



FARRINGTONS SCHOOL

CANDIDATE INFORMATION PACK FOR THE POST OF HEAD OF DEPARTMENT - SCIENCE

Closing Date for applications:
12 Noon on Friday 17th January 2020

WELCOME TO FARRINGTONS SCHOOL



As one of Kent's leading independent co-educational day and boarding schools, Farringtons takes great pride in its high standards of academic teaching. Our school motto is "Posside Sapientiam" and we encourage all our students to "Grow in Wisdom" intellectually, socially and emotionally.

Our school provides education for boys and girls from age three to eighteen and an integrated community of pupils, parents and teachers that results in a close, secure and happy learning environment.

The wide variety of academic, extra-curricular pursuits and leadership opportunities that we offer, as well as the excellent pastoral care and supportive Christian values of our school, produces young people who have integrity, enquiring minds and a generosity of spirit.

Our desire is that Farringtons School will enable each child to develop and shine.

INFORMATION FOR THE APPLICANT

December 2019

Dear Applicant

Thank you for your interest in working at Farringtons School. We are looking to recruit a dynamic, experienced Head of Science. Farringtons School has a wide ability intake comprising of mostly day pupils, with a thriving boarding community.

We are looking for a committed and experienced leader in science to join our senior teaching staff to start in September 2020. There is a vibrant spirit of teamwork and co-operation within the school, and we are looking for a "can do" person who works both collaboratively and positively.

The successful candidate will be energetic, enthusiastic, versatile and passionate about their subject and teaching in general. You should be an effective leader, as well as an innovative classroom teacher, with experience of teaching across the age and ability range. Currently Science is taught in sets according to ability. Expectations are high, and results at both GCSE and A Level are excellent at Farringtons.

In your letter of application please include the following points:

1. Your experience to date
2. Your views and beliefs about the teaching of Science within a wide ability setting
3. What you can offer Farringtons School

Farringtons School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and enhanced disclosure through the Disclosure & Barring Service.

If you would like any further information, please do not hesitate to contact me. You may like to look at our website www.farringtons.org.uk as a further source of information. Completed application forms should be returned by 12 Noon on Friday 17th January 2020 via e-mail to recruitment@farringtons.kent.sch.uk. Early applications are recommended as we reserve the right to appoint before the closing date.

I look forward to receiving your application.

Yours sincerely



Mrs Dorothy A Nancekievill
Head

SCIENCE DEPARTMENT

The Science department is housed in a recently extended and refurbished building which is shared with the Mathematics Department. There are five laboratories, one built in 2015, at which time the rest of the laboratories were refurbished.

There are seven science teachers in the department, ably assisted by three very helpful technicians. The team aim to support each other to deliver a curriculum which is both engaging and challenging.

Years 7 and 8 have four forty minute lessons of Science each week. The KS3 programme aims to build skills but also foster a love of science through enjoyment with plenty of opportunities for practical work.

At KS4, the students are currently studying Edexcel IGCSE, some students will be taking separate sciences whilst others will be following the double award qualification. However, there are plans to change from IGCSE to GCSE.

The school enjoys success with all three A level sciences with students progressing onto study science related subjects including Medicine and Engineering. In the last couple of years, students have secured offers from a range of institutions including Oxford, UCL and Imperial College.

There are many opportunities to be involved in science enrichment. There is a weekly lower school science club and various trips and activities throughout the year. Science week is a high point of the school year with plans for next year including a forensic science workshop, Medical Mavericks and a trip to Greenwich.

JOB DESCRIPTION – HEAD OF DEPARTMENT – SCIENCE

From 1 September 2020, we are seeking to appoint a dynamic leader of Science in the Senior School. The successful candidate will have the ability to inspire our team of Science professionals, bring an air of excitement about Science to the school and motivate our students to “Develop and Shine”.

We want excellent examination results and a leader who will be a passionate advocate for Science. The appropriate candidate for this post will be self-motivated, have excellent interpersonal skills and a track record of supporting students of all abilities – we want the teaching of Science to be joyous for our students and the staff.

