



Recruitment Pack

Teacher of Physics

Required from September 2018

Employment Status	Full Time • Permanent
Employment Location	Framlingham College
Application Closing Date	Midday on Wednesday, 7 th March 2018
Interviews Week Commencing	Monday, 12 th March 2018

Framlingham College 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.

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Welcome from the Headmaster

Dear Applicant,

Thank you for your interest in the position of Teacher of Physics at Framlingham College.

Framlingham College is a high quality independent boarding and day school set in stunning surroundings in the market town of Framlingham, Suffolk. The school is absolutely thriving and prides itself on producing well-rounded, decent, articulate and very well-educated young men and women.

We are seeking to appoint an outstanding and dynamic teacher to work within our Physics Department from September 2018. There is a firm focus upon providing high quality teaching and learning within the department, and the successful candidate will have a strong ability to share with young people his

or her own curiosity about how the world around us works. This role could suit either an experienced teacher or a recent graduate (we offer a full teacher training programme).

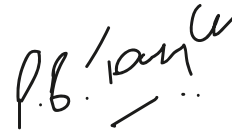
A willingness to make a full contribution to life in this busy boarding school is essential. In return, we offer extensive ongoing CPD opportunities and a highly supportive working environment.

If you have a disability or long term illness that otherwise prevents you from meeting any of the essential criteria listed in the person specification, please contact us to discuss whether a reasonable adjustment can be made.

We are always excited about enthusiastic, like-minded professionals joining our school

and very much look forward to receiving your completed application.

With all good wishes,



Paul Taylor
Headmaster, Framlingham College



How to Apply

Before applying, you are strongly advised to read through the Application Guidance Notes (available on our website),

Applications will only be accepted from candidates completing an Application Form in full. CV's will not be accepted in substitution for completed application forms in the absence of good reason. CV's may be submitted **in addition** to the application form in order to supply additional background information. Applications should be received no later than **Midday on Wednesday, 7th March 2018**. The Interview stage will take place during the week of Monday, 12th March 2018 and you will receive confirmation of the exact interview date if you are shortlisted for interview.

Please send your completed application form to:

The HR Department, Framlingham College, College Road, Framlingham, Suffolk. IP13 9EY

You can also email your application to: **hr@framcollege.co.uk**

All information within your application will be treated confidentially.

References

All successful appointments at Framlingham College are subject to receipt of two satisfactory references and all applicants will undergo child protection screening, including checks with previous employers and the Disclosure and Barring Service. Further information can be found within the Application Guidance Notes.

Job Information

Reports To:

Head of Physics

Job Location:

Framlingham College

Pension:

Teachers Pension Scheme

Benefits

The successful candidate will be eligible for the following benefits upon commencement of employment:

- Competitive rates of pay;
- A free lunch each day when the kitchen is operational;
- Free parking for all employees;
- Auto-enrolment into the Teachers pension scheme including free financial advice from an adviser;
- Professional development and ongoing CPD through internal and external training;
- Personal Accident Insurance;
- 24/7 access to our Employee Assistance Programme;
- Childcare vouchers available through the BusyBees provider;
- Complimentary membership of Fram Leisure, which includes access to the swimming pool, gym, tennis and squash courts;
- FramSoc membership, which includes free or discounted admissions to seminars in the College Theatre or Chapel;
- Cycle to Work scheme;
- Discounts with many local businesses within Framlingham;
- Family Swimming Sessions at Fram Leisure.

Job Description

Duties and Responsibilities of Post Holder

1. Job Purpose

- Teaching Physics across all age and ability ranges.
- Contribution to wider aspects of a vibrant boarding school community.

2. Main Duties of Subject Teacher

- Delivery of Physics across the 11-18 age range (Years 7 to 13), including preparation of students for GCSE, AS and A Level.
- Planning and preparation of Physics lessons.
- All staff are expected to make a meaningful contribution to the co-curricular life of the College.
- Support the stated aims of the College as given in the College Development Plan.
- Operate within the context of full boarding school
- To carry out a share of school duties and extra-curricular activities, including games where appropriate.

