



# Job Pack

Teacher of Science  
with Physics to GCSE Level

Start September 2019



**Weald of Kent**  
Grammar School

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## **ABOUT US**

Weald of Kent is a selective Grammar School for 11-18 year olds with a roll of approximately 1550 students. 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 site in a brand new Annexe in Sevenoaks which opened for the first time in September 2017. In addition to the exciting new facilities in Sevenoaks we have also invested in our Tonbridge site which now has a state of the art Sports Hall and university style Sixth Form Study Centre. Both sites 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 this year. 99.4% of students achieved 5 GCSEs grades 9 to 4 and A\* - C (including Maths and English). The average GCSE grade was above a Grade 7. We also enjoyed superb A Level results with 72% of our students achieving A\*-B grades. The cohort gained the highest A\*-A % for six years, at 38%. The average was a Grade B. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests.

### **Teaching School**

This is an exciting time for Weald of Kent as we continue on our journey as the Lead School of the Kaizen Teaching School Alliance. We are passionate about ensuring students and staff have an opportunity to develop and grow and because of this we are working with a fantastic group of schools on collaborative projects.

### **Thinking School**

Weald of Kent is committed to developing fully the independent thinking skills possessed by our students. We were officially accredited as a Thinking School by Exeter University in March 2014. Our whole staff has been trained in the use of Thinking Maps, Thinkers' Keys, Habits of Mind and De Bono's 'Thinking Hats' which are used throughout the school to stimulate our students' thinking. We aim to develop our students' ability to move from sharing *what* they know, to *how* they know something

### **Staff Development Opportunities**

As an accredited 'Investors in People' school 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	Mentoring-Coaching programme
CPD days and a range of workshops	Investment in Excellence (IiE)
Performance development programme	Embedding Good Teaching
Relevant external courses and training	Embedding Outstanding Teaching
Thinking School's training	Embedding Outstanding Leadership

## **ABOUT 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 expanding the quality and provision of practical instrumentation.

The Science Curriculum area currently has 12 full-time staff and three full-time and one part-time science technician. This staffing includes a Head of Chemistry, Head of Science, Head of Physics, and a TLR leading on KS3 and Trilogy GCSE Science. 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.

We teach a condensed KS3 curriculum in Years 7 and 8 and using the Science Activate scheme, students are taught in six hour long lessons per fortnight. Students follow the AQA GCSE Science specification throughout Years 9 to 11. In Years 10 and 11, students have a Science teacher for each discipline, and a total of twelve hour long lessons per fortnight. Year 10 students the majority of students follow the Triple Science route and some student opt for the Trilogy Science route. At A level we have very good student uptake and follow OCR Physics and Chemistry along with Edexcel Biology. Our results are excellent across all subjects at both GCSE and A level.

## **ABOUT THE POST**

**Job Title:** Teacher of Science                      **Reports to:** Head of Physics

**Team:** Science Team

This position is an excellent opportunity for an outstanding and inspirational Science teacher to join our dynamic Science Team. The post will involve teaching Key Stage 3 Science and Physics up to GCSE Level. There may also be the opportunity to teach Physics at A level.

This post would ideally suit a colleague 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 Physics to GCSE Level	✓	
The ability to teach Physics 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)	Priority Admission for Staff Children**
Health Care Cash Plan*	Free On-Site Parking
Kent Reward Scheme	Free refreshments

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 [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.

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 28 January 2019, 12 noon

Interview date: To be confirmed

*\* Appointments may be made 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.*

