



# The Gryphon School

## **TEACHER OF CHEMISTRY EASTER 2017 OR SEPTEMBER 2017**



The Gryphon School  
Bristol Road  
Sherborne  
Dorset  
DT9 4EQ



# The Gryphon School

## **TEACHER OF CHEMISTRY RECRUITMENT INFORMATION PACK**

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November 2016

Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Chemistry at The Gryphon School. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us as does the accompanying document, 'Additional Information for Applicants'.

The Gryphon is a heavily oversubscribed 11-18 school, which is successful in gaining high results for its students at both GCSE and A-level. The large Sixth Form of 430 students is exceptional. Its students have an excellent record of success in gaining university entrance, including to Oxbridge and the Russell Group, and in the most challenging courses. We are a very proud school which attracts students from around North and West Dorset as well as South Somerset.

This is a permanent, full-time post commencing at either Easter 2017 or 1 September 2017 in a wonderful school. We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Science. This is a wonderful opportunity to join a large, successful and dedicated team of specialists who work hard to enthuse our students, instil high standards, and provide them with the opportunity to fulfil their potential. Large numbers take A level courses in Physics, Chemistry and Biology, as well as AGQ Science course in Year 12. We offer separate GCSEs in Biology, Chemistry and Physics and also Combined Science at KS4.

The successful candidate will:

- have a real passion for Science and in particular, Chemistry
- have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- have the ability to embrace and contribute to the vision of the Department and school
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the School
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision. In a recent national publication, The Real Schools Guide 2016, it was rated as one of only two schools in Dorset to receive a 5 star rating based on attainment, teaching, attendance and outcomes. The Good Schools Guide concludes that we are a 'Super much sought-after school at the very centre of its community taking on the Sherborne independents. Truly a model of comprehensive education at its best – a place for all comers, which children and parents set their heart on, so it bulges at the seams'.

Sherborne was named, in March 2014, by The Sunday Times as one of the best places to live in Britain, being described as 'one of the most drop-dead-gorgeous towns in the country' and having the feel of 'a small cathedral city'. This is boosted, it says, by the quality of its schools, both private and public. Later

that month, The Times named it as one of the best places to live in the countryside. As well as being a beautiful rural country town, it has easy road and rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast and countryside. It is a great area in which to live, offering something for everyone.

We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. Students consistently have very good attitudes to learning. They behave extremely courteously to one another, to teachers and other adults and work well whether collaborating in groups taking part in whole-class activities or on their own.' Ofsted 2014. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others. We are a comprehensive school serving a diverse community. The high quality support staff also make a real difference.

The successful applicant will join a school that, in November 2010, was judged by OFSTED to be an outstanding school. In January 2014, the School was inspected again and many of the key aspects of the School were recognised as truly outstanding. These included:

- overall attainment which was judged to be very high and significantly improved since the last Inspection
- The proportion of students achieving A\* or A grades at GCSE is well above national averages
- Students are exceptionally well behaved and feel very safe
- The School's promotion of students' spiritual, moral, social and cultural development is excellent
- The curriculum, advice and guidance leads to high levels of achievement and excellent behaviour
- There is a strong ethos of striving for excellence, coupled with a concern for every individual
- The governors are exceptionally committed to help the School improve further
- Students have numerous opportunities to participate in extra-curricular activities
- Students behave extremely courteously to one another, to teachers and other adults
- The Sixth Form is outstanding – achievement has risen rapidly

Since then the School has improved further. In 2016, the GCSE results were, once again, excellent against a national backdrop of tougher exams and significantly lower pass rates in many subjects. The proportion of students gaining 5 or more A\*-C grades including English and Maths was 70%, with almost a quarter of grades being at A\* or A level. The A\*-C rate in Drama was 82%, with 33% achieving an A\*-A grade. The A\*-C pass rate in Mathematics has been the highest in Dorset for the last 2 years at 82% and this was achieved for a third consecutive year, comparing to 61% nationally. The pass rate in English increased to 78% compared to 60% nationally. The results in the traditional subjects including Drama were very strong. At A level, there was a pass rate of 99.6%, with 79% of students achieving A\*-C grades and 27% gaining an A\* or A grade. Both academic and vocational result were equally impressive and students taking the EPQ (Extended Project Qualification) achieved fantastic results of 65% at A\*-A grade.

