



# ASHFORD SCHOOL

*Inspiring Minds*



**Teacher of Science**



# Welcome from the Headmaster

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Thank you for your interest in becoming a Teacher of Science at Ashford School.

The School is a very dynamic and busy environment; however, the happy, caring, warm and inclusive culture is key to our success.

The Senior Leadership Team share the philosophy of 'Inspiring Minds' and work relentlessly to continue to develop the broad, vibrant, outward-looking educational approach which has become Ashford School's hallmark. We want leaders who bring new ideas and approaches and will continue to generate excitement and energy in the School, whilst continuing to refine and improve what is already on offer.

The School welcomes applicants from a range of varied backgrounds. We are looking for someone who is passionate about science within an independent school setting, but who is also ambitious in developing their own career.

The School finds itself in a strong financial position and is well placed to deal with the longer-term future. The whole school was inspected by ISI in April 2024; this resulted in an extremely strong report which is linked to from our website. We also benefit from being part of United Learning who help to provide additional support and security. There are many benefits of being part of United Learning, not least the professional engagement and development from across the group.

Please do take a closer look at our website. I would be delighted to hear from you if you decide to apply.

With best wishes

Ashley Currie  
Headmaster



# School Summary

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Ashford School is a leading co-educational independent day and boarding school for children from 3 months to 18 years, with a Prep School catering for pupils up to the age of 11. Set across two leafy campuses in Ashford, Kent, the School offers an exceptional and inspiring education through which all pupils can be happy and successful. With a commitment to developing an inspiring environment that encourages the acquisition of knowledge and skills, Ashford offers a rich educational experience across a wide range of academic, cultural and sporting pursuits. Despite the current economic and political challenges, Ashford School is in a strong financial position and has a very confident future.

Founded in 1898, Ashford has a reputation for innovation and quality, recognised most recently as a finalist for Prep School of the Year in the Independent Schools of the Year Awards 2023 and finalist in 2024 for our Student Wellbeing provision. In 2023 the School also won Primary Staff Team of the Year in United Learning's Best in Everyone Awards.

These accolades reflect the quality of the whole school community. Our staff have a diverse range of experience, and many teachers and support staff have enjoyed successful first careers in other walks of life. From journalists to barristers, to naval architects and to economists, Ashford is a school which values different life experiences and actively seeks out those who are able to share different passions.

Ashford School is part of United Learning, a large and growing group of schools aiming to offer a life-changing education to children and young people across England. United Learning is now the largest nationwide group of schools, with over 90 state and 14 independent schools, each with its own character and ethos. As a large group of schools, United Learning believes it can offer more to staff, pupils and the wider community than Ashford School, or any other of its schools, could provide as a standalone school.

Ashford School is a member of The Heads' Conference (HMC), the Independent Association of Prep Schools (IAPS), the Boarding Schools Association (BSA), and the Independent Schools Bursars' Association (ISBA).



# Campus and Facilities

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The School is located on two sites that are a few miles apart. The Senior School occupies a 25+ acre site in a prominent position close to the centre of Ashford, 10 minutes' walk from the International Station. It is a safe, secure and green haven in a busy and growing commuter town. There are good rail, road and bus links to Ashford and London (38 minutes away), and the School operates its own bus services to outlying villages.

The Senior School has playing fields on site, together with a Sports Centre, gyms, fitness suite, an indoor swimming pool, floodlit Astroturf, tennis and netball courts, boarding houses and dining hall. The School enjoys all the specialist teaching facilities you would expect of an independent school and we are well into a continuing programme to refurbish and extend our facilities as we grow. Recent projects have included the creation of a standalone Wellbeing Centre, the complete refurbishment of the School Hall and boarding house common rooms, the creation of a multi-use seminar room and significant security improvements across the site.

Bridge Nursery for 0-2s is also located on the Ashford site and benefits from its proximity to the Senior School, as well as having its own dedicated and well-resourced accommodation and staff.

The Prep School and Stables Nursery sit in an attractive rural location on the edge of the village of Great Chart. With modern facilities, the Stables Nursery opened in 2020 and represents an inspiring, state-of-the-art Early Years facility. The Prep School itself is a very modern, well-resourced environment which presents a stimulating, purpose-built learning space for the pupils. They enjoy specialist Science, Design and Technology and food technology laboratories, a Music school and impressive Creative Performing Arts facilities. The School is home to first class playing fields and a modern sports pavilion built in 2019, which are used by the whole school, as well as an Astroturf, tennis courts, indoor swimming pool and sports hall, which are mainly used by the Prep School pupils.

