



LORD
WANDSWORTH
COLLEGE

• HAMPSHIRE •



Lord Wandsworth College Teacher of Chemistry

Candidate Pack





Welcome to Lord Wandsworth College

Situated on a magnificent 1200 acre campus of rolling countryside, woodland and a working arable farm, Lord Wandsworth College (LWC) provides an inspiring education to approximately 700 boarding and day pupils (co-ed) aged 11-18.

LWC is thriving under the leadership of Adam Williams. Its popularity has been reflected in significantly rising pupil numbers and a transformational vision for education has led to major investment in the campus and facilities of close to £25m. The latest, and most significant, of these capital projects is an £9m state-of-the-art Science Centre, which opened early in 2022.

This is a dynamic and highly successful school on a clearly upward trajectory with significant investment in staff professional development too. Furthermore, the College has won three national awards for Wellbeing and Mental health Initiatives in as many years and continues to celebrate record academic achievement and a range of sporting honours, whilst retaining a strong grasp of the importance of being a grounded school.



Lord Wandsworth College

A different kind of school for a wonderfully open world

Uncertainty is a gift to those with a wide perspective, an open mind and the space and the safety to explore. Our job is to widen students' worlds so nothing is beyond their grasp.

We've been 'widening worlds' since 1922, when LWC was founded by Sydney Stern (Lord Wandsworth) to support orphans. In those days, this widening of worlds was very much a response to the fact that orphans' worlds had contracted or collapsed very suddenly. The school expanded their opportunities, connecting them - via our vast acreage and farmland - with a path into agriculture.

These days, the future is far less known; vocations harder to predict. And so the need to widen worlds is more profound. We support and inspire students, around 700 of them, to be able to forge their own futures, each one more exciting and extraordinary than any goal they could have envisaged at the start. Wonderfully, our students' successes make our world bigger too.

The 5 Pillars

Our 5 Pillars define a Lord Wandsworth education.

They are:

+1 Do One More Thing

These are the small acts of kindness which all members of the LWC community strive to make part of their daily lives. The emphasis is on the one thing that each person can do to make a conversation or interaction with another person that little bit better.

+2 Be Two Years Ahead

+2 is a phrase that is well-used at LWC. It is an aspiration and a mindset which encourages pupils to stretch themselves two years beyond their current academic level. It's about inspirational teaching and learning, making connections, sharing knowledge, and thinking differently.

+3 Wellbeing and Happiness

LWC aspires to be the most incredible place to live and work for both pupils and staff alike. The College believes happy children are successful children and there is a strong focus on welfare, wellbeing, and good mental health: the triumvirate of the +3 philosophy.



4 Pupil Voice

Schools flourish when pupils have a meaningful, positive input and impact within their environment, and LWC aspires to be the leading school in the UK in terms of pupil voice. Pupils are involved in campus master-planning, exterior and interior building design, staff appraisal, academic feedback, and further enriching the College's dynamic culture.

5 Character Education

Cognitive ability is not the only thing that determines a child's life chances. Character can shape one's destiny. Character is not inherent; it is born of positive experiences, and it can be taught. Character attributes of Fairness, Generosity, Empathy, Loyalty, Gratitude, Courage, Engagement, Creativity, Perseverance, Optimism, Self-control, and Curiosity are taught intentionally at LWC, and a commitment to character education runs throughout the educational experience.



Role Profile

Department:	Chemistry
Responsible to:	Head of Chemistry
Location:	On Campus
Contract:	Full time
Salary:	LWC has its own pay scale starting at £31,200 for new teachers, up to £60K

Benefits

- Contributory pension scheme
- Fee remission for children
- Death in service scheme - 4 times your annual salary
- Give as you earn and staff volunteering day
- Personal accident insurance
- Enhanced family friendly policies including support for emergency time off for dependants
- State of the art, restaurant quality, hot and cold food available
- Friends and Family referral scheme (£250 for each referral)
- Use of wide-ranging school facilities - swimming pool, tennis, walks, trails etc
- Excellent social and sporting events for staff within the school

Role outline and purpose

We are seeking to appoint a full-time teacher of Chemistry, teaching the subject to GCSE and ideally to A Level (both AQA specifications). The Science Department at Lord Wandsworth College is organised into the three separate sciences, each with its own Head of Department. We are a strong team of 15 full- and part-time staff, excluding an outstanding team of technicians.

Science is based in the state-of-the-art Flowers centre. Opened in 2022, Chemistry has four purpose build laboratories and a dedicated prep room. Facilities in the department are outstanding and represent industry leading spaces to work in.

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. 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.

Role responsibilities

The academic curriculum at Lord Wandsworth College is underpinned by four principles known as A2RH. Through these principles, set [HERE](#), we aim to enable all pupils to find and develop a passion for learning that inspires them to improve and that will stay with them beyond their time with us.

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, clear targets, building on prior attainment
- Being aware of and making provision for all pupils with individual learning support needs and/or EAL pupils
- 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 regarding 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

- Liaising with your Head of Department to ensure the implementation of department policy and best practice

All full-time teachers are expected to have a tutor group, complete up to two evening duties in a boarding house each week if living on site; contribute to the co-curricular programme (3 sessions from Monday to Friday every term), including 5 out of 6 Half-terms of Saturday morning and 2 terms of Saturday afternoons plus carry out other rota duties (tea, lunch, Sunday boarder trips, library, detention, etc)

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
- Evaluating your own teaching critically to improve effectiveness

Person Specification

- Bachelors of Science degree at 2.1 level or above
- 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

Behaviours and competencies

- Demonstrate a commitment to the values of LWC
- Hold a strong understanding of the importance of Safeguarding and Child Protection
- Demonstrate commitment to diversity and inclusion practices
- Be proactive in matters relating to health and safety
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, department, and pupils
- Take responsibility for your own professional development and duties in relation to college policies and practices
- 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

- Take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, and events with partner schools
- Liaise effectively with parents and governors

Key Stakeholders

- Head of Science
- Head of Chemistry
- Headmaster
- All Academic Staff

This role profile is not exhaustive and will be subject to review. It may be amended to meet the changing needs of the College.

Appointment process and how to apply

Please apply by sending a cover letter and your CV to Dr Vince Murtagh on murtaghv@lordwandsworth.org with the People Team in copy on people@lordwandsworth.org.

The closing date for applications is **Midnight on Monday 21st April** with interviews taking place on **30th April, 1st May and 2nd May**.

Please note 2 references will be required prior to interview for any external candidates.

Should you wish to discuss the role in strict confidence please feel free to contact the Head of Chemistry, Dr Vince Murtagh on murtaghv@lordwandsworth.org.

We welcome people of all faiths and those that are committed to these values. We recognise that we have under-represented groups within our workforce. As part of our commitment to diversity and equality of opportunity we are actively encouraging applications from underrepresented groups such as returning parents or carers who are re-entering work after a career break, people who are LGBT+, from Black, Asian and Minority Ethnic backgrounds, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions and those with a lived experience of poverty as well as any other under-represented group in our workforce. We are committed ensuring the safety and protection of our employees from all forms of harm.

Appointments will be made subject to receipt of satisfactory references and enhanced DBS check. The College is committed to safeguarding and promoting the welfare of young people. We are an equal opportunities employer.

Lord Wandsworth College is a registered charity (Number: 1143359) providing outstanding caring education for boys and girls since 1912.



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