



## HEAD OF SCIENCE

Information for Candidates

[www.gadshill.org](http://www.gadshill.org)

From the start of the Spring Term 2024, an exciting opportunity to lead the Science Department within an exciting 3-16 co-ed independent day school.

Our small and collaborative Science team deliver lessons in Biology, Chemistry and Physics to small classes of pupils up to GCSE in our beautiful, leafy setting in the grounds of the home of Charles Dickens.



# The Gad's Hill Curriculum

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Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Lower School occupies purpose-built accommodation opened in 2013. The Upper School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has about 380 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

## Our Mission

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Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

## Our Vision

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Our vision is to be the first-choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's Hill as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.

## Our Values

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We value **excellence, enthusiasm, friendship and success**. These attributes underpin all that we do. Our mission, vision and values are shaped by our commitment to educate children holistically, as articulated by our school motto: ***"First to thine own self be true"***.

## Our Ethos

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We believe that children do well when they are happy at school and at Gad's Hill we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's Hill enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

## Structure and Nomenclature

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The School is structured as follows:

Section	Year Name	NC Year
Lower School	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
	J3	Year 3
	J4	Year 4
	J5	Year 5
	Lower Shell	Year 6
Upper School	Upper Shell	Year 7
	Lower 4 <sup>th</sup>	Year 8
	Upper 4 <sup>th</sup>	Year 9
	Lower 5 <sup>th</sup>	Year 10
	Upper 5 <sup>th</sup>	Year 11

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## Our History

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Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Lower School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Upper School.

## The Present

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Our new building is now the established home of the Lower School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, theatre and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

## The Future

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We have recently commenced formal pre-application consultation with Gravesham Borough Council on a proposed project that will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Upper School. Once the new Upper School is complete, we hope to see the historic house used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

# The Gad's Hill Curriculum

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## The School

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Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three in our Nursery through to Year 2. Here, alongside the foundation in literacy, numeracy, sciences and humanities, there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also ICT.

The Junior School is two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, Computer Science, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. In sport our students have the opportunity to represent the school in fixtures against other schools.

Our school is located geographically within a selective secondary system and historically many of our pupils would leave to attend grammar schools at the end of Lower Shell (Year 6). However, in the last few years, the growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Junior School and many from the wider community, has resulted in the development of highly capable and aspirational cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Upper School generally has a two-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Separate or Combined Science and CCF (comprising BTEC Teamwork & Personal Development and Institute of Leadership & Management diplomas). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE, and in recent years we have supplemented these options with Psychology and Statistics exam courses for our increasingly able cohorts.

At present there is no sixth form education at Gad's Hill and pupils currently depart for local schools, colleges or other independents. In the last year we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

# The Gad's Hill Curriculum

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## The Ethos

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The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Seniors. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.



The school achieves good academic results with the vast majority of pupils leaving Gad's Hill to attend their first-choice post-16 destination.

Gad's Hill is not an academic hot-house above all else. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children

enjoy their time here they are much more likely to contribute in all aspects of their school life and this benefits the academic side too.

At Gad's Hill we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are many other attributes of a good school to prepare a child to live their lives. The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

## Our Curriculum Intent

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Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant

opportunities for speaking and listening to produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

# Head of Science: The Post

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## The Purpose of the Role

Gad's Hill School requires an experienced teacher to serve as our Head of Science. Full details of responsibilities can be found within the job specification but, in summary, the individual will be responsible for the leadership, management, effective and efficient day-to-day operation of the Science department.

Science is compulsory at GCSE and currently taught by three specialist teachers, supported by a Science Technician. The majority of pupils take examinations in separate AQA Sciences, although some will be entered for the AQA Trilogy (Combined Science) award. The new Head of Department will be expected to review the current curriculum content and overall departmental strategy with a view to strengthening and improving the GCSE results further in the long term.



## Key Accountabilities

- Provide effective leadership and management of the subject department such that departmental staff are able to teach effectively and to ensure that pupils make good progress within that subject.
- Design and maintain a departmental scheme of work to ensure pupils learn and make good academic progress.
- Develop and implement an annual departmental improvement plan to secure improved resources and teaching strategies.
- Use available pupil data to monitor departmental progress and to inform planning and interventions.
- Ensure that the departmental teaching environment is safe so there are no risks to pupils & staff.
- Conduct safety risk assessments.
- Manage the departmental budget to ensure that staff and pupils have the resources necessary for effective teaching and learning.
- Provide advice and support to departmental colleagues to help them improve the quality of their teaching.
- Plan and co-ordinate departmental visits and events which enhance learning opportunities.
- Promote the department to enhance awareness of the subject and its benefits.
- Liaise with other school departments, external agencies and parents as necessary to ensure good communication.

# Head of Science

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## Essential Qualities

- An excellent teacher with very good relationships with students.
- Committed to the highest expectations of students and their learning.
- Able to inspire and motivate staff.
- High personal standards of meeting expectations, organisation, paperwork, etc.
- An excellent and effective communicator.
- Able to use data appropriately to monitor and inform planning.
- Able to plan efficiently and manage change.
- Able to develop a coherent, motivated and effective team.
- Able to coach colleagues through the Appraisal process.
- Able to demonstrate a commitment to ongoing CPD.

## Essential Qualifications

- Bachelor's Degree in Education, or in a relevant subject.
- Professional teaching qualification desirable.

## The Process

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Completed application forms are to be submitted to the Headmaster, Mr Paul Savage, either:

- via the TES jobs online application form OR
- via the Gad's Hill School application form to his PA, Mrs Tracy Barker, by email to [t.barker@gadshillschool.org](mailto:t.barker@gadshillschool.org)

Completed applications must be received by the School no later than **4pm on Thursday 5<sup>th</sup> October 2023**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received.**

Interviews will be held at the School for short-listed applicants and it is hoped that the selected candidate will be able to commence employment at the start of the Spring Term 2023, Monday 8<sup>th</sup> January 2024.

***Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.***

## Key Details

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**Contract:** Permanent; Full-time

**Salary:** Up to £42,251 plus £3,000 Leadership Expectation Allowance

**Hours:** Teaching staff are required to be present on-site from 8.30am-5pm Monday to Friday in term time, plus to attend such evening and weekend events as the Headmaster may reasonably require.

**Start Date:** Spring Term 2024 (8<sup>th</sup> January 2024)

## The Benefits

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As an independent school – working without some of the curriculum and other constraints of the maintained sector - we have a slightly longer school day but enjoy a generous 16 weeks of school holidays.

An attractive setting, small class sizes and polite, friendly children with high standards of behaviour make for a hugely rewarding place to work. Parking is provided on-site and a free, home-cooked lunch is available each day in term time.

Children of all staff receive significantly subsidised education at Gad's Hill (fee assistance of up to 85%), subject to our policy and standard entry requirements.