



Head of Physics

APPLICATION PACK

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Kent
Catholic
Schools'
Partnership



'Academies in Christ'
Part of the Archdiocese of Southwark

Every child is known and loved

Letter from the Headteacher

Dear Prospective Candidate,

Thank you for your interest in this exciting opportunity to join our dynamic team of dedicated professionals striving to provide our students with the very best Catholic education possible.

Our mission is clear and profound: to provide every student in our care with a world-class Catholic education, ensuring they are embraced by our inclusive and loving community. At the heart of our educational philosophy is the belief that **every child is known and loved**. Inspired by the life of St Gregory, we strive to empower our students, teaching them to understand their own unique value and dignity. Through this understanding, they can recognise and realise their God-given potential.

We aim for our students to become servant leaders, guided by principles of empathy and integrity, making unique and positive contributions to society and the world. We hold ambitious expectations for our students and challenge them to strive for the very best they can achieve. We enable our students to take personal responsibility for their education and development, overcoming barriers and owning their actions so that they can be rightly proud of their achievements.

At St Gregory's, we are dedicated to creating a safe environment for our students so that they can be themselves with confidence. Clear expectations are provided, allowing them to flourish academically, emotionally and spiritually. Our commitment to truly knowing each student enables us to provide a nurturing atmosphere where they can grow and thrive.

Central to our educational approach is the emphasis on personal and spiritual development. Opportunities for prayer, reflection, and collective worship form an integral part of school life. Through these experiences, students gain a deeper understanding of themselves and their spiritual formation. We encourage them to reflect on their lives, their beliefs, and the unique role they play in the world around them.

By joining us, you will play a crucial role in shaping the educational journey of our students. We would be delighted to discuss how you could become a part of our dynamic community, where a commitment to excellence, inclusivity and the values of our Catholic tradition defines who we are.

Thank you for considering St Gregory's as the place to inspire and be inspired.

Sincerely,
Mike Wilson
Headteacher
St Gregory's Catholic School



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About St Gregory's Catholic School



St Gregory's Catholic School is a Catholic secondary school and part of the Kent Catholic Schools' Partnership (KCSP). KCSP is a multi-academy trust (MAT) established by the Archdiocese of Southwark for Catholic education across Kent and it currently comprises 28 academies of which 23 are primary schools and five are secondary schools.

A seven-form entry secondary school located in Tunbridge Wells, St Gregory's is a popular destination for pupils from its Catholic partner primary schools in Tunbridge Wells, Tonbridge and Sevenoaks. As an inclusive academy, its dedicated staff, helpers and governance committee members work hard to ensure that every student is supported and challenged to be their very best. Each individual is encouraged to grow spiritually and intellectually, so that unique and positive contributions can be made to society and the world.

In its most recent denominational inspection in June 2024, St Gregory's was judged as 'Outstanding' for Catholic Life and Mission and 'Good' for both Religious Education and Collective Worship and, in its latest Ofsted inspection in October 2024, the school was judged as 'Good' in all areas. At the heart of the report is recognition of the school's mission to ensure that 'every child is known and loved' inspectors highlighted a "warm and welcoming environment", where students feel valued, supported and able to thrive.

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School vision and values

Our Vision

We provide every student in our care with a world-class Catholic education, welcoming them into our inclusive and caring community in which **every child is known and loved.**

We teach students to understand their own unique value and dignity, so they may recognise and realise their God-given potential and, inspired by the life of St Gregory, we empower them to approach the opportunities of their education with vigour. We aim for our students to adopt the role of servant leaders, acting with empathy and integrity to make unique and positive contributions to society and the world.

St Gregory's ALIVE values:

Ambition

Rooted firmly in Catholic teachings, we aim to nurture and guide our students to fulfil their God-given potential so they may achieve success. We support this by providing extensive opportunities in our students' education that include academic, co-curricular, personal and relationship guidance, as well as providing strong role models and teaching moral and ethical values.