Ashford School and United Learning are together continuing to evaluate the potential of both sites for enhancement, including large scale capital investment.



# Academic Success

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Three-year average data shows that 68% of A levels were at grades A\*/B and 88% of GCSEs were at grades 5-9.



## Co-Curricular Activities

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The School prides itself on the extensive range of co-curricular activities – over 75 are offered in total. The dominant areas of the programme are sport, music, drama and outdoor activities, including a leading regional Duke of Edinburgh Centre and the Combined Cadet Force. The School has received national and regional recognition in many areas of sport and other activities.



# Continuous Professional Development

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Ashford School is committed to providing a robust and informative professional development offering so that staff can develop their career skills through a range of training opportunities.

As a United Learning school, we promote a **culture of enquiry** and a **culture of continuous improvement**. This approach encourages discussions about pedagogy and skills development, whilst also underlining the importance of sharing good practice. Observations and learning walks support our culture of improvement and are carried out in a developmental rather than judgemental way.

Senior School staff development for classroom-based staff is led by Joanne Russell, who is Director of Staff Development and Training at the Senior School. Continuing professional development for support staff is led by Rowenna Abel, Director of Finance and Operations.

The School encourages **staff to be active participants in their CPD** and to be **reflective about their training needs**. The Annual Performance and Development Review process is identified as an important time to discuss objectives, training needs and career aspirations.

## **Staff Induction**

Induction training is provided for all new teachers. Sessions are delivered in a range of areas including boarding, report writing, GDPR and marketing. This lunch-time programme runs through the autumn term.

## **Initial Teacher Training**

United Teaching is the initial teacher training scheme at United Learning. This programme provides expert-led teacher training in a wide range of subjects where trainees are supported by a team of subject specialists and mentors. There are a variety of different funding routes for this training. For more information, please refer to: [Train to teach | Become a teacher with United Teaching](#)

## **Early Career Teachers**

The School provides comprehensive mentoring and support for Early Career Teachers (ECTs). We also assist with career planning for teachers who have completed their training years, and are proud that a number of former ECTs have gone on to forge careers in both middle and senior leadership.

## **United Learning Professional Development**

The School actively supports staff to engage in development and leadership courses through United Learning. We are committed to developing leadership in every role, and opportunities for acquiring senior and middle leadership skills are provided to staff. Information on these courses can be found here: [Senior Leadership Programme | Professional development programmes | What we do | United Learning](#)

The School also supports applications for NPQ courses; more information on these opportunities can be found here: [National Professional Qualifications | Professional development programmes | What we do | United Learning](#)

## **Masters qualifications**

After two years of service staff members can apply for funding towards a Masters degree.

## **Coaching and mentoring**

We are fortunate to have several ILM Level 5 qualified coaches in School to support staff in achieving their goals, optimising their potential and raising their performance.

## **In-house training**

The School protects time for in-house professional development during insets and Twilight CPD. These sessions are run by external speakers or specialists within the staff body.

# Ashford School Foundation

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In 2016, the Ashford School Foundation was launched to support the School's ambitions for the creation of an endowment fund for Bursaries and the further development of its facilities. The Foundation currently supports a healthy number of pupils at Ashford School. The Foundation is now looking to launch a new fundraising campaign for bursaries, in order that it might continue to support more pupils at Ashford School.