3. Teaching & Learning

- To manage pupil learning through effective teaching in accordance with the Department's schemes of work and policies.
- To ensure continuity, progression and cohesiveness in all teaching.
- To use a variety of methods and approaches which differentiate and stimulate to match curricular objectives and the range of pupil needs, and ensure equal opportunity for all pupils.
- To set prep regularly, (in accordance with the School prep policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with Special Needs staff and support staff
- To work effectively as a member of the Department team to improve the quality of teaching and learning.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.

- To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.
- To support individual pupils and groups of pupils through attendance of such events as recitals, concerts, plays and major extra-curricular events.
- To attend special school events as reasonably directed by the Head, including whole school and House assemblies.

4. Monitoring, Assessment, Recording, Reporting, and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- To assess pupils' work frequently in line with departmental and school policy and use the results to inform future planning, teaching and curricular development.
- To be familiar with school assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- To monitor unexplained absences or patterns of absence which should be reported immediately to tutorial staff.

5. Subject Knowledge and Understanding

- To keep up to date with research and developments in pedagogy and the subject area.

6. Professional Standards & Development

- To be a role model to pupils through personal presentation, dress and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- To cover for absent colleagues as required and to assist with examination invigilation as requested.
- To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
- To be familiar with the School and Department handbooks and support all the School's policies.

- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures.
- To liaise effectively with parents and with other agencies with responsibility for pupils' education and welfare.
- To undertake any reasonable task as directed by the Head of Department and Senior Management.
- It is the post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact with, to adhere to and ensure compliance with the school's Child Protection Policy at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the school's child protection officer.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who:
 - have SEN;
 - are gifted and talented;
 - are not yet fluent in English.

N.B: Every subject teacher will be expected to undertake tutorial responsibilities.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Person Specification

Professional Attributes	Essential	Desirable
Qualifications relevant to the post.	✓	
Ability to teach Physics to GCSE and A Level.	✓	
Possessing excellent and effective classroom management skills.	✓	
A high level of IT Literacy.	✓	
Awareness of safeguarding issues, including legislation and good practice.	✓	
Relevant and recent INSET.		✓
Ability to teach another Science subject to GCSE.		✓
Knowledge of current curriculum developments.		✓

Personal Attributes	Essential	Desirable
A passion for teaching.	✓	
Effective organisational and management skills.	✓	
Ability to prioritise, plan, monitor and evaluate.	✓	
Genuine respect for teachers and learners alike.	✓	
Enthusiasm for being involved in the life of a busy boarding school.	✓	



Framlingham Castle and St Michael's Church as seen from the driveway leading to Framlingham College

Further Information

The Science Department

With eleven full-time teachers (many of whom have other responsibilities in the school), Science is the largest department within the college. The department structure consists of a Head of Department who also acts as Head of Chemistry, along with Heads of Biology and Physics. The Head of Biology also co-ordinates the GCSE course, and the Head of Physics co-ordinates the Year 9 course and prep school links. Other staff also share responsibilities such as the development of new resources and the writing of new schemes of work. It is a friendly department with staff working together well, sharing expertise and giving support to new members of staff. The department has its own well-resourced office area which is an invaluable area for storing and sharing resources and for both formal and informal meetings.

The department is housed in nine purpose built laboratories (some of which have recently been refurbished) and one office/Sixth Form tutorial room. In addition there is a large well-organised prep room, managed by two full-time technicians. The prep room is well equipped with a very wide range of apparatus and teaching resources, and hands-on experimental work plays a key part of science teaching at the college. ICT provision is good, with computers, digital projectors and interactive whiteboards in all labs. All pupils are provided with up to date textbooks and revision guides specific to the course they are studying, as well as online resources such as kerboodle.

Staff run formal subject support clinics two or three times per week for each of the three sciences, as well as being available informally at other times for pupils to approach them for help.

