

Oakham
of Science

TEACHER OF PHYSICS CANDIDATE INFORMATION



OUR PURPOSE AND VALUES

We provide exceptional, contemporary co-education with a global outlook and offer experiences to learn in a caring and inspiring boarding and day community.

Our four core values of Care, Courage, Contribution and Connection represent qualities that we wish to inspire and instil in our pupils and are also values that we want our staff to embody, so that we lead by example.

CARE

We care for the pupils, and we also show care for ourselves and our colleagues. We take great pride and care in our work.

COURAGE

We are honest, we act with integrity, and always have the best interests of the pupils at heart.

CONTRIBUTION

We do our job to the best of our ability, and if a job needs doing, we will volunteer to get it done.

CONNECTION

We work collaboratively with one another and in partnership with parents and guardians.





OUR STRATEGIC OBJECTIVES

Educational Excellence

To deliver an innovative, ambitious and challenging education fit for the 21st Century by fostering a love of learning through a broad, balanced and connected curriculum underpinned by our core values.

Exceptional Care

To place outstanding pastoral care at the heart of all we do, ensuring that Oakham School is a caring and courageous community and a great place to live, learn and work.

Partnership and Philanthropy

To contribute and bring benefit to our wider community by sharing our ideas, experience and facilities. To increase our bursary provision so that more children can enjoy and benefit from an Oakham education.

Collaborative Communication

To communicate internally and externally in an open, authentic and dynamic manner that seeks to make meaningful and long-lasting connections.

Financial Sustainability

To secure our ability to invest in the development of our staff, the total curriculum and campus to the benefit of our pupils and the wider community and ensure that we deliver our strategic objectives and exceptional education.





WELCOME TO OAKHAM

Thank you for considering
the role of Teacher of Physics at
Oakham School. We currently
have two vacancies.

This is an exciting opportunity, at an important
time for the School, to play a key role in building
on Oakham's reputation as one of the country's
leading independent schools.

If you have any questions, or would like an
informal discussion, please do get in touch with
us via Mrs Lesley Asher-Roche on
01572758544.

We look forward to receiving your application.



Henry Price
Headmaster

When people ask us

‘Why choose Oakham?’

our answer is quite simply ‘Experience’.

We offer multiple opportunities for our pupils to experience
inside and outside the classroom.

We possess a wealth of experience in educating and caring
for young people.

We want our pupils' overall Oakham School experience to
be joyous transformative and memorable.



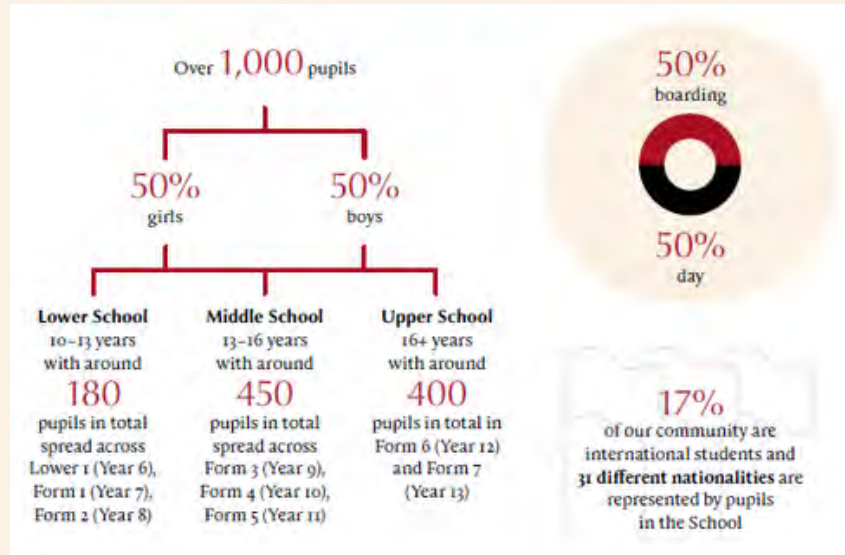
Our vibrant, fully co-educational boarding and day community of over 1,000 pupils and 500 staff live and work together in our beautiful 70-acre school campus, which is part of the historic market town of Oakham, in the heart of rural England.

Working at Oakham School



AN OAKHAM EDUCATION

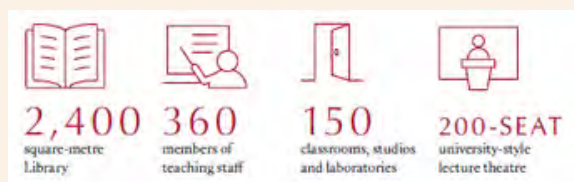
One of the things that people frequently comment on when they visit Oakham School is how well-rounded our pupils are.