Main purpose of this Post

- Being accountable for curriculum provision, delivery and standards in relation to Science and management of staff monitoring, evaluation, review and development
- Inspire the highest standards of Science for Farringtons students both in and out of the classroom
- Ensure quality assurance measures in all aspects of work in Science education
- Be responsible for the faculty in the continuous improvement of standards achieved by the students
- Ensuring GCSE and A Level courses allow our students to flourish
- Undertake leadership management responsibilities across the school
- Inspire trust and confidence in students and colleagues
- Build team commitment amongst students and colleagues
- Engage and motivate students and staff
- Apply analytical thinking to important decision making
- Take action to improve the quality of students’ learning

Key duties

- Establish, review and revise a clear and shared vision
- Oversee the department ensuring that suitably differentiated schemes of work and lesson plans including for SEND and HAG students and that all skills and abilities are well catered for
- Monitor and evaluate the quality of teaching and lessons, taking action as necessary
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised
- To ensure that students’ work is marked regularly and conscientiously, in accordance with the school’s marking policy
- Monitor and evaluate the quality of assessment and tracking within the department
- Monitor and evaluate standards of student behaviour and level of motivation
- To remain informed of current developments in the subject area, to lead and participate in INSET and to initiate change where appropriate
- To organise staffing for the Science Department including management of staff reviews and development
- Develop others and own professional skills and competencies through the school’s performance management system Blue Sky
- Maintain as required and take advantage of accurate information from the administrative ICT network

Liaison and communication underpins everything, therefore the post holder will;

- Communicate clearly and regularly with all members of the department
- Meet regularly with the school’s senior leadership team to promote the department and the successful image of the school in the community
- Monitor the accuracy of exam entries and work effectively with the examinations officer

JOB DESCRIPTION – HEAD OF DEPARTMENT – SCIENCE

- Act as the initial person for others to contact regarding all the issues relating to the Science Department
- Liaise and work effectively with other heads of departments
- Attend and contribute to staff meetings – including running informative departmental meetings
- Manage the provision of information to parents regarding the curriculum and extracurricular activities
- To provide accurate information for parents as directed by school and to attend parents' evenings and other presentation meetings as appropriate
- Develop constructive relationships with key members of the school and wider community

General professional duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example
- To promote and set high professional standards
- Be an outstanding role model

Essential skills and qualities include;

- Excellent written and oral communication skills
- Well-developed inter personal skills
- Stamina and resilience
- Sense of humour
- Strong commitment to team working in partnership with SLT and SMT as required
- Initiative, drive and tenacity

Generic Responsibilities for All Farringtons Staff

- To actively promote the aims and ethos of Farringtons
- To work within the Farringtons framework with regard to Health and Safety
- To be committed to child safety and undergo child protection screening (DBS check) and training
- To follow the ethos of re-cycling in line with school policy
- To promote equal opportunities at Farringtons
- To support Farringtons commitment to the continued professional learning of all staff
- To undertake any additional duties as may reasonably be requested by the Head or members of SMT

Safeguarding

- To promote and maintain the standards of the school's commitment to safeguarding children
- The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- Although there is no direct responsibility for children, this role will involve daily contact with pupils
- All applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and enhanced disclosure through the Disclosure and Barring Service

JOB DESCRIPTION – HEAD OF DEPARTMENT - SCIENCE

Prevent Duty

- To promote and maintain the standards of the school's commitment to ensure all staff understand the risks of radicalisation within our School and how this risk may change from time to time
- To ensure that staff are aware of the Prevent Strategy and are able to protect children and young people who are vulnerable or may be at risk of being radicalised
- The School is committed to placing a strong emphasis on the common values that all communities share such as self-respect, understanding, tolerance and the sanctity of life. Pupils are taught to respect and value diversity as well as understanding how to make safe, well-considered decisions

Health and Safety

- All employees have a legal duty to ensure the safety of themselves and all the pupils and staff within the school as detailed in the Health and Safety at Work Act 1974

Data Protection / GDPR

- All employees should familiarise themselves with and follow the Data Protection and GDPR guidelines and practices