Years 9 - 11

Students are set by ability in Years 9-11. The AQA GCSE 9-1 Science courses are delivered right from the start of year 9. Each student has six 45 minute lessons per week in Year 9, two per science subject. The more able students (around half the year group) study for three separate Science GCSEs. The less able students study for two GCSEs following the AQA Combined Science (Trilogy) course but, irrespective of ability, all pupils are taught the three sciences separately by specialist teachers. Staff are expected to teach across the whole ability range, and most can offer more than one subject at GCSE, though a teacher would not be expected to teach their secondary subject to a higher ability set. In Years 10 and 11 students have nine 45 minute lessons per week (three per science).

GCSE Results

The typical A*-C pass rate over the last few years has been excellent. Typically, over the last three years, an average of 97% of pupils obtained a C grade or higher, with 60% of Triple Award grades being A* or A. The value added scores (based on "YELLIS" data from Durham University) for the last few years has been around half a GCSE grade higher per pupil than expected, compared with pupils of equal intelligence nationally. This puts us on a par with other good independent schools. These results confirm our belief that Framlingham College provides high quality teaching and learning within the Science department.

A Level

The A Level courses offered are the OCR specifications. A Level sciences are popular at

Framlingham, and there are usually two sets in each year of Biology, and frequently the same in Chemistry and Physics. Class sizes are typically around 10 students, but vary between as few as 5 (at A2) and very occasionally as many as 16 (at AS level; A2 classes tend to be a little smaller).

A Level Results

A Level exam results vary more from year to year than GCSE because of the smaller number of students involved, but for 2017 the A*-E pass rate was 100% for all three sciences. The A*-B rate (the typical grades required to study science based subjects at Russell Group universities) were 40%, 75% and 50% for Biology, Chemistry and Physics respectively.

Beyond the Classroom

The Science Department also runs other activities outside normal lessons. These are as diverse as an astronomy club, birdwatching, chess and backgammon, juggling, recycling and energy conservation activities, and links with our prep school, Brandeston Hall, and other prep schools in the area. We also arrange trips to outside organisations, such as the monthly Cambridge University outreach Physics lectures, GCSE Live in London and a trip to CERN in Geneva. We also have visiting speakers to the department, to enrich the learning experience.

Above all, the Science Department is a friendly and supportive working environment with great emphasis on the sharing of good practice and ideas.

About **Framlingham College**

Framlingham College is a high quality independent boarding and day school set in stunning surroundings in the market town of Framlingham, Suffolk. The school is absolutely thriving and prides itself on producing well-rounded, decent, articulate and very well-educated young men and women.

The College embraces students with a wide range of abilities and interests, believing that breadth and diversity builds a richer environment and every pupil has a role to play in the community.

The picture-perfect grounds with the stunning backdrop of Framlingham Castle gives them space to breathe and provides them with safe surroundings to blossom into rounded, decent, articulate and very well-educated young men and women.

We invest time in our children. We know what makes them tick. We provide support and tailored education to ignite passion, triggering curiosity to get the very best out of each and every child.

To stretch those gifted and talented students we offer mentoring programmes with clear pathways to excellence.

Pupils leave the College, pursuing their chosen passion, both well-qualified and well-prepared, ready to take the world by storm!

Our **Location**

The Framlingham College campus sits at the heart of the beautiful, vibrant yet historic market town of Framlingham, in Suffolk.

The town, which pre-dates its mention in the Domesday Book of 1086, is perhaps most famous for its castle. This magnificent monument occupies a hill on one side of the town's mere, while our own campus tops the rise opposite.

On Tuesdays and Saturdays, the town centre hosts a busy market selling food and drinks, gifts and collectibles. Framlingham boasts a range of independent shops, covering practically every need, while the numerous eating places and pubs cater to almost every taste.

Just a few miles from Suffolk's Heritage Coast – embracing Aldeburgh and Southwold, amongst many other seaside locations – Framlingham is about 35 minutes by car from the county town of Ipswich, 40 minutes from Bury St Edmunds in the west of the county and an hour from the city of Norwich in Norfolk.

There are regular trains from Ipswich to London's Liverpool Street station. London Stansted Airport and Norwich Airport are each just over an hour's drive away from Framlingham.

Framlingham College Prep School – also home to the Nursery – is in the nearby village of Brandeston, approximately three miles from Framlingham.