In order to help our pupils develop into grounded and responsible adults, well equipped for whatever life holds beyond our campus, Oakham teachers care for all aspects of their education:

Academic

- Outstanding subject faculties and specialist academic facilities
- Pupils in Forms 1–3 (Years 7–9) follow the acclaimed IB MYP curriculum
- 26 different subjects at GCSE
- Two distinct pathways at 16+: IB Diploma Programme or A-levels and BTECs
- View our most recent exam results



Pastoral

- Every pupil at Oakham – full boarders, weekly boarders and day – belongs to a House
- There are 16 Houses, each led by a Housemaster or Housemistress and supported by a team of Tutors, Prefects and a Matron
- Each pupil has their own Tutor who guides them academically
- State-of-the-art Medical and Pastoral Centre

Co-Curricular

- Over 125 activities each week, including DofE, CCF, Voluntary Action, Community Projects
- Sport is part of the weekly timetable
- Flourishing Creative and Performing Arts Departments



Teacher of Physics

THE DEPARTMENT

The Physics Department

The Oakham Physics Department is a stimulating environment in which to work. It has superb resources and teachers in Oakham's Physics Department are experienced physicists with a range of specialisms and research backgrounds, typically with a degree in Physics or a similar appropriate subject (e.g., Engineering, Mathematics).

Full time teachers will normally teach up to a maximum of 22 periods (each of 50 minutes) per week and may be asked to teach from the Faculty's Junior Science programme (years 6-8) and IGCSE in middle school (years 9-11). The opportunity to teach A-level and IB HL in the Upper School (years 12-13) might be available for an experienced candidate. The Physics Department itself has a large range of extra-curricular activities which all full-time members of the department are expected to support including (but not limited to) CREST (Silver and Gold), EES, Olympiad (for years 11, 12 and 13), and the IYPT.

Our current physicists are all enthusiastic teachers, with a wide range of experience. They are proactive in promoting Physics as an important subject for anyone to take and the department has considerable success, with around 50% of Upper School Physics students each year moving onto Engineering or Physics degrees. The Department has a strong vein of mutual support running through it.



Facilities, etc

- The Physics Department forms one floor of the Mehra Faculty of Science. It is purpose-built, with a mix of old and modern. There is an ICT lab containing 25 PCs and nine labs plus a prep room, dark room and project lab.
- All the Physics labs are equipped with PCs, data projectors, visualisers, video, sound, etc. Data logging equipment is available and the School has a large amount of software specifically purchased for the presentation of science – to be used as required by the individual teachers.
- The nearby ICT block allows class use of specialist software and we are in close proximity to the outstanding facilities of the Smallbone Library, with computerised stock search, CD-Rom and internet access in addition to an excellent range of books and videos.
- The Department has two technicians who provide an excellent level of support.

Teacher of Physics

Courses

- Years 6-8 ('Lower 1 to Form 2): Pupils follow Oakham's own Junior Science Programme, which includes all three pure sciences weaved into one coherent course, delivered by a team of dedicated teaching staff and technicians.
- Years 9-11 (Forms 3 to 5): The Biology, Chemistry and Physics components of AQA's GCSE sciences are taught over three years giving time for a strongly investigative and 'enriched' approach.

We offer the AQA Double Award science pathway (equivalent to 2 GCSEs) and also the AQA Triple Award science pathway, where students can take 2 or 3 single science GCSEs.

- Years 12 & 13 (Form 6 & 7): We teach the OCR Physics A Specification alongside IB Physics at Higher Level. A set of 'Further Physics' classes are also run weekly, to make the students aware of the beauty of this subject and Supported Study is open to any and all students every Tuesday and Thursday afternoon, run by any staff who are free.

The Department has a strong programme of support for students wishing to extend themselves beyond the confines of their syllabus.



Teacher of Physics

The Role

We are seeking to appoint two Physics Teachers within the Department on a full or part-time basis to join a hugely successful and collaborative department to commence in post in January 2025 or earlier. The person appointed should have high professional standards, enthusiasm, energy, and a clear sense of teamwork. We welcome newly qualified teachers and offer a comprehensive support framework with significant mentoring to boost confidence and hone skills. Our training framework also supports unqualified applicants who wish to undertake on-the-job training within the Science faculty.

The School is seeking a committed and inspiring practitioner to teach Key Stage 3 and 4 groups but there would be IB HL and A-level teaching for the right candidate.

Key qualities should include demonstrable subject competence, combined with a flair for inspiring the next generation of young scientists. Strong administrative and organisational skills are vital in such a busy department, and the ability to work flexibly and take initiative within the team will be important.

We are constantly committed to enhancing our approach to Physics and would welcome a new colleague with innovative ideas to share. Confidence in the use of ICT in the classroom is vital, as well as experience of practical Physics techniques.

