

TEACHER OF PHYSICS

JOB PROFILE

September 2018

THE COLLEGE: Lord Wandsworth College (LWC) is one of the country's leading co-educational boarding and day schools and is currently growing towards 650 pupils aged 11-18 years. Set within 1,200 acres of its own farmland on the North Hampshire/Surrey border, LWC offers a rich education designed to allow its pupils to flourish in a rapidly changing and challenging 21st century world. A pioneering character education programme overarches the excellent academic, co-curricular and pastoral provision, through which countless opportunities are created for pupils to develop the qualities and attitude of mind needed to lead successful and fulfilled lives now and in the future. The College was founded a century ago to provide an education for children who had lost one or both parents and their time was spent in the College and working on the College farm which was, and remains, an integral part of the LWC landscape. After the Second World War, fee-payers were admitted as the agricultural side of the College changed. The Lord Wandsworth Foundation is central to the ethos of the College, and it continues to support about fifty children. These Foundationers, although not identified in any way in the College, add a stimulating dimension to the College's make-up.

The College had an ISI Inspection in 2017 the report may be read at www.isi.net

OVERVIEW OF THE COLLEGE: The College is a boarding and day College with six full days' teaching and activities a week. Pupils have lessons from Monday to Friday but have a varied programme of non-compulsory intellectually enriching co-curricular activities on Saturdays. The College is divided into one junior and seven senior houses. The majority of the pupils return home on a Saturday after games and return on a Sunday evening or Monday morning. Sixty or so full boarders remain over the weekend.

The College had an ISI Inspection in 2015 and Boarding Inspection in 2012. The report may be read at www.isi.net

TEACHING AT LWC: Teaching at LWC requires that members of the academic staff be willing to contribute fully to the life of the College. This includes tutoring, co-curricular involvement, boarding house duties, cover duties and attending parents' evenings for the year groups taught. Liaison with parents is included in the sphere of the teacher's responsibilities. Part-time staff will be required to take on similar additional tasks in proportion to their teaching load. They will be required to attend all parents' evening of year groups they teach.

THE ROLE AND PURPOSE: You will be expected to carry out the professional duties of a teacher as circumstances may require and in accordance with the College's policies under the direction of the Headmaster. The successful applicant will join a department of [4]. Physics is popular at Lord Wandsworth College and maintains a strong position on the curriculum. Results are good at both GCSE and A level.

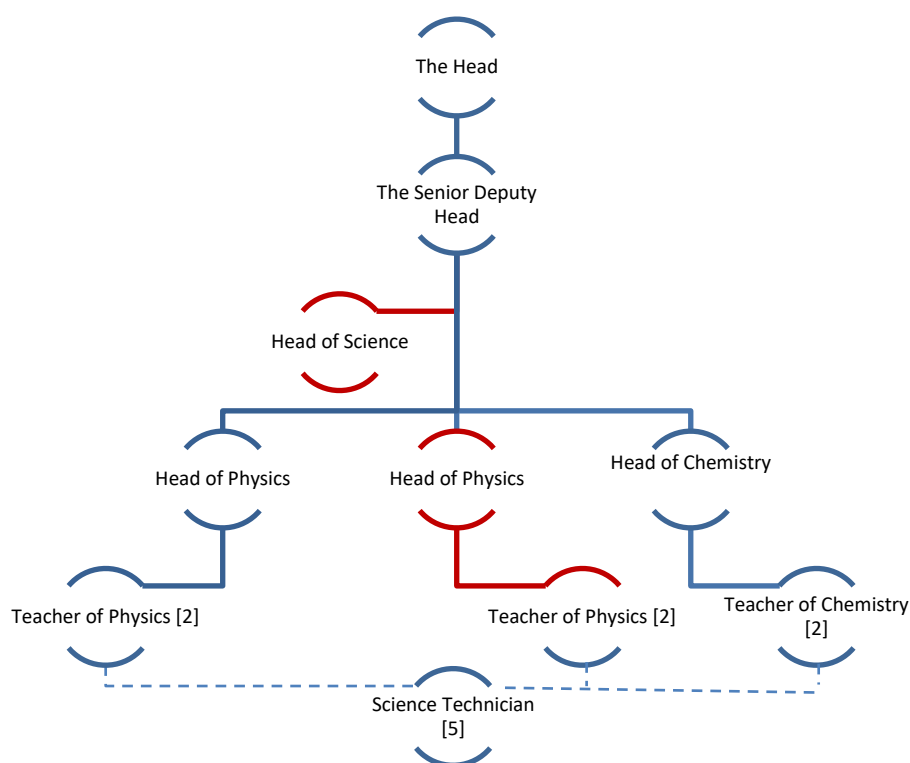
PERSON SPECIFICATION AND QUALIFICATIONS: We are seeking to appoint a full-time teacher who is able to offer Physics to GCSE and A level. An ability to teach Junior Science to Year 7 and Year 8 would be desirable.