Code of Conduct

- All Employees are expected to demonstrate consistently high standards of personal and professional conduct
- All Employees must maintain high standards of the aims and ethos of the School both within and outside school, by:
 - treating pupils, staff and parents with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the employee's professional position
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law
- All Employees must have proper and professional regard for ethos, policies and practices of the school in which they work, and maintain high standards of their own attendance and punctuality

PERSONAL SPECIFICATION – HEAD OF DEPARTMENT - SCIENCE

AREA	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> Degree or comparable qualification Qualified Teacher status 	<ul style="list-style-type: none"> Higher degree or evidence of further study 	<ul style="list-style-type: none"> - Application - Teacher Ref. No. - Certificates
Professional Development	<ul style="list-style-type: none"> Evidence of continuing professional development 	<ul style="list-style-type: none"> Experience of delivering continuing professional development 	<ul style="list-style-type: none"> - Application
Experience	<ul style="list-style-type: none"> Ability to lead and manage the teaching of Science across the Senior School Ability to undertake teaching of preferably Chemistry to GCSE level and A level – however other sciences will be considered. An understanding of the learning needs of students of all academic abilities Ability to set high expectations within your team and a commitment to raising standards within Science Ability to monitor, evaluate and review student performance Ability to monitor the effectiveness of the teaching of Science 	<ul style="list-style-type: none"> Specialism in Chemistry preferable Experience of the specific responsibilities within the job description 	<ul style="list-style-type: none"> - Application - Interview - References
Knowledge and Skills	<ul style="list-style-type: none"> Strives for excellence in all aspects of work Excellent leader who can manage, organise and oversee the timetable of teachers. Sets high standards and expectations of colleagues and students Extensive, up to date knowledge and understanding of the Science curriculum The ability to support and inspire young people and to encourage them to engage with the curriculum An innovator – excited by change, able to turn innovative thinking into practical and successful outcomes Motivate students at all levels of ability, thus ensuring that all students fully access the Science curriculum Committed to cross curricular collaboration across the school Effective time management and organisational skills 	<ul style="list-style-type: none"> Evidence of effective teaching practices targeted at improving progress of both individual pupils and groups. 	<ul style="list-style-type: none"> - Application - Interview - Lesson - References

PERSONAL SPECIFICATION – HEAD OF DEPARTMENT - SCIENCE

AREA	ESSENTIAL	DESIRABLE	EVIDENCE
Personal Qualities	<ul style="list-style-type: none"> • A 'can do' person who works positively and collaboratively • Well-organised, energetic and self-motivated • Passionate, versatile and creative about their subject and teaching in general • Evidence of being able to build and sustain effective working relationships with students, staff and parents • Play a full and active role in the wider development of the school • A strong and supportive team leader • A willingness to organise and participate in extracurricular activities 	<ul style="list-style-type: none"> • An excellent health and attendance record 	<ul style="list-style-type: none"> - Application - Interview - References

ABOUT FARRINGTONS SCHOOL



The story of Farringtons School began in 1908 when a group of Methodists decided to open a new girls' boarding school, effectively a 'sister school' to The Leys School in Cambridge. After looking at several sites, they settled on buying the land which Farringtons now occupies in Chislehurst, Kent. The land that the school sits on was occupied by a small mansion dating back to the 17th century. The mansion had been home to several families, including three generations of the Farrington family who lived there during the latter part of the 18th century into the early 18th century. It is from this connection that the school took its name Farringtons.

Farringtons School opened in 1911. By the early 1920s the accommodation at Farringtons was insufficient for its needs and further building work was required. In June 1925, the School was greatly honoured when Queen Mary visited to open these new buildings. She graciously gave permission for the new central area (linking the original School House to the new West House) to be named Queen's Court in her honour. In 1934, the beautiful Chapel was built and in 1936 Queen Mary made a further visit to Farringtons, this time a private one, to inspect the Chapel.