Leadership

We strive to be a community of servant leaders, where individuals gain a clear sense of self and purpose, knowing their values and using these to guide how they enrich the community in which they belong.

Integrity

We teach our students to value honesty and have strong moral principles, using their discernment to govern their actions and take responsibility for their choices.

Vigour

Inspired by the life of St Gregory, we empower our students to work with vigour, so they approach all activities and opportunities with effort, energy and enthusiasm.

Empathy

We aim for our students to understand and value the feelings of others and for them to know they are loved and celebrated irrespective of their differences. We also give them the confidence to celebrate their own differences.

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School intent statement

Our school is a community centred on the Catholic ethos that strives for excellence, and teaches students the knowledge, skills and attributes they require to be effective 'life-long learners'. Students are happy and fulfilled, because they are nurtured in an environment where they are cared for, known and loved, and encouraged to be unique individuals. We pride ourselves on educating students academically, morally and spiritually, to go out into the world as socially responsible and successful individuals who have a strong sense of how they will use their skills and talents to make the world a better place. We do this by providing a curriculum rich in knowledge and skills, focused on strong relationships which encourage shared values and mutual respect.

At St Gregory's we develop young people who think deeply, are knowledgeable and are informed because they understand how to learn and the value of learning. Students make and articulate informed judgements, hold discussions and show compassion and empathy that enables them to make considered decisions and partake fully in wider society. St Gregory's underpins the Kent Catholic Schools' Partnership vision of a rich, child-centred curriculum that fosters a love of learning.

Our ambitious curriculum carefully sequences learning, so that students learn and apply knowledge and skills which are enhanced further with an exciting diversity of enrichment activities. We strive to provide world-class opportunities for our students, and seek to develop the 'whole person'. Our carefully considered curriculum is well planned, well-structured and thoughtfully sequenced, so that long term learning builds. Memory is fundamental and is developed by students thinking hard to retrieve knowledge, spacing concepts and skills in each subject, and interleaving them throughout the curriculum.

With Christ's love at the centre of all that we do, our curriculum aims to develop young people who:

- Are happy and feel fulfilled
- Are curious, enjoy learning and have high expectations for themselves and are ambitious for their futures
- Act as positive role models, guiding others by example
- Can make and articulate informed decisions and take responsibility for themselves
- Approach activities with effort and commitment, showing resilience and perseverance
- Demonstrate respect, compassion and empathy towards the beliefs and values of others

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Role description

We wish to appoint an innovative, enthusiastic and well-qualified **Head of Physics** to join us at St Gregory's. This post would suit an experienced teacher.

The Role:

The Science department has a wealth of experience and consistently produces excellent results at GCSE and A Level. You will be joining a skilled, energetic and committed team so we are seeking an outstanding candidate who can continue to raise the quality of provision to enable the best possible outcomes for our students.

The successful candidate will be a committed team player with a passion and determination to inspire and motivate students to develop a passion for science. They will be dynamic, emotionally intelligent and sympathetic with the strong Catholic ethos and values of St Gregory's who are committed to improving the life chances of young people.

Benefits of working at St Gregory's Catholic School

- A supportive and caring working environment for staff and students
- Training opportunities are provided for all staff
- Access to our Fitness Suite
- Kent Rewards Scheme
- Staff laptop provided
- Employee Assistance Programme which offers counselling, financial guidance, legal enquiries with access to online health and wellbeing resources



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Job description

Job Title:	Head of Physics
Salary Grade:	MPS/UPS, TLR maybe offered to the right candidate
FTE:	1.0
Line Manager:	Subject Leader of Science

Main Purpose:

- To provide strong leadership to the Physics Department of the Science faculty so that teaching and learning is consistently excellent.
- To ensure that all young people make at least expected progress and that ambitious targets for student performance are met in all Key Stages.
- To continue to develop an innovative and progressive curriculum in Science lessons which is supported by world-class opportunities for students.
- To performance manage robustly all leaders, teachers and support staff in the Science Department so that ambitious targets are met and there is a clear link between pay and progression.