PERSON SPECIFICATION - TEACHER OF PHYSICS		
	Essential	Desirable
Qualifications		
Qualified Teacher Status (QTS)		✓
Good honours degree	✓	
Evidence of commitment to continuing professional development	✓	
Experience		
Evidence of raising student achievement	✓	
Awareness of current developments in education training	✓	
Strong track record of positive value added teaching in all Key Stages	✓	
Strong track record of high success rate		✓
Experience of undertaking Form Tutor role	✓	
Experience of boarding school background		✓
Skills and abilities		
Ability to demonstrate excellent teaching practice against the current Teaching Standards, teaching Physics to A level	✓	
Demonstrate awareness of and ability to develop outstanding practice in teaching techniques	✓	
Demonstrate an ability to work as part of a team in a successful department	✓	
Ability to devise strategies to ensure aspirational pupil achievement	✓	
Evidence of effectively using assessment data to inform teaching and learning in your classroom	✓	
Demonstrate high level of skill in giving effective and regular feedback to pupils on academic progress	✓	
Ability to prepare 6th form pupils for Oxbridge	✓	
Ability to be an energetic and supportive form tutor	✓	
ability to develop and sustain effective rapport with students and collegiate relationships with colleagues	✓	
Ability to manage and develop good relationships with parents, encouraging involvement.	✓	
Personal qualities		
Possess personal warmth and be able to gain the confidence of pupils and parents to create a safe environment for pupils' development.	✓	
The ability to communicate effectively (verbally and in writing) with all members of the College community.	✓	

Excellent organisational skills, ability to work under pressure and meet deadlines.	✓	
Commitment to the visions and values of LWC ethos	✓	
Commitment to participation in Co-curricular programme	✓	
Demonstrable commitment to treating others fairly, equitably and with dignity and respect.	✓	
To promote the safety and well-being of all pupils in teaching style.	✓	
Commitment to the College's safeguarding policies and procedures	✓	
Demonstrate an understanding of Safeguarding responsibilities	✓	
Demonstrate an understanding good practise procedure in H&S at work responsibilities in our duty of care of pupils and colleagues	✓	
Commitment to the College's Staff Handbook	✓	



REPORTING STRUCTURE: Teacher of Physics; Head of Physics; Head of Science; The Senior Deputy Head; The Head



The Science Department

THE DEPARTMENT: The science department at Lord Wandsworth College is organised into the three separate sciences each with its own head of department. The Head of Science co-ordinates the work of the science department as a whole. There are four full time biologists, four chemists and three physicists. In addition, two other full time members of staff teach across the sciences. The department is well-supported by a team of dedicated and experienced technicians.

Each department is responsible for the courses they run and operate independently on subject specific courses. The Physics department delivers AQA GCSE and OCR Physics (A) A level specifications. Pupils are free to choose between three separate sciences or two sciences (combined science: trilogy) to GCSE (typical class sizes at GCSE are 16-18). Large numbers take all three as separate sciences (typically 60% of the year group) and results are very good. Science is strong within the sixth form and large numbers take at least one science at A level. Currently there are two L6th A-level Physics classes and two U6th A-level classes (typical class size in the 6th Form is 10-12). In Years 7 & 8, science is taught as an integrated course normally by one teacher on 5 periods per week. In Year 9, each science discipline has 2 periods allocated to it and the course is delivered by a specialist.

Each science department has its own suite of laboratories, resource areas and prep rooms. Each laboratory is equipped with wireless internet access and a data projector. There is also a full set of Science Department laptops, which are available for class use. The department encourages an experimental approach with an emphasis on self-discovery of key science ideas. Physics learning is encouraged outside the classroom with trips to Cern, the Rutherford Appleton Laboratory and other science museums.

- **GCSE:** Currently we typically have four separate science and three combined science Physics sets in both Year [11] and Year [10]. The course follows the AQA GCSE specification.
- **A LEVEL:** We usually have a high number of pupils choosing Physics A Level. We follow the OCR A specification for Physics.

KEY RESPONSIBILITIES:

1. Planning, Teaching and Class Management

Teach allocated pupils by planning your teaching to achieve progression of learning through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed;
- Setting tasks which challenge pupils and ensure high levels of interest;
- Setting appropriate and demanding expectations;
- Setting clear targets, building on prior attainment;
- Being aware of and making provision for all pupils with individual learning support needs;
- Being aware of and making provision for all EAL pupils;
- Being aware that all pupils need to be stretched and challenged;
- Providing clear structures for lessons, maintaining pace, motivation and challenge;
- Making effective use of assessment and ensuring coverage of programmes of study;
- Maintaining discipline in accordance with the College's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and PREP;
- Using a variety of teaching methods to:
 - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;
 - Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;
 - Select appropriate learning resources and develop study skills through library, ICT and other sources;
- Ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- Evaluating your own teaching critically to improve effectiveness;
- Liaising with your Head of Department to ensure the implementation of department policy and best practice.