In summary, there is a great sense of pride in what we collectively achieve, but we will accept the challenge for achievement to be even higher. Our special culture and ethos focuses on high achievement, for students to achieve the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all respects.

Of course, education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of

what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the greater community.

We are looking for someone with high expectations, a love of their subject, able to inspire and also laugh and enjoy the challenges of this role. You need to be a team player, you will go the extra mile to support students and want to continually develop and pick up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We also have a great record for supporting and developing NQTs, staff and leaders through our own training and links with NCSL providers. Digital learning is important at The Gryphon School including the use of mobile technology including laptops.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

A handwritten signature in purple ink, appearing to read 'SM Hillier'.

Mr S M Hillier  
Headteacher



Bristol Road, Sherborne, Dorset DT9 4EQ  
Tel: 01935 813122  
e-mail: [office@gryphon.dorset.sch.uk](mailto:office@gryphon.dorset.sch.uk)  
Website: [www.gryphon.dorset.sch.uk](http://www.gryphon.dorset.sch.uk)

## THE APPLICATION PROCESS

We look forward to receiving your application by **Thursday 1 December 2016**. It is hoped that the interviews will take place as soon as possible after the closing date. You are asked to provide the following:

- A completed Gryphon application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned either by post, marked 'Confidential' to Jan Jackson, PA to Headteacher/HR Team, The Gryphon School, Bristol Road, Sherborne, Dorset DT9 4EQ or by email to her at: [office@gryphon.dorset.sch.uk](mailto:office@gryphon.dorset.sch.uk)

Should you wish to arrange a visit to view the School, please do not hesitate to contact Jan who will also be happy to arrange this.

The Gryphon School has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

The Gryphon School is committed to equal opportunities and positively encourages applications from all sections of the community.





# The Gryphon School

November 2016

## TEACHER OF CHEMISTRY

### Teaching

We are offering the successful candidate the opportunity...

- To teach Chemistry up to A level and Oxbridge entrance.
- To help deliver Level 3 AGQ Science.
- To build upon, strengthen and develop innovative strategies for teaching and learning in Science.
- Continued professional development in a supportive and experienced environment, with great team spirit and mutual respect.
  - To help prepare students for Oxbridge.



### Standards

- The results in Science are strong.
- The GCSE results in 2016 were 68 % A\*-C in Additional Science and 58% in Core Science. The results for the individual subjects were: Biology 98% A\*-A, Chemistry 52% A\*-A and Physics 54% A\*-A. Our results for the last four years have been above the national average.
- The A level results in 2016 were:
  - 68% A\*-C in Biology, with 100% A\*-E (averaging B-)
  - 53% A\*-C in Chemistry, with 100% A\*-E (averaging B-)
  - 81% A\*-C in Physics, with 100% A\*-E (averaging B-)
- The uptake of the Sciences to A level continues to be strong.
  - The Department is characterised by a desire to look for new opportunities and ideas to enhance teaching and learning, sharing good practice and building a great team.



### Team resources

- We have a suite of 11 laboratories, with bright and open rooms surrounding a dedicated foyer.
- Each room is equipped with Promethean Whiteboard and Projector and supported by Active teach software for KS3 and KS4.
- We have a large resource base of both software and more traditional paper based.
- A large prep room and ample storage space.



## The Curriculum

- Pupils in Years 7 and 8 are taught in mixed ability classes. In Year 9, there are faster paced groups aimed at ultimately taking single sciences at GCSE, with the remainder taught in mixed ability groups, who will follow the Combined Science GCSE course. In Years 7 and 8 students follow a Gryphon scheme based upon the Exploring Science – How Science Works materials, but with a greater emphasis on literacy skills. This course is designed to be completed by Christmas in Year 9.
- GCSE Science currently follows the EdExcel syllabus. In terms of entries, around 40% of the cohort takes separate GCSEs in each of Biology, Chemistry and Physics and 60% do Combined Science.

## Sixth Form

- The A level subjects follow different exam boards, with Biology and Chemistry following the OCR specification and Physics following AQA specification.
- We also offer the AGQ Science course. The uptake of the Sciences to A level continues to be strong, with Biology attracting approximately 70 students in Year 12, Chemistry and Physics around 40 students.
- Many of our students are attracted from external schools by the reputation of The Gryphon School.

