

**Candidate Information Pack
Appointment of Trainee Teacher of Physics
Full Time, Permanent
Start Date - September 2019
(August 2019 – Ab Initio at University of Buckingham)**

Closing Date for Applications – 28 November 2018 at 1pm



Front View of Main School Building

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New Sixth Form Centre opened Summer 2016

Working at Sir William Perkins's School

Sir William Perkins's School is a high-performing independent girl's school for approximately 600 students aged 11 – 18 years. The Head is both a member of HMC and GSA. It was founded in 1725 and is now on an attractive 12 acre site situated on the outskirts of Chertsey, a two minute walk from the railway station and very near to the junction of the M3 and M25.

The School has excellent facilities, having benefited from an extensive and ongoing building and refurbishment programme including a new staff room and kitchen and refurbished staff work room in autumn 2017. New Sixth Form centre, Drama Studio and Careers centre which opened in summer 2016 and a building walk through is available at <https://www.youtube.com/watch?v=PQJ-ZtNAzdo>. Entrance to the School is by competitive examination and the School values its excellent academic reputation. The students are highly motivated and eager to learn. Significant emphasis is also placed on the broad and balanced curriculum, the wide-ranging co-curricular activities and the caring and supportive environment.

The ISI regulatory compliance inspection in September 2016 recorded that all eight parts of the standard were met and our report in the Good Schools Guide 2016 describes our "Excellent Results achieved with a big dollop of humour, humanity and freedom of thought".

The November 2010 Inspection report said of the School community: "The quality of the pupils' personal development is excellent. This is central to the School's aims and is reflected in the happy, caring, respectful relationships and strong sense of community awareness that are prevalent throughout the school." They also commented that, "Teachers possess strong subject knowledge and they have high expectations for pupils' success. Praise and encouragement are used effectively and this adds to pupils' enjoyment" as well as declaring, "Pupils demonstrate excellent social awareness and they grow up to be poised, confident and articulate young women".

Further information about the School and our most recent inspection report can be accessed at www.swps.org.uk



Atrium opened Summer 2016



Aims of the School

Our shared vision is:

Sir William Perkins's School builds confidence, integrity and excellence in a caring, innovative and happy community so that each student leaves having been given the best possible chance of achieving their full potential, taking with them sound values, a breadth of skills and knowledge, and ready to take on the world!

Academic success is our priority but education should be about far more than just top grades. We believe in educating the whole person and equipping our students to make their mark on the world. We encourage them to get involved in the many co-curricular activities on offer, to take every opportunity to develop their interests and creativity, their interpersonal, teamwork and leadership skills, to be forward-thinking, and to reach into the wider community.

Aims of the School

The purpose of the school is to provide an excellent all round education for its students.

The aims are:

To maintain high academic standards.

To encourage the enjoyment of learning and good habits of work.

To help each student

- to develop fully as an individual
- to cultivate creative and practical skills
- to gain the qualifications they need to embark on their chosen career
- to grow in confidence
- to think independently
- to be a responsible, unselfish member of the community

Why work at Sir William Perkins's School?

The staff are thoroughly professional, highly qualified and knowledgeable, enthusiastic and passionate about their own subjects, as well as understanding the importance of the breadth of the educational experience that we provide.

The school is characterised by a warm and welcoming atmosphere and mutually supportive approach. Expectations of staff are high but equally, personal workloads are carefully considered by the Senior Leadership Team. There are plenty of opportunities for further appropriate professional development and a generous inset budget. All staff are equally valued for their part in the overall success of the school and there is a strong sense of fun and humour.

The governors are keen to ensure that staff remuneration is competitive and are continually reviewing the package to ensure that SWPS can attract and retain outstanding teachers.

Teaching Training Programme

Training and induction takes place 'on the job' in a two year salaried position. You will be in the classroom teaching a reduced timetable (between 70% and 80%). This timetable reduction gives time for preparing lessons, continuing professional development, study towards the Postgraduate Certificate in Education (PGCE) and other induction and mentoring. You will teach your specialist subject, and will be encouraged to take part in the co-curricular activities that are so important to School life, enabling you to be part of the School community throughout your training period.

You will receive extensive and continuous support from colleagues, from in-School mentors, and current and past trainees on the Teacher Training programme, and you will broaden your experience through placements at selected Schools within the maintained sector. You will also be offered a variety of training and networking opportunities as part of our School CPD programme alongside our former Trainees and other NQTs.