2. Monitoring, Assessment, Recording, Reporting

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- Mark and monitor pupils' work and set targets for progress in line with the College's Marking and Assessment policy and the departmental policy;
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;
- Undertake assessment of pupils as requested by examination bodies, departmental and school procedures;
- Offer informative and formative feedback to parents at parents' evenings;
- Undertake assessment of pupils in line with departmental and College procedures, and adhere to the College's systems for reporting to parents.

3. Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities;
- Operate at all times within the stated policies and practices of the school;
- Know subject(s) or specialism(s) to enable effective teaching;
- Take account of wider curriculum developments;
- Establish effective working relationships and set a good example through your presentation and personal and professional conduct;
- Endeavour to give every child the opportunity to reach their potential and meet high expectations;
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, department and pupils;

- Take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, and events with partner schools;
- Take responsibility for your own professional development and duties in relation to College policies and practices;
- Liaise effectively with parents and governors.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition it may be amended at any time after consultation with you

CO-CURRICULAR ACTIVITIES: The successful applicant will be expected to be fully involved in co-curricular activities. For example, the ability to coach games and/or offer expertise or enthusiasm within the co-curriculum would be an advantage.

Other duties:

All full-time teachers are expected to:

- Have a tutor group
- Do one evening duty in a boarding house each week
- Contribute to co-curricular programme, including on Saturdays (approximately 2 - 3 sessions per week minimum)
- Carry out other rota duties (tea, lunch, Sunday boarder trips etc.)
- Carry out other tasks reasonably required by the Headmaster



OUTLINE OF MAIN TERMS, CONDITIONS & BENEFITS

PAY: Competitive pay scale, in line with the LWC teaching payscale and dependent on experience.

HOURS: Full time, academic 20 x 50 minute lessons per week, Monday to Friday including a rota of weekend co-curricular activities and boarding duties. However, your hours are not fixed and will vary in accordance with your teaching and other duties. Those hours and duties are reflected in your remuneration.

In particular, you may be required to work for short periods before the beginning and after the end of any term and to attend training courses and/or seminars during the College holidays.

HOLIDAY ENTITLEMENT: Subject to working those hours required before and at the end of your paid holiday entitlement comprises the normal College holidays.

PROBATIONARY PERIOD: A contractual 12-month probationary period will operate; regular monthly reviews will take place throughout the probationary period with your direct line manager, with final review prior to 12-month. After successful completion of the given probationary period, an annual appraisal will take place.

BENEFITS & PENSION: Benefits associated with the position include death in service cover. You may be eligible after three months service to our Group Medical Insurance Scheme and College's contributory Group Personal Pension Scheme; premiums of both schemes are paid by the individual. Use of the College sports facilities. Lunches are provided in the Common room during term time only.

HEALTH AND SAFETY: All members of staff must comply with Health and Safety legislation and policies and Equal Opportunities policies.

CHILD PROTECTION: Schoolchild protection procedures must be adhered to. All staff are required to attend a Child Protection course run in-house during their induction period, which covers confidentiality aspects of working as a team.

DISCLOSURE AND BARRING CHECK (DBS): All new employees at Lord Wandsworth College can only be employed once a Criminal Background Check and Children's Barred List check has been carried out by the DBS, and satisfactory references have been obtained.

DATA PROTECTION ACT: All members of staff are bound by the requirements of the Data Protection Act 1998 and its successors, and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal. As such, you will be expected to comply with statutory Data Protection and implement good practice in data handling processes.

DISCIPLINARY AND GRIEVANCE PROCESS: The College complies with the ACAS statutory Code of Practice on discipline and grievance, providing practical guidance to employees, their representatives and the line manager and sets out principles for handling disciplinary and grievance situations in the workplace.

EMPLOYMENT POLICIES: For further information on all College policies including the Disciplinary and Grievance process, please access the VLE/Resources/Staff/Policies on the following link: <http://vle.lordwandsworth.org/policies>

RESPONSIBILITY FOR OWN CONTINUING EDUCATION/TRAINING: All employees have the responsibility to take part in any appropriate in-house or off-site courses or training that are deemed necessary for performance of the role.

INDUCTION: The school follows an established induction programme for all new staff comprising mandatory training for those working in education. Appropriate training is mandatory.

FURTHER INFORMATION: Any further employment or application questions should be directed to the HR Assistant on 01256 860296 or timminsg@lordwandsworth.org Alternatively, please contact the HR Advisor on 01256 860217 or patemanj@lordwandsworth.org

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified, especially in the context of our progressive and developing College environment.

AJW
January 2018

Please sign below to confirm that you have read and accepted the role as defined above. I acknowledge of this receipt of this document. I am aware a signed copy will be kept with my records of employment.

Employee signature:		Date:	
Print name:			