In 1994, Farringtons merged with Stratford House - a local girls' school that had opened in Bickley in 1912. Stratford House had a similar ethos to Farringtons and similar traditions. The newly merged School was sited at the Farringtons campus because more space was available for future development and a new Art & Technology Block was built and named Stratford House. In 2010, the school accepted boys into Year 7 for the first time; it is now fully co-educational, a process which has been incredibly successful and places are much in demand from both boys and girls alike.

The School continues to grow and flourish, and 2016 saw the opening of a new two-storey teaching block which provides enhanced teaching accommodation and facilities for both Science and Mathematics. The School community is proud of its beautiful 25-acre parkland setting, bordering a nature reserve on the outskirts of Chislehurst in Kent. The School's proximity to London creates a diverse environment allowing for a variety of views, opinions and styles. Farringtons is a wide ability school, and all of our students have the potential to learn and achieve high standards; both academically and non-academically. Our students are bright and enthusiastic about learning and being a part of the Farringtons community. We offer a range of courses including GCSE, A Level and BTEC allowing students to access the higher education courses, apprenticeships and careers of their choice. At Farringtons, we are successful at helping pupils to recognise their potential across the curriculum, and supporting them to achieve their very best.

OUR AIMS AND VALUES



The school motto, ***Posside Sapientiam***, (Growing in Wisdom) influences much of what we do. Underpinned by Christian values, Farringtons School aspires to be a place of trust and respect where teachers take an active interest in the intellectual, physical, moral and spiritual development of every student. We know co-education to be the right platform for developing the interpersonal skills necessary to succeed in the modern world. The importance we place on nurturing individuality and the manageable size of Farringtons ensures that pupils do not get lost, but rather thrive in their own way – they are encouraged to ‘Develop and Shine’. Our core mission is to inspire, assist and challenge young people to achieve their potential. This is our shared mission and every employee and parent play an important role in achieving this. In order to make our vision reality, we:

- Promote the holistic development of each individual and provide the best education for every child within a supportive Christian environment
- Inspire each student to achieve success through excellent teaching, outstanding pastoral care and support and increase their desire for lifelong learning
- Create a community that promotes Christian values, giving students of all faiths or none, the opportunity to worship in a Methodist tradition, enhancing their capacity to be considerate of others
- Provide a safe and fit for purpose environment that encourages children to achieve their best
- Create an environment that prepares students for their life after school, giving them real confidence and humanity and ensures that they always feel part of the Farringtons family

EARLY YEARS: PRE-RECEPTION & RECEPTION



The Foundation Stage is the first part of the National Curriculum, focusing on children aged between three and five. The philosophy underpinning the Foundation Stage curriculum is that learning should be structured with an emphasis on fun, relevant and motivating activities.

Farringtons' purpose-built Pre-Reception building is light, secure and spacious and opens directly onto its own outside play area. Here, the children have access to many outdoor activities, including sit and ride vehicles, sand and water play and other equipment to develop their gross and fine motor skills. The children learn through exciting hands-on activities both inside and out and are supported by our highly qualified staff. The emphasis is on learning through play, and therefore much of the curriculum is delivered through practical activities. The children enjoy painting and creative artwork, music and dance, as well as going on exploratory walks. The love of books and language is also an important aspect of their learning, as is an understanding of number.

The transition into Reception is seamless, as the classrooms are adjacent to the Pre-Reception building and staff and children come together for regular playtime and other activities. The children will attend school for a full five days and as such, they join in with many of the daily school routines, including assemblies, and Chapel. Although learning is still planned through play and practical activities, there is greater emphasis on literacy and mathematical development. The children are also encouraged to become more independent, and to develop caring attitudes towards their peers.

At Farringtons, we appreciate the importance of childhood and how the learning and development in the early stages of a child's education are critical for establishing positive attitudes and a joy for learning, which will continue throughout their school life.

THE JUNIOR SCHOOL



The Junior School at Farringtons educates boys and girls aged 5 to 11 years old, and as we are a 'through school', learning continues into the Senior School up to the age of 18. We pride ourselves on having an integrated community of pupils, parents and teachers who help to create a close, secure and happy learning environment. Our teaching, which draws from and goes beyond the requirement of the National Curriculum, is a successful mix of both traditional and progressive approaches to education.

