



# Teacher of Science

September 2022

Tonbridge/Sevenoaks

Full Time/Part Time

MPS/UPS



**Weald of Kent**  
Grammar School

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## About Us

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 1900 students including our co-educational Sixth Form. The school is one of the highest performing schools in the country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge campus in a campus at Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge campus which now has a state of the art Sports Hall and university style Sixth Form Study Centre and a new science block has been built this year. Both campuses are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

## Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A Level. Our examinations data from 2019 records the average GCSE grade was above a Grade 7 and our Progress 8 was well above average at 0.95. We also enjoyed superb A Level results with 67% of our students achieving A\*-B grades in 2019. The average was a Grade B and our Level 3 value added was above average at 0.12. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests. Result statistics were not published for the 2020 or 2021 cohorts.

## Staff Development Opportunities

We are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

- A personalised induction programme
- CPD days and a range of workshops
- Performance development programme
- Mentoring-Coaching programme
- Relevant external courses and training



## The Team

The Science team is constantly seeking ways to improve and to equip our students with the skills and opportunities for success to allow them to take the next step with confidence. Much development has gone into enhancing the facilities in the whole area and much of the budget has been spent on continuing to expand the quality and provision of practical instrumentation and resources. Two new physics laboratories have just opened at the Tonbridge campus and in September 2021 we will have 14 laboratories across the two sites.

The Science Curriculum area currently has 15 full-time and two part time Teachers. Also we have four Science Technicians currently. This staffing includes a Head of Biology, a Head of Science & Chemistry and a Head of Physics. Further line management and partnership for Quality Improvement of the subject area is provided by the SLG link.

The successful candidate will join the Science team at a time when our key aim is to ensure that students' experience of Science is as real-life, active and as practical as possible. Our teachers are engaged with educational research so as to constantly review their methods of delivery of the science curriculum to make it engaging and exciting as well as equipping the students for their next steps.

We teach a condensed KS3 curriculum in Years 7 and 8 and using the Science Activate scheme, students are taught in six lessons per fortnight. At GCSE all students follow the AQA separate science specifications. From Y9, students are taught by subject specialists have a science teacher for a total of thirteen lessons per fortnight. At A-Level we have very good student uptake of all the sciences with three biology, two chemistry and a physics classes at the Tonbridge campus. We also intend to teach all three science at A-Level at the Sevenoaks campus from September 2022.

## The Post

<b>Job Title:</b>	Teacher of Science	<b>Reports to:</b>	Head of Science
<b>Team:</b>	Science Team	<b>Start Date:</b>	September 2022
<b>Hours:</b>	Full time/Part time		

This position is an excellent opportunity for an outstanding and inspirational Science teacher, with to join our dynamic Science Team. The post will involve teaching Key Stage 3, GCSE Science, and A- Level.

This post would ideally suit a teacher who wishes to work with highly motivated, extremely engaged, enthusiastic and able learners. If you are keen to develop further as a practitioner and wish to extend your repertoire of teaching and learning strategies, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support including a bespoke package for those interested in working towards their next career step.

## About You (Person Specification)

	Essential	Desirable
<b>Qualifications</b>		
Qualified Teacher Status	✓	
Degree or equivalent	✓	
<b>Experience</b>		
Outstanding classroom teacher and tutor	✓	
Sustained performance securing very good student outcomes	✓	
The ability to teach biology, chemistry and physics to GCSE Level	✓	
The ability to teach a science to A-Level		✓
<b>Skills &amp; Knowledge</b>		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning for practical lessons to help support the delivery of outstanding lessons	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, parents and Governors	✓	
Effective behaviour management	✓	
Able to support students in maintaining high standards	✓	
Efficient and effective administrative, organisational and personal management skills	✓	
<b>Personal Attributes</b>		
Ability to inspire, challenge and motivate students	✓	
Have a positive approach to education with a desire to succeed	✓	
Energy, enthusiasm and perseverance	✓	
Reliability and integrity	✓	
Good interpersonal skills	✓	
Professional appearance and manner	✓	
Positive commitment to individual personal development	✓	
Capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓	
A good record of attendance	✓	
Adaptable and amenable with respect to working practices	✓	
Ability to work independently and in a team, take a collaborative approach	✓	
Ability to build supportive working relationships with colleagues	✓	
Commitment to supporting the full life of the school	✓	
Suitable to work with children	✓	
<b>Equal Opportunities</b> – A commitment to inclusive education	✓	

## The Package

Salary: MPS/UPS

### Benefits:

Generous Pension Scheme (TP / LGPS)	Health Care Cash Plan*
Priority Admission for Staff Children**	Free On-Site Parking (subject to availability)
Kent Reward Scheme	Free refreshments
Cycle 2 Work Scheme	

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

\*Available upon successful completion of probation

\*\* See Admission Policy on the School Website

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## The Application Process

Application forms can be found on our website and should be sent to Human Resources, [HR@wealdgs.org](mailto:HR@wealdgs.org) or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

### Dates:

Closing date for applications: Monday 13 June 2022, 9am\*

Interview day: To be confirmed

*\*Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.*

*The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.*