## Science Department

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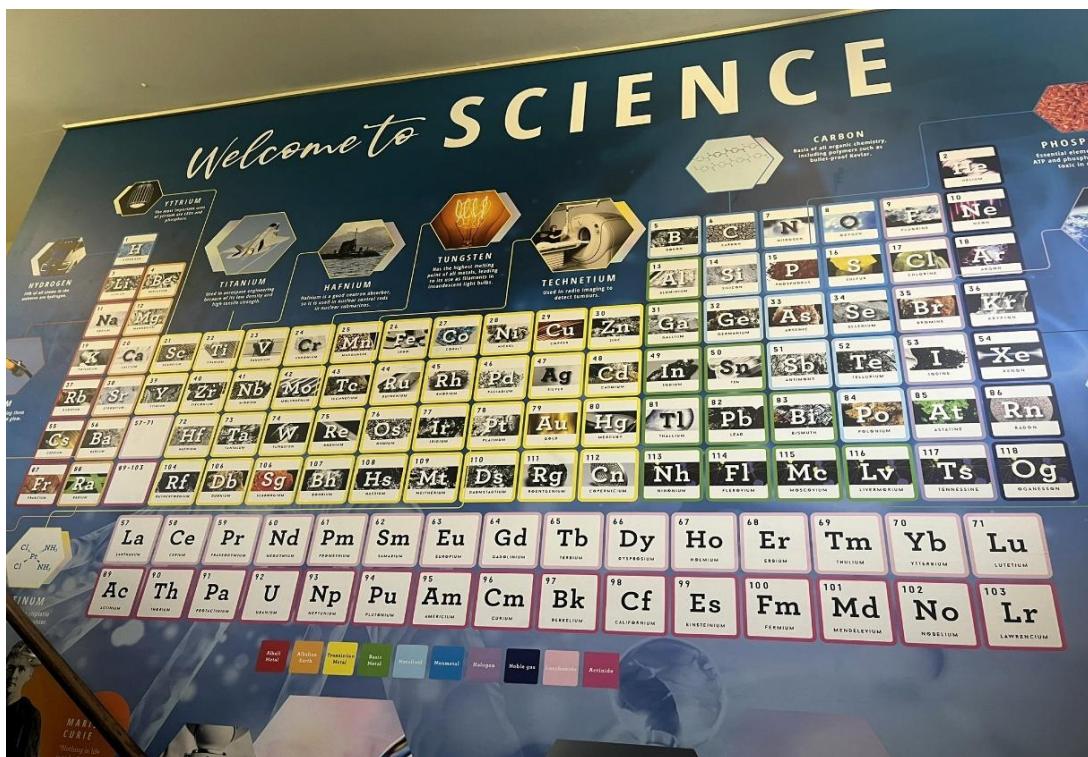
### Leadership

The Department is led by Mr Matthew Worrell.

The Science and Technology Faculty includes 13 teachers and 5 technicians.

### Subjects covered are:

Biology, Physics, Chemistry, Computer Science, Food Preparation and Nutrition, and Design and Technology.





United Learning is a group of schools which aims to provide excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out 'the best in everyone' – students, staff, parents and the wider community. We uniquely comprise schools in both the state and the independent sectors. As a charity, our sole focus is on running successful schools. We currently educate over 60,000 students and employ over 9,000 members of staff.

As a national group of schools, we believe that Heads should run schools and we centralise functions only when that will give a significant gain in efficiency and effectiveness. We have been able to generate substantial economies of scale in the 'back office' functions that schools require from taking this approach as well as building excellent 'create once, use many times' educational and other resources.

As a group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. We believe that our Group contains the most developed relationships and practical interactions between independent and state schools in the country, creating benefits for all the schools involved.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies.

To find out more about United Learning, please visit the website: [www.unitedlearning.org.uk](http://www.unitedlearning.org.uk).

As part of United Learning, Ashford School shares an objective for each pupil to become a balanced, happy and articulate person with intellectual freedom, confidence, compassion, integrity and a lifelong love of learning.

## Our Ethos

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as 'the best in everyone'.

This ethos underpins our core values:

- Ambition – to achieve the best for ourselves and others;
- Confidence – to have the courage of our convictions and to take risks in the right cause;
- Creativity – to imagine possibilities and make them real;
- Respect – of ourselves and others in all that we do;
- Enthusiasm – to seek opportunity, find what is good and pursue talents and interests;
- Determination – to overcome obstacles and achieve success.

# The Role

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## Teacher of Science

Are you a well-qualified, enthusiastic and passionate Science teacher?

With an excellent degree in a directly relevant subject, you should be accustomed to or capable of guiding students of the highest ability.

The successful candidate in this role will teach Science across Key Stages 3 and 4. Please note that teachers with a particular background in Biology are strongly encouraged to apply as there is an opportunity to teach A Level Biology. You will use your imagination, commitment and ambition to challenge our students to enjoy Science. You will also possess the insight to convey its intricacies in an engaging and adventurous way.

Biology, Physics and Chemistry are part of the Science and Technology Faculty at Ashford School and are taught up to A Level. Teaching takes place in dedicated laboratories, and all teaching staff and Year 7-11 pupils have their own Microsoft laptop.

Responding to the needs of the individual student is a vital aspect of a teacher's role at Ashford School, whether this is during co-curricular activities, in one-to-one drop-in sessions or academic booster lessons.

The successful applicant will be expected to build on the faculty's successful, engaging approach to teaching and learning, and will also be able to articulate what academic rigour looks like. In addition, the Teacher of Science should be capable of guiding students of all abilities and those whose first language is not English.

Teachers at Ashford enjoy a welcoming, comfortable and well-resourced environment and are provided with assistance from a range of support staff. All teaching rooms are equipped with permanent internet access and interactive whiteboards. All teachers contribute to the co-curricular life of the School.