Our Offer:

We create an environment where our staff can thrive and enjoy the work that they do which enables our young people to flourish, gain confidence, achieve and be happy. We have a reputation for being a very caring environment and we have a great record for investing in staff training and development.



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Job description

General Responsibilities:

1	Catholic Ethos in the Department	
1.1	Leading by Example	<p>Act as a role model for students and staff in the respect and traditions of the Catholic faith by:</p> <ul style="list-style-type: none"> • leading the department in prayer at appropriate times • championing the gospel values • maintain an up-to-date understanding of the requirements of Catholic Education • Ensure the department ethos is aligned with the school, cluster and Trust ethos
2	Leading Teaching in the Department	
2.1	Excellence in the classroom	<ul style="list-style-type: none"> • Plan and deliver well-sequenced lessons • Develop and maintain extremely high expectations of behaviour for learning • Promote a culture of independent learning • Enable all students to achieve their full academic potential in science • Regularly and consistently review the students acquisition of knowledge and understanding • Intervene efficiently and effectively to promote and accelerate student progress
2.2	Commitment to CPD	<ul style="list-style-type: none"> • Demonstrate a desire and passion to continually improve your own practice • Read widely and often about the best practice in science and general pedagogy • Enhance your own subject knowledge • Engage fully with research and development of teaching and learning • Investigate and visit other settings to draw on best practice in science teaching
2.3	Leading by example	<ul style="list-style-type: none"> • Ensure that you champion excellent pedagogy within the department • Critically evaluate the quality of teaching and learning within the department regularly • Support teachers in the science department to develop their own practice • Model the high expectation of teaching and learning by providing concrete examples for the team
3	Literacy & Oracy in the Department	
3.1	Teacher of Literacy	<ul style="list-style-type: none"> • All teachers are expected to champion and explicitly teach literacy • Model high expectations of written and spoken English • Explicitly teach key vocabulary (not just subject specific) and reinforce through regular retrieval • Identify students who need to develop their literacy skills and intervene appropriately • Insist that students write in full sentences as often as is appropriate • Provide regular feedback which develops accurate spelling and grammar
3.2	Teacher of Oracy	<ul style="list-style-type: none"> • All teachers are expected to champion and explicitly teach oracy • Model high expectations of spoken English and insist that student emulate this • Ensure students speak in complete sentences using correct grammar and pronunciation • Encourage students' eloquence by reducing their reliance on filler words, e.g. "um", "er" • Celebrate good oracy

