Int/Ref App/Int App/Int/Ref
<p>Training & Experience</p> <ul style="list-style-type: none"> ● Experience of teaching at KS4 &5 ● Proven commitment to own professional development. ● Evidence of recent relevant CPD. ● Experience of leading and developing a team. 	<ul style="list-style-type: none"> ● Experience of teaching KS3 	App/Int/Ref App/Int/Ref
<p>Knowledge of:</p> <ul style="list-style-type: none"> ● Current curriculum development/content at GCSE and A Level ● Strategies for raising achievement and attainment. ● Quality assurance process, self-evaluation and improvement planning. ● Meeting the needs of all students. ● Assessment, data analysis and target setting. 	<ul style="list-style-type: none"> ● progression and employment routes beyond each Key Stage ● working with partners and the local community ● recent inspection evidence and classroom research and its use to inform and improve teaching and learning 	Int/Ref App/Int App/Int App/Int App/Int Int App/Int
<p>Skills, attitudes and qualities:</p> <ul style="list-style-type: none"> ● Ability to develop an understanding of unfamiliar key stages in a secure and speedy way ● Outstanding interpersonal skills and the ability to develop good working relationships with colleagues across the campus ● The ability to lead teams and individuals effectively ● Excellent verbal and written communication skills ● The ability to relate well to students, parents and governors ● Ability to motivate and enthuse students of all abilities and backgrounds ● Willing to work in an inclusive way to support all students to achieve their potential 		Int/Ref Int/Ref Int/Ref Int/Ref Int/Ref Int/Ref Int/Ref



<p><u>Skills, attitudes and qualities:</u></p> <ul style="list-style-type: none">● Willing to contribute actively to the extended support programme be that through lunchtime, after school or holiday provision● A high level of professional credibility● Self-confidence, personal impact and presence● High levels of commitment, enthusiasm and motivation● Positive, resilient, reliable and a good sense of humour		Int/Ref Int/Ref Int/Ref Int/Ref
--	--	--

App = Application Form
Int = Interview
Ref = Reference