The Teacher of Science will report to the Head of Department.

For those applicants who express an interest, accommodation may be available in return for boarding duties.

**This is a full-time position, but applicants who wish to explore part-time opportunities are welcome to apply. If applicants are interested in part-time work, please indicate this on the application form.**

**To apply:**

***Salary by negotiation and dependent on skills, attributes and qualifications of the successful candidate.***

**Note - We reserve the right to interview and offer to a strong candidate prior to the closing date. It is strongly recommended that candidates submit their applications as soon as possible.**

*Ashford School is part of United Learning, a large and growing group of schools aiming to offer a life-changing education across England. As a group, we achieve more by sharing than any single school could.*

*Ashford School is an equal opportunities employer and welcomes applications from all suitably qualified candidates. We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for all successful applicants.*

# Job Specification

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**Teacher of Science**

**Accountable to**

Head of Department

**Salary**

Dependent on experience, skills and knowledge, and subject to negotiation.

**Expectations**

- Excellent subject and curriculum knowledge
- Plan and teach well-structured lessons
- Strong awareness of the importance of good pace in lessons
- Commitment to managing behaviour in effective ways to ensure an effective and safe learning environment
- Commitment to fostering a love of science and its related disciplines, as well as the value of scholarship
- Understanding of the innovative use of IT within the subject for the purposes of learning, communication, collaboration, assessment and data tracking
- Commitment to 'One School' and the importance of forging links with the Prep School
- Commitment to setting high expectations to inspire, motivate and challenge, as well as how to adapt teaching to respond to the strengths and needs of all pupils
- Delivery of strategies to extend High Potential Learners and Oxbridge candidates, and those seeking places at the world's top 10 universities
- Delivery of strategies to teach less motivated students at all levels, as well as EAL learners
- Support of academic enrichment opportunities
- Attendance at Parents' Evenings and strong commitment to promoting excellent progress and celebrating success
- Commitment to the School's Curriculum Philosophy and Strategic Priorities
- Commitment to Continuing Professional Development and the annual appraisal cycle
- Commitment to being a supportive member of the pastoral team
- Commitment to consistently high standards of personal and professional conduct

**Key Responsibilities**

Knowledge and Understanding of

- The School's vision, aims and strategic priorities
- Up to date subject and curriculum knowledge
- The characteristics of excellent teaching and learning
- Improving and sustaining high standards of teaching, learning and achievement for all pupils

Teaching and Managing Pupil Learning to ensure

- Curriculum coverage, continuity and progression in the subject for all pupils, including those of high potential and those with special educational or EAL needs
- Effective development of pupils' individual and collaborative study skills so that they become increasingly independent learners

- Academic enrichment opportunities are explored and offered beyond the classroom

**Assessment, tracking and intervention**

- Excellent record keeping and tracking of pupil progress data in your subject
- Communication with caregivers to report on pupil progress
- Assistance with interventions to support pupil progress

**Performance and Development**

- Take responsibility for own professional development and emerging needs
- Attend staff insets, Twilight training and IT training sessions as required

**Teamwork**

- Work with subject team to share resources and good practice
- Attend subject team meetings as required
- Attend pastoral team meetings as required

## Person Specification

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- Excellent degree, plus an appropriate teaching qualification
- Strong commitment to professionalism
- Very good communication skills
- Very good organisational and time-management skills
- Strong commitment to the values and ethos of the School
- Excellent knowledge and understanding of current issues in the subject
- Strong commitment to teamwork
- Attention to detail and initiative
- Willingness to contribute to the wider life of the School

# Terms and Conditions

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The school will be offering an attractive and competitive salary package reflecting both the size of the school as well as the importance of the role. Working within a school has a number of benefits including attractive pension schemes, use of sports facilities, and many others.

United Learning's normal terms and conditions of employment apply for this position at Ashford School. The final detailed terms and conditions are subject to agreement between United Learning and the successful candidate, and will be reflected in the formal employment contract.



**Ashford School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.**

# How to Apply

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All applications should be submitted through the school's [\*\*Work With Us vacancies page\*\*](#).

Please include your current salary details and the names and addresses of two referees. References will be requested prior to interview for shortlisted candidates.

If you would like to discuss the position prior to applying, please contact **Matthew Worrell** on **01233 625171** or by email: [\*\*worrellm@ashfordschool.co.uk\*\*](mailto:worrellm@ashfordschool.co.uk).

Shortlisted candidates will be invited to visit Ashford School for an in-person interview. This will include a formal interview and a tour of the Senior School. You will also be asked to teach a lesson; this will be observed.