Staff are expected to take a full part in the life of this busy, seven-day-a-week boarding school. This normally requires the teacher to be working with one of the 16 Houses, having a tutor-group and contributing to the Activities programme. A willingness to be involved in extra-curricular activities should be an important consideration. There is some flexibility here for part-time applicants.

Responsibilities: Academic (under the direction of the Head of Physics)

Contribute to the teaching of the department as set out in the timetable;

Prepare lessons taking account of the pupils' abilities within each teaching group/set;

Identify, encourage and help to realise each pupil's academic potential;

Employ good subject knowledge, become fully acquainted with the appropriate specifications and schemes of work and carry out the requirements thereof;

Be a good ambassador for the subject;

Attend departmental meetings, subject meetings and INSET courses as appropriate;

Take a proportional share of responsibilities for departmental activities (e.g. trips, societies, lectures) and new initiatives (such as ICT);

Manage the classroom environment in a way conducive to successful learning and the maintenance of good pupil discipline, making use of sanctions and rewards in line with school policies;

Check the attendance of, and keep necessary academic records for groups taught and apply the School's assessment framework;

Maintain an up-to-date knowledge of pupils with special needs by becoming fully familiar with the relevant IEPs;

Set and mark a proportional share of the internal examinations, mark coursework, write reports and PR grades according to School Policy;

Set and mark work regularly for all pupils, in accordance with departmental guidelines;

As appropriate, be aware of all departmental and school health and

Teacher of Physics

safety requirements including relevant risk assessments.

Other academic responsibilities

To attend Parent/Teacher meetings;

When occasion demands, to communicate politely, helpfully and effectively with parents and guardians;

To cover staff absence when asked by the Head of Department or Deputy Head;

To attend staff meetings, In-Service Training and a limited number of whole school events as identified by the Headmaster;

To participate in the School's scheme of staff appraisal and engage in CPD and Mutual Observation.

Pastoral

To work as a tutor in either the Lower, Middle or Upper School;

To fulfil the duties and expectations of a tutor as published in the Staff Handbook.

Extra-curricular

Behave at all times with an awareness of the ambassadorial role that teaching at Oakham entails. Participate as appropriate in whole school marketing events, such as open days and activities days.

Any other duties which may reasonably be requested by the line manager.

For the avoidance of doubt, the duties and responsibilities contained within this job description may change from time to time according to the requirements of the role and it is not intended to have a contractual effect.

To participate in the school's total curriculum programme. In general, this means assisting on a minimum of 2 afternoons or equivalent per week on average, as agreed with the Headmaster or the Deputy Head Co-Curriculum.

Participate fully in the school's Service Weekend programme as agreed with the Headmaster or Deputy Head Co-curriculum.

General

Contribute to the collective work of the teaching staff in providing daily duty teams as per the Deputy Head Pastoral's schedule. Some teachers may not take part in duties owing to alternative work at duty times in Houses etc. – these staff are identified by the Deputy Head Pastoral.

Contribute to the collective work of the teaching staff in providing supervisors for weekly detentions;

Take a proportional share of examination invigilation;

Exercise a duty of care to promote the safeguarding and wellbeing of pupils and contribute to the maintenance of a safe and secure school environment;

Teacher of Physics

THE PERSON SPECIFICATION

Criteria	Essential	Desirable
Knowledge & Understanding	<ul style="list-style-type: none"> • Excellent subject knowledge • Up-to-date knowledge of appropriate teaching resources and examination specifications • Clear understanding of the importance of effective safeguarding 	
Experience	<ul style="list-style-type: none"> • Experience of intervention processes to raise achievement 	<ul style="list-style-type: none"> • Experience of teaching Physics to examination requirements • Experience of leading academic extra-curricular activities
Skills	<ul style="list-style-type: none"> • Excellent communication, presentation and influencing skills with the presence to engage and empower staff and pupils • The ability to create a positive and motivating learning experience for pupils • Excellent planning and organisational skills, with the ability to identify, prioritise and respond to issues with flexible and effective solutions • The ability to prioritise own time, work under pressure and to deadlines • The ability to contribute actively to the department's development 	<ul style="list-style-type: none"> • Specialism in an area of Physics.
Personal Attributes	<ul style="list-style-type: none"> • Build and maintain effective relationships with staff, students and parents • Holding and promoting a positive attitude • Promoting caring community ethos of the school and its teamwork approach • An inspirational, committed and highly effective classroom practitioner, who is dedicated to achieving the best pupil outcomes • Flexible with a 'can-do' approach 	<ul style="list-style-type: none"> • Collaborate and network with other professionals within and beyond the School

Teacher of Physics

Qualifications	<ul style="list-style-type: none">• Relevant Degree or equivalent	<ul style="list-style-type: none">• Relevant Post Graduate Degree• Qualified Teacher Status
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BENEFITS OF WORKING AT OAKHAM SCHOOL

Remuneration and Career Progression

Oakham operates its own competitive salary structure, which is above the national scale.