We will place trainees onto the PGCE (with QTS) course, provided by the University of Buckingham, and trainees will complete their PGCE within the first year of the Teacher Training programme, gaining Qualified Teacher Status. PGCE study will be a combination of distance learning, written assignments, teaching practice, lesson observations and face to face training and development events. These will be supported by a PGCE Tutor from the university, a School subject mentor and the School's Senior Teacher. We will pay for the PGCE, statutory induction and other CPD and you will not be required to contribute to these costs directly. The starting salary will reflect your status as an unqualified member of staff undergoing intensive training.

During the second year of the programme, you will continue to be supported through statutory induction via ISTip as well as participating in a range of further training and professional development opportunities.

Appointment is conditional upon successful completion of the DfE skills tests and also upon acceptance onto the PGCE (with QTS) course at the University of Buckingham.

For more information on training to be a teacher in the independent sector is available through the Independent Schools Council <http://www.iscteachertraining.co.uk/> and Headmasters Conference (HMC) <https://www.hmcteachertraining.org.uk/>



Trainee Teacher Testimonial

The School has two trainee teachers in year one in English and Biology. There is one NQT teacher in Geography (who completed teacher training in year one). There are also a number of teachers who completed their NQT last year.

The School has produced a YouTube video which is available at <https://www.youtube.com/watch?v=DWRM0rmvcTo>

To help you to decide whether to make an application to join us we asked them for their feedback as to why they picked Sir William Perkins's School.

Mr Oliver Greenhill was a pupil at King's School Worcester and has a BEng from University of Bath in Civil Engineering. He decided to train as a Mathematics teacher after a successful career in project management consultancy.

What were your reasons for becoming a teacher?

It was something that I always wanted to do. I was looking for a job which gave me an opportunity to influence positively young people and inspire them to enjoy maths and maybe pursue it further.

What attracted you to Sir William Perkins's School?

Friendly atmosphere of everyone I met during the recruitment process both staff and students. The School was clearly invested in the training programme and want to see it succeed. All the contact I had was positive and enthusiastic and since joining this has not changed, I share many of the values which the School has.

What were your reasons for choosing Sir William Perkins's School over other Schools?

I liked the Head's attitude and having other people doing the course at the same time was a positive. They made it clear that "we want to train you because we want you to be a good teacher and be part of the School community." Finally, there was a good financial offer.

What support do you receive as an Trainee Teacher?

There is extensive support from department and School (weekly meetings with mentors), support network from other trainees, regular residential training courses with University of Buckingham, support from University tutor and weekly observations and feedback from a department mentor.

Why do you think a candidate would choose Sir William Perkins's School for Teacher Training?

It is a friendly and supportive environment and a positive environment to learn the trade of 'teaching'.

There will be an opportunities to meet and talk to all staff who have been through the teacher training programme as part of the application and recruitment process.

The Position

We are looking for an enthusiastic, well-qualified graduate who is passionate about Science to assist in the further development of our thriving and vibrant Physics department in a permanent, full-time role from September 2019 to teach throughout the School. The requirements of the PGCE mean that the successful candidate must decide whether to undertake their PGCE in Physics or across all three Sciences. The School also has the flexibility to offer this as an NQT position or to a Physics or Engineering graduate with a good honours degree who wishes to train as a teacher. The School can provide all the associated support from the Senior Teacher and a department mentor. There is also an opportunity to link with other related curriculum subjects such as Mathematics.

The Chemistry, Physics and Biology Departments work closely together, and are taught as three separate subjects all through the School. They each have three or four teachers, and there are two technicians plus an assistant who work with all three departments. Each department has well-equipped laboratories plus two Sixth Form science laboratories. Students start IGCSE Chemistry, Physics and Biology in Year 9, heading towards three Edexcel IGCSE science qualifications. In the Sixth Form, students study the AQA Physics and Edexcel Chemistry specifications. The school has an excellent reputation for Science and a large proportion choose to study Science in the Sixth Form and at University, including Oxbridge.

In summer 2018, 75% of the Physics A level grades were at A*-A grade and 82% of Physics GCSE grades were at A*-A grade.

In Biology and Chemistry in summer 2018, 71% of Biology A level grades were A*-B grades and in Chemistry were 78% A*-A. In the GCSE cohort 86% Biology students achieved an A*-A grade and in Chemistry 85% students were marked A*-A.

Students follow directed courses with numerous enrichment opportunities, including the opportunity to take part in the school Science Fair, Engineering Schemes and the British Physics Olympiad. These allow for the development of independent learning and many cross curricular thinking skills. Students are given the opportunity to do an Extended Project in addition to their A level courses, with many interesting scientific topics amongst those chosen. The department is committed to the development of all students, allowing them to reach their potential.