As pupils move through the years at the Junior School, they benefit from an increased emphasis on specialist teaching delivered by practitioners who share their enthusiasm and depth of knowledge for their subject. Children are also given opportunities to build their confidence and self-esteem by participating in a stimulating range of creative, musical and sporting activities. We encourage all pupils to discuss and discover in order to develop enquiring minds, self-assurance and positive work habits, ready for the next stage as they progress to the Senior School or other schools for secondary education.

THE SENIOR SCHOOL



Farringtons has a long commitment to excellence and opportunity in education. The curriculum in the Senior School reflects this, providing a wide range of modern and traditional subjects from which to make final examination choices.

Small class sizes, dedicated staff and supportive teaching ensure that we are able to nurture individual needs. Pupils in the Senior School range in age from 11 – 19 years old. During the first three years, the emphasis is placed on sound preparation in basic academic skills and, during Year 9, thorough advice on appropriate GCSE options.

In Years 7 – 9, the curriculum comprises of English, Mathematics, Science, Religious Studies, Physical Education and one compulsory Modern Foreign Language; currently Spanish. In addition, pupils choose a second Modern Foreign Language, either French or German. They will also study the subjects that they may choose to continue to GCSE; these include, Art, Ceramics, Drama, Food & Nutrition, History, Geography, Graphic Design, Information Technology, Music, Resistant Materials and Textiles.

From Year 9, pupils are supported in making their GCSE option choices as part of our careers programme. Careful planning ensures that each pupil follows a balanced timetable of lessons, giving the right foundation for his or her future A Level, Higher Education or career choices. New subjects are introduced into the curriculum at various stages. In addition to GCSE, we offer BTEC Sports and Business Studies courses.

Throughout the School, pupils from overseas receive additional English tuition, leading to internationally recognised qualifications.

Form Tutors and visiting speakers provide a structured Personal, Social and Health Education course. PSHE introduces and discusses key moral, ethical and social issues at appropriate times in the pupils' lives. It aims to foster a greater understanding of today's society and to assist them in taking responsibilities for their own and their fellows' well-being.

SIXTH FORM



Our Sixth Form programme ensures that students acquire the academic qualifications and develop the personal qualities they need to meet the challenges of Higher Education and the world of work.

Small class sizes enable our experienced teachers to nurture the talent of every Sixth Form student as an individual. This, in turn, ensures that our students have the best possible guidance during the university application process.

Farringtons offers a wide choice of A levels, some BTEC courses and EPQ qualification, so that university or career choices are not restricted to inflexible subject options. Increasingly, universities want to know about students' interests and activities as well as their academic achievements. Outstanding higher education support is given to every student.

We encourage our Sixth Formers to broaden their horizons and develop leadership skills through the Duke of Edinburgh Award Scheme, Business Enterprise Programme, public speaking, excel programme, the School House system and many other opportunities. Sixth Formers have their own study areas and common rooms where they can engage in private study, relax, socialise and make drinks and snacks.

BOARDING



Everyone who visits Farringtons comments on the warmth of the welcome that they receive and especially the friendly, family atmosphere of our boarding houses. Boarding provides a safe, stable environment for pupils but it also offers them a huge range of new opportunities and experiences. Our caring house staff help new boarders settle in quickly and become part of the School's extended family.

Boarding is offered on a full, weekly or occasional basis, reflecting the needs of the modern family. Our comfortable, well-equipped boarding accommodation consists of homely, spacious bed/study rooms, with network and Internet access, all set amongst our beautiful grounds.

Where possible, members of the Year 13 each have their own room. All boarders are encouraged to personalise their rooms to make them feel more like a 'home from home'.

Weekends provide boarders with a valuable change of pace and there are plenty of activities on offer. A lively programme of cultural and leisure trips ensure that there is never a dull moment. The school's proximity to the M25, M2, and M20 motorway networks and to central London make it highly convenient for boarders coming from almost anywhere in the UK or abroad.