There are also many opportunities for staff to take on positions of responsibility which carry additional allowances.

School Dining

We pride ourselves on the exceptional quality and variety of the food we offer.

Staff can enjoy free lunches in the Barraclough Dining Hall during term time.

Any staff required on school business before 7.30am or beyond 6.00pm may also have breakfast and supper.

Sports Facilities

Staff are able to make free use of the school gym, swimming pool and squash courts during specially designated staff times.

Pension Scheme

Flexible Retirement Plan with Aviva Pensions Trust for Independent Schools (APTIS). Linked Death in Service Benefit is 4 x salary. Salary Sacrifice is available.

ADDITIONAL BENEFITS

- Sick Pay
- Staff Fee Remission for children in the school in accordance with the staff fee remission policy
- An opportunity to join a healthcare Cash Plan Scheme, with an option to include family members
- Personal Accident Insurance
- Childcare Vouchers and Cycle to Work Schemes
- Free car parking on school campus

Oakham School offers a beautiful working environment just a few minutes' walk from the historic town centre and amenities.

Oakham itself is a thriving market town with a population of around 11,000.

Rutland is the UK's smallest county and is a beautiful part of the country – a hidden jewel set within rolling countryside. Rutland Water with its many tourist attractions is on our doorstep and the surrounding villages are full of quintessential English charm.

Teacher of Physics

RECRUITMENT INFORMATION

Salary and Professional Development

Oakham operates its own competitive salary structure, and the school is keen to recruit and retain high quality staff. There is a generous professional development budget, and staff are encouraged to undertake research and training that will both develop them and enhance the school's educational provision.

Early Career Teachers

The school is fully accredited to participate in the ISTip ECT Induction Programme in order to provide qualified teacher status (QTS) at the conclusion of a newly qualified teacher's second year at Oakham.

Applicants without formal teaching qualifications or experience

Applicants without formal teaching qualifications or experience will be considered for this position. Oakham School has a long record of training and developing teachers and many highly successful teachers started with no formal teaching qualifications.

Child Protection: The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service. If you are shortlisted for the position, you will be required to complete a self-declaration form in relation to any criminal record or information that would make you unsuitable to work with children.

All members of staff are expected to have proper regard for the School's safeguarding policy and procedures, including up-to-date training. Oakham School fully recognises its responsibilities for Child Protection. We are dedicated to safeguarding and promoting the welfare of our pupils, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or culture. We follow the child protection procedures set out by Leicestershire and Rutland Safeguarding Children Partnership – Multi-Agency Safeguarding Arrangements. We understand the need to engage with any local safeguarding children partnerships and the statutory duty to cooperate if the school is named as a relevant agency. We have regard to statutory guidance issued by the Department for Education Keeping Children Safe in Education, 2021. Our policy is written in line with guidance given in *Keeping Children Safe in Education* (September 2021) (KCSIE), including Annex B for school leaders and those working

directly with Children, *Prevent Duty* (April 2021), *Working Together to Safeguard Children* (2018) (WT), *What to do if you're worried a child is being abused* (2015), *Sexual violence and sexual harassment between children in schools and colleges* (September 2021) and the local safeguarding children partnership (LSCP). At Oakham School, we have a 'Nominated Trustee' to take leadership responsibility for the school's safeguarding arrangements.

What is safeguarding?

Safeguarding can be defined as promoting the physical and mental health, safety and welfare of all pupils. Safeguarding is the responsibility of all adults, especially those working or volunteering with children. The school aims to help protect the children in its care by working consistently and appropriately with all relevant agencies to reduce risk and promote the welfare of children.

Staff

Staff are advised to maintain an attitude of 'it could happen here' as far as safeguarding is concerned and should always act in the best interest of the child.

What is child protection?

Child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect specific children who are suffering, or at risk of suffering, significant harm.

Making an application

To apply, please complete the online application form. Please also attach a CV and covering letter, addressed to the Headmaster, outlining your suitability for the role.

The application form is available on the [Oakham School website](#) under 'Job Opportunities'.

Enquiries:

Mrs Lesley Asher-Roche, Director of Studies,

Tel: 01572 758544.

Email: lea@oakham.rutland.sch.uk.

Closing Date: 9am Friday 20 September 2024.

We reserve the right to call candidates to interview before the closing date, therefore early application is advised.

Under current legislation, we are required to advise applicants that this appointment will be subject to a satisfactory Enhanced Disclosure with the Disclosure & Barring Service. Details of any criminal record (spent or unspent, due to exemption from the Rehabilitation of Offenders Act 1974) must be disclosed at interview. Only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining a position at Oakham School.

CARE
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CONTRIBUTION
CONNECTION