Sir William Perkins's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful applicant will be expected to complete an enhanced DBS disclosure.

Teacher of Physics – Person Specification

Qualifications and Experience

- A well-qualified graduate with a good honours degree.

Knowledge, skills and abilities

- Ability to inspire and motivate students
- Ability to relate effectively and to earn the confidence of colleagues, students and parents/carers
- Excellent organisational and time management skills and willingness to embrace the School's Digital Strategy
- Ability to use strategies that effectively support the School's policies and procedures, e.g. on safeguarding, health & safety, rewards and discipline, monitoring and tracking, etc.

Personal

- Commitment to the aims, ethos and objectives of the department and the School
- Professional and with integrity
- Passion for the subject
- Good communicator
- Keen interest in all aspects of School life and happy to get involved
- Enjoyment of new challenges and experiences
- Adaptable and Reflective
- Kind and with a good sense of humour

Teacher of Physics - Job Description

Accountable to: Head of Department (who reports to Second Deputy Head, Academic)
Supported by: Senior Teacher (Lead for Teacher Training at the School)

This is not necessarily a comprehensive definition. It may be subject to modification or amendment after consultation with the holder of the post. All full time members of staff are expected to be form tutors.

- Form good teacher - learner relationships that promote enjoyment of the subject and are in line with the aims, policies and development plans of the school
- Keep up to date with curriculum developments and implementing changes as appropriate
- Review and share teaching methods and resources and adapting them to the needs of the students
- Attend parents evenings, open evenings, entrance exam morning, occasional weekend and other functions as appropriate
- Use ICT where appropriate in both teaching and administration
- Be familiar with the Staff and Department handbooks and support all the School's policies
- Keep accurate records of student's progress, monitoring and recording attainment in accordance with departmental and school policies
- Use data to monitor and track student progress
- Advise the Head of Department and Tutor where there is cause for concern about the progress of an individual student and assist in the preparation of documentation for parents if required
- Help to develop new teaching resources for use in the department
- Help to provide displays in the department rooms and other areas of the school as appropriate
- Be a Tutor under the direction of the Head of Year, taking frontline responsibility for the academic and pastoral welfare and progress of the students in their form
- Be involved in the wider life of the school, supporting and initiating co-curricular activities in the department and the school
- Ensure that relevant aspects of the school's Health & Safety policy are implemented
- Undertake any reasonable task as directed by the Head of Department, Head of Year or Senior Leadership Team member
- Strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures
- Be committed to the safeguarding of children and young people

Salary and Benefits

We are a friendly, exciting and supportive place to work and we hope that you will want to join us. The school offers an attractive range of benefits as outlined below:

- Competitive Salary which recognises the qualifications, skills and experience of the candidate. The School has its own salary scale.
- Teachers' Pension Scheme for teaching staff and membership of group personal pension scheme (with life assurance) for non-teaching staff.
- Learning and development opportunities including financial support for postgraduate study
- 174 Teaching Days plus 4 INSET days per year.
- Defined process to apply for teaching salary thresholds.
- Initial teaching training through University of Buckingham and NQT induction programme both include reduced timetable and weekly mentor support
- New Staff Room and kitchen and fully refurbished staff workroom for Autumn 2017
- Free lunches, tea and coffee and car parking on site
- Enhanced sickness and family friendly policies
- Free use of School Gym at specified times
- On site Fitness sessions for a small fee.
- Strong tradition of on-going financial investment and development
- Opportunities to travel the world through domestic and international trips and tours.
- Library facilities open to all
- Offers scholarships and bursaries as a registered charity from our own school fund
- Christmas closure
- Staff Social Committee
- Warm welcome and an excellent staff room



New Staff Room and Kitchen Autumn 2017



Refurbished Staff Workroom Autumn 2017

Application

Applications should be addressed to the Head, Mr C C Muller and are made by applying through the School's website at <https://swps.careers.eteach.com/>

If you have any questions or would like to arrange to tour the School before making an application then please email Mrs H Wood, HR Manager at recruitment@swps.org.uk,

Applications will be considered on arrival and the School reserves the right to interview and appoint before the closing date. **The closing date for applications is Wednesday 28 November 2018 at 1pm.**

Location

Full Details are available at <http://www.swps.org.uk/Location>

By Road

The school is conveniently situated on the A320 between Staines and Woking, with easy road access and Junction 11 of the M25 is within a few minutes' drive of the school.

By Rail

Chertsey Train Station is a five minute walk away from the school.



Sir William Perkins's School Boat Club opened Spring 2016