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Job description

4	Leadership of the successful delivery of Physics	
4.1	Vision	Inspire and enthuse members of the team, with a clear vision for the future direction of the Science Department and Physics.
4.2	Improvement Planning	<ul style="list-style-type: none"> Support the Head of Science to lead the department's strategic planning processes Complete an Improvement Plan for Physics to be embedded in the DIP annually Drive identified improvement priorities in Physics Ensure any plans are appropriately and effectively resourced Monitor the impact of the Improvement Plan for Physics
4.3	Accurate evaluation	<ul style="list-style-type: none"> Undertake regular audits and quality assurance checks within Physics Use the audits to lead the self-evaluation of Physics and support the self-evaluation of Science Review the implementation and impact of school and department initiatives in Physics
4.4	Role Modelling	<ul style="list-style-type: none"> Act as a role model to others, demonstrating high standards of professionalism in all aspects
4.5	General Administration	<ul style="list-style-type: none"> Provide appropriate, accurate and timely management information to enable continuous evaluation Quality assure information about Physics required by various stakeholders Design and implement departmental procedures that complement School policies & procedures
5	Physics Curriculum	
5.1	Intent and design	<ul style="list-style-type: none"> Clearly articulate to all stakeholders the intent of the Physics curriculum within Science Drive innovative, progressive curriculum in Physics which fits with the wider Science curriculum Ensure this reflects the ethos of the School and meets the needs of all students Ensure that all statutory requirements of the National Curriculum are met for Physics Maintain up-to-date knowledge of initiatives and developments and incorporate these elements
5.2	Implementation	<ul style="list-style-type: none"> Develop differentiated schemes of work at KS3, KS4 and KS5 so that all make progress Develop and use high quality resources for the delivery of the curriculum Incorporate assessment into all aspects of curriculum planning Ensure the teaching and learning meets the needs of all students (including SEN, PP, PA)
5.2	Curriculum Review	<ul style="list-style-type: none"> Review, evaluate and improve the design and delivery of the curriculum on an ongoing basis
6	Science Team Leadership	
6.1	Working with the Head of Science to manage the team	<ul style="list-style-type: none"> Adopt strong, caring and flexible leadership style to influence and motivate staff Create an environment of open-mindedness, fairness and harmony Organise activities/processes that encourage team development Ensure that effective, caring procedures for staff welfare matters are implemented Ensure that all feel that their contributions are valued To co-ordinate the resources of the Department, giving support and guidance to relevant staff Manage the allocation of the teaching timetable in a fair way that achieve the best outcomes
6.2	Recruitment	<ul style="list-style-type: none"> Advise the Head of Science about the recruitment and retention of high-calibre staff Ensure that all staff receive departmental induction and fully understand all relevant policies
6.3	Professional Development & Appraisal	<ul style="list-style-type: none"> Implement the School performance management processes where staff are assigned to you Ensure that staff develop their practice and their performance is accurately evaluated Ensure all staff are committed to CPD in a meaningful way that improves practice
6.4	HR issues	<p>Work with the Head of Science to support with first level of approval/intervention for HR issues, including:</p> <ul style="list-style-type: none"> Managing absence CPD approval Special leave requests Disputes within the team Support to address concerns with practice Well-being and mental health of staff in the team

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Job description

7	Resources Management, Facilities and Health & Safety	
7.1	Health & Safety	<ul style="list-style-type: none"> Safeguard young people, ensuring all aspects of H&S are adhered to in lessons and prep areas Represent the Science department at H&S Committee meetings with the Head of Science To be aware of the need for security and of the importance of implementing H&S policies, including COSHH
7.2	Financial management	<ul style="list-style-type: none"> Oversee the Physics budget with the Head of Science Ensure the use of financial resources has a clear impact on improving student outcomes Ensure that physical resources to deliver the curriculum are acquired and maintained effectively
		<ul style="list-style-type: none"> Ensure the accommodation is used effectively to meet the needs of students and the
8	Measuring Impact and Reporting	
8.1	Pupil Progress	<ul style="list-style-type: none"> Provide regular reports on student performance based on internal assessment data Provide regular reports on student performance based on externally verified examination results
8.2	Underachievement & Intervention	<ul style="list-style-type: none"> Identify underachievement and plan effective interventions to address this Regularly report this underachievement and the plans to intervene
8.3	Examinations	<ul style="list-style-type: none"> Ensure that appropriate arrangements are made for examination entries and any other NEA
8.4	Outcomes	<ul style="list-style-type: none"> Meet the aspirational targets set for students in Physics at GCSE and A Level
9	Developing & Maintaining Strong Community Links	
9.1	KCSP & Cluster Collaboration	<ul style="list-style-type: none"> Develop strong collaboration with the Science Team in St Simon Stock Catholic School, especially Physics staff. Develop strong links with all science leaders within KCSP
9.2	Outreach	<ul style="list-style-type: none"> Develop outreach initiatives which promote the dept in the community, including primary schools Support staff as appropriate in other Trust schools
9.3	Parental Engagement	<ul style="list-style-type: none"> Create and implement ways of actively involving parents and carers in the learning process
9.4	World Class Opportunities	<ul style="list-style-type: none"> Facilitate a broad range of activities to deepen and broaden students' experiences in Science Support initiatives and projects in the STEM and CEIAG strategies within Science
9.5	Event Coordination	<ul style="list-style-type: none"> Ensure events (assigned to you annually) are appropriately calendared in good time at key planning meetings. Plan events in good time and ensure all stakeholders are aware of details and requirements necessary to make the event successful. Routinely evaluate events to continually improve these for future dates. Provide a brief report including photographs/video (where appropriate for inclusion in any marketing and publicity for the school.

