



Job Pack

Science Technician

Location: Tonbridge/Sevenoaks

Start Date: September 2021

Grade: KR5

Full Time, Term Time



Weald of Kent
Grammar School

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About Us

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 1800 students including our co-educational Sixth Form. 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 campus in a campus at Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge campus which now has a state of the art Sports Hall and university style Sixth Form Study Centre and a new science block has been built this year. Both campuses 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. Our examinations data from 2019 records the average GCSE grade was above a Grade 7 and our Progress 8 was well above average at 0.95. We also enjoyed superb A Level results with 67% of our students achieving A*-B grades in 2019. The average was a Grade B and our Level 3 value added was above average at 0.12. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests. Result statistics were not published for the 2020 cohort.

Staff Development Opportunities

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
- CPD days and a range of workshops
- Performance development programme
- Mentoring-Coaching programme
- Relevant external courses and training

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 continuing to expand the quality and provision of practical instrumentation and resources. Two new physics laboratories have just opened at the Tonbridge campus and in September 2021 we will have 14 laboratories across the two sites.

The Science Curriculum area currently has 15 full-time and two part time Teachers. Also we have three full-time and one part-time Science Technician. This staffing includes a Head of Biology, a Head of Science & Chemistry and a Head of Physics. 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 to make it engaging and exciting as well as equipping the students for their next steps.

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.

The Post

Job Title:	Science Technician	Start date:	September 2021
Reports to:	Head of Science	Team:	Science Team

Purpose

Support-staff in schools make a strong contribution to pupils' learning and achievement. Technicians provide support to Teachers and schools allowing qualified Teachers to make even more effective use of their time, professional knowledge, skills and understanding. Technicians contribute to pupils' learning and will have a significant impact on their achievement, by enable the delivery of quality lessons within a safe environment.

- To provide practical preparation support within a curriculum area to benefit students learning and teacher efficiency.
- To keep abreast of developments in key areas, to think creatively and constructively to ensure that the job is done in the most effective and time efficient way.
- To review and develop own professional practice to further develop the work of the department in the preparation of practical lessons.

Operational Responsibilities

- Contributing to the operational direction of the curriculum support service.
- Finding efficient solutions to your area of curriculum support through investigation, analysis and problem solving.
- Proactive development of your area of curriculum support to provide a cost effective service.

Accountabilities

- Providing a professional efficient and cost effective support service, with a 'right first time mentality' and minimal errors.
- Bring about, monitor and evaluate a support culture that will bring positive benefits to student learning.
- Be responsible for your own professional development and accountable through the school's performance management system.
- Create, maintain and facilitate effective relationships.
- Undertake training and other learning activities and attend relevant meetings (within contracted hours) as required to ensure own continuing professional development.
- Assist in the preparation and delivery of practicals at all levels.
- Researching, constructing, maintaining and modifying apparatus to provide innovative practical experiences for the students.
- To work as a member of the Science team and provide support for the Science team, communicating effectively with teachers and other support staff.
- To prepare materials and resources as requested by subject teachers to enable the delivery of the school curriculum.
- To maintain the Science rooms and equipment to enable the delivery of the curriculum in clean and safe working conditions.
- To attend staff meetings as directed by the subject leader.
- To use ICT to record/administrate work.
- To work with other members of the support team to maintain and monitor stock levels.
- Carry out routine tasks as directed by the subject leader to ensure the effective delivery of the Science curriculum.
- To have a commitment to developing personal skills to ensure professional development is ongoing and meets the aims of the Science department, the students and the school.

About You (Person Specification)

	Essential	Desirable
Qualifications		
Science degree, or equivalent		✓
Experience		
Experience of working within a lab environment	✓	
Outstanding classroom technician		✓
Evidence of working successfully in a support role with students		✓
Skills & Knowledge		
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	✓	
Efficient and effective administrative, organisational and personal management skills	✓	
Personal Attributes		
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	✓	
Equal Opportunities – A commitment to inclusive education	✓	

The Package

Salary: Kent Range 5: £19,723 - £20,893

Actual salary for 37 hours per week, 39 weeks per year: £16,963.75 - £17,970.07 per annum

Benefits:

Generous Pension Scheme (TP / LGPS)	Health Care Cash Plan *
Priority Admission for Staff Children **	Free On-Site Parking
Kent Reward Scheme	Free refreshments
Cycle 2 Work Scheme	

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

The Application Process

Application forms can be found on our website and should be sent to Human Resources, HR@wealdgs.org or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

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: 24 June 2021, 9am*

Interview day: TBC

**Interviews and appointments may be arranged 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.