## The Science Team

- 16 teachers all of whom are Science specialists.
- The Science Leadership Team comprises Lee Moore, Leader of Biology, Martin Gunn, Leader of Chemistry and Clark Davies, Leader of Physics, all on TLR2.2 and Fiona Guest on TLR2.1.
- There are 3 dedicated Science Technicians.
- There is a Science-specialist Teaching Assistant.

The person appointed to this position will be an excellent teacher, able to enthuse students and demonstrate a real passion for Science.

The Gryphon School is committed to safeguarding and promoting the welfare of children and young people and values the diversity of our workforce and welcomes applications from all sections of the community. Successful candidates will be subject to an enhanced Criminal Records Bureau check.

The Gryphon School is committed to equal opportunities and positively encourages applications from all sections of the community.

The Gryphon School operates a no-smoking policy, and smoking, therefore, is not allowed on any part of the school site.

**If you would like to discuss the post further or would like to arrange a visit, please do not hesitate to contact Tim Ovenden, Deputy Head and LT Science link on 01935 810107 or [tim.ovenden@gryphon.dorset.sch.uk](mailto:tim.ovenden@gryphon.dorset.sch.uk)**





# **The Gryphon School Person Specification**

## **Teacher of Chemistry**

### **Inter-personal attributes**

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

### **Communication and Interaction**

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

### **Planning and Organising**

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

### **Knowledge**

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

### **Leadership Skills**

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

### **Problem Solving**

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

### **Resilience**

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mind-set

### **Self-evaluation**

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.



# The Gryphon School

## **The Gryphon School – Support for Staff – What we provide.....**

### **High Quality Professional Development**

- INSET Programme with national speakers eg Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2<sup>nd</sup> year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

### **Support for Teaching**

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

### **Links with other schools**

The Gryphon is outward looking and a lead members of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.
- Since 2014-15 we have been part of the national PiXL group
- Member of the Jurassic Coast Teaching School Alliance

### **Health and well-being**

- Access to The Gryphon Sports Centre including brand new fitness suite
- Our own specialist HR Manager and team
- Membership of Carefirst providing free welfare counselling, free Occupational Health consultations
- Free Mindfulness sessions, aimed at improving mental wellbeing by enhancing good feelings about life and oneself
- Support from the School Chaplain

### **Supporting families**

- The Little Gryphons Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis

- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

#### **Practicalities – little extra touches**

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Generous food allowance whenever on duty (£4.00 per day)
- Generous business travel allowance
- Free on-site parking

#### **Strong Staff Community**

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Staff voice events
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc



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## **TEACHER OF CHEMISTRY**

**Start Date: EASTER OR SEPTEMBER 2017**

**Closing Date: THURSDAY 1 DECEMBER 2016**

**Interviews:** It is hoped to hold the interviews as soon as possible after the closing date

**Salary:** Teachers' Pay Scales/TLR2.2 OR TLR2.3

**Contact Details:** School Office on 01935 813122, website on [www.gryphon.dorset.sch.uk](http://www.gryphon.dorset.sch.uk) or e-mail [office@gryphon.dorset.sch.uk](mailto:office@gryphon.dorset.sch.uk)

Situated in a beautiful area of North Dorset, with easy road access to London, Bath, Bristol, Exeter and the glorious Dorset coast, The Gryphon School is a highly over-subscribed 11-18, inclusive, Church of England school that welcomes those of all faiths and of none. Our students come first and we encourage every student to strive for the highest possible levels of academic achievement alongside developing the personal attributes and qualities to thrive and make a positive contribution throughout life. We also pride ourselves on our support and care for everyone and each other.

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Chemistry. This is a wonderful opportunity to join a large, successful and dedicated team of specialists who work hard to enthuse our students, instil high standards and provide them with the opportunity to fulfil their potential. Large numbers take A level courses in Physics, Chemistry and Biology as well as AGQ Science. We offer Combined Science, Biology, Chemistry and Physics GCSE at KS4.

The successful candidate will:

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The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision. You will find Sherborne to be a centre for educational excellence as well as a beautiful rural country town. We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and England.

Teaching is often outstanding. Teachers make lessons stimulating and practical. They have excellent subject knowledge. The Good Schools Guide described pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others. We are a comprehensive school serving a diverse community. The high quality support staff make a real difference.

Our special culture and ethos focuses on high achievement both personally and academically which comes from the tremendous work of all our staff and the great achievements of our students.

The Gryphon School has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS.

The Gryphon School values the diversity of our workforce and welcomes applications from all sectors of the community.

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