

# St Gregory's

CATHOLIC SCHOOL



## Teacher of Science

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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.

*Every child is known and loved*

# *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 a **Teacher of Science** to join an excellent Science department from September 2026. Applications welcome from all specialisms. The post is suitable for ECTs (Early Careers Teachers) and experienced teachers.

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 all of 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
- Participation in overseas and UK school residential trips.
- Generous Pension scheme for all staff
- Access to Kent Rewards which offers a range of local and national discounts in shops and health clubs, as well as discounts on travel, insurance and Kent Adult Education courses.
- Flu vaccination reimbursement.
- Eye test subsidy.
- Employee Assistance Programme which offers confidential, practical and emotional support including financial guidance, legal enquiries, counselling, and additional support services.
- State of the art Fitness Suite for staff to use free of charge.
- Chapel with opportunities for collective prayer and reflection, welcoming to those of all faiths and none and the opportunity for support from our Chaplain.



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## *Job description*

<b>Job Title:</b>	<b>Teacher of Science</b> with possibility of head of subject for the right candidate
<b>Salary Grade:</b>	MPS/UPS with possibility of TLR for the right candidate
<b>FTE:</b>	Full-time
<b>Line Manager:</b>	Head of Science

### **Main Purpose:**

to deliver high-quality teaching and learning that inspires and challenges students, while contributing to the continued development and success of the Science department.

### **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*

## Key duties and responsibilities:

### **1. TEACHING AND LEARNING**

- Teach the subject as required at all levels from KS3 to A level
- Contribute to the Department's bank of resources for the teaching of the subject and assist in the production of materials which take into account pupils of all abilities and levels
- Contribute to the drawing up, evaluation and reviewing of schemes of work in relation to relevant Key Stages
- Plan and evaluate work in accordance with departmental policy
- Provide team teaching support in class as required

### **2. SUPPORTING THE PUPIL**

- Maintain records of achievement and progress of all pupils in accordance with the statutory requirements and the departmental policy
- Mark and return work set, including homework, within an agreed and reasonable **TEACHING AND LEARNING** time
- Use the School's Marking Policy and Departmental Policy at all times
- Complete student data entry and reports in line with School Policy
- Attend Parents' Evenings as required and keep parents/carers informed about their child's performance and future targets

### **3. TUTOR ROLE**

- Undertake responsibility for a Tutor Group including Registration, Small Group Tutorials and delivery of PSHE
- Monitor and set targets for the social and academic progress of all students in the Tutor group
- Endeavour to build up a good relationship with the students in the Tutor Group so that they will look to you for support and advice



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# *Job description*

## **4. Literacy & Oracy in the Department**

- 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
- 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

## **5. GENERAL DUTIES**

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment)
- S/he shall be subject to all relevant statutory requirements as detailed in the most recent School
- Teachers' Pay and Conditions Document
- To promote good order among pupils and ensure their health and safety both on and off the school premises
- To act in accordance with the school's policy on safeguarding issues
- Promote the School ethos in which the highest achievements are expected from all members of the school community
- Adhere at all times to the professional business standards of dress, courtesy and efficiency in line with the Catholic ethos of the school
- Uphold the School's behaviour code and uniform regulations

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	D
	A practising Catholic	D
Qualifications	Graduate qualification in the Subject or equivalent	E
	Qualified Teacher Status	E
	Experience of teaching the subject to G.C.S.E level and the ability to teach to A level	E
Skills, Knowledge & Experience	Ability to organise and prioritise workload and work on own initiative	E
	The ability to work constructively as part of a team, understanding School roles and responsibilities and the post holder's position within these	E
	Ability to communicate well in writing and face to face to all stakeholders	E
	Demonstrable experience of improving successful student outcomes in the last three years	E
	Producing high quality experiences and outcomes for students	E
	Experience as Tutor and/ or pastoral work	E
	Ability to use ICT effectively	E
	A commitment and understanding of the use of ICT within the curriculum	E
	Dedication	E
	Personal Qualities	Empathy with students
Excellent communication skills		E
Excellent interpersonal skills		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
Assembly, disassembly and cleaning of equipment		E

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# *Application process*

You are welcome to contact HR at [HR@sgschool.org.uk](mailto: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 using [CLICK HERE](#)

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

**Closing date for applications:** 9 June 2026 at 09:00 am

**Start date:** 1 September 2026

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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