This job description outlines the main duties and level of responsibility of the post for the time being. It is not a comprehensive or exclusive list and it cannot anticipate future service demands. There is a clear expectation of the post holder that they will make a positive contribution to enhancing and adapting services. Job descriptions will be reviewed, in consultation with the postholder, at least annually or whenever there may be a significant change to the role.

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Person specification

	Criteria	Essential / Desirable
Faith Commitment	Understanding of the distinctive nature of a faith school.	E
	Experience in leading acts of worship in Catholic schools.	D
	A practising Catholic.	D
Qualifications	At least five GCSEs grade C and above (or equivalent)	E
	A Level Physics	D
	Honours Degree or equivalent & QTS	E
	Experience of teaching KS 3 & 4 Physics and the ability to teach A level Physics	E
	Health & Safety, CLEAPPS & COSHH Training	D
Experience	Successful history of results at KS4 and KS5.	E
	Evidence of ability to manage a team and teaching and learning in a curriculum area.	E
	Experience in leading change within a department.	D
	Experience of leading/coordinating professional development opportunities.	D
Professional Development	Ability to identify own learning needs.	E
	Willingness to engage in CPD.	E
	Able to train and support peers.	E
	Evidence of continuing professional development relating to wider school and curriculum/teaching and learning.	E
	A commitment to continued professional and personal development	E
	Potential for promotion within the school.	D
Leadership	Able to lead on the development of key materials and initiatives.	E
	Ability to inspire and motivate staff, students, parents and key-stakeholders to achieve the aims of Catholic Education.	E
	Ability to support staff within the faculty to achieve its vision.	E
	Ability to create a compelling vision and secure commitment from team	E
Teaching & Learning	Knowledge of a range of successful teaching and learning strategies to meet the needs of all students at KS5.	E
	Excellent subject knowledge	E
	Experience of Key Stage 4 and A-Level teaching.	E
	Knowledge and experience of exam board requirements.	D
	An understanding of assessment strategies and the use of assessment at KS5.	D
	Experience of effective monitoring and evaluation of teaching and learning.	D
Skills, Qualities & Abilities	Empathy with pupils from Key Stage 3 upwards.	E
	Excellent communication skills.	E
	Excellent interpersonal skills	E
	Excellent organisation skills	E
	Dedication.	E
	Ability to remain positive and enthusiastic when working under pressure.	E
	Ability to organise work, prioritise tasks, make decisions and manage time effectively.	E
	Potential for further promotion.	D

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Application process

You are welcome to contact HR at HR@sgschool.org.uk if you would like to visit the school before submitting an application.

For ease of applying, we are happy to accept applications directly via Kent-teach
Please [Click Here](#)

Should you be shortlisted for interview, additional information may be requested at that time.

Closing date for applications: 1 April 2025 at 09:00 am

Start date: 1 September 2025

All applicants need to have the Right to Work in the UK to be considered for this role. This vacancy may close on or before the specified closing date depending on the volume of suitable applicants. If you are unsuccessful, we will contact you accordingly

Safer Recruitment

St Gregory's is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service. We are an equal opportunities employer.

Candidates will be subject to an online search if shortlisted. The search will not form part of the shortlisting process itself and shortlisted candidates will have the chance to address any issues of concern that come up during the search at interview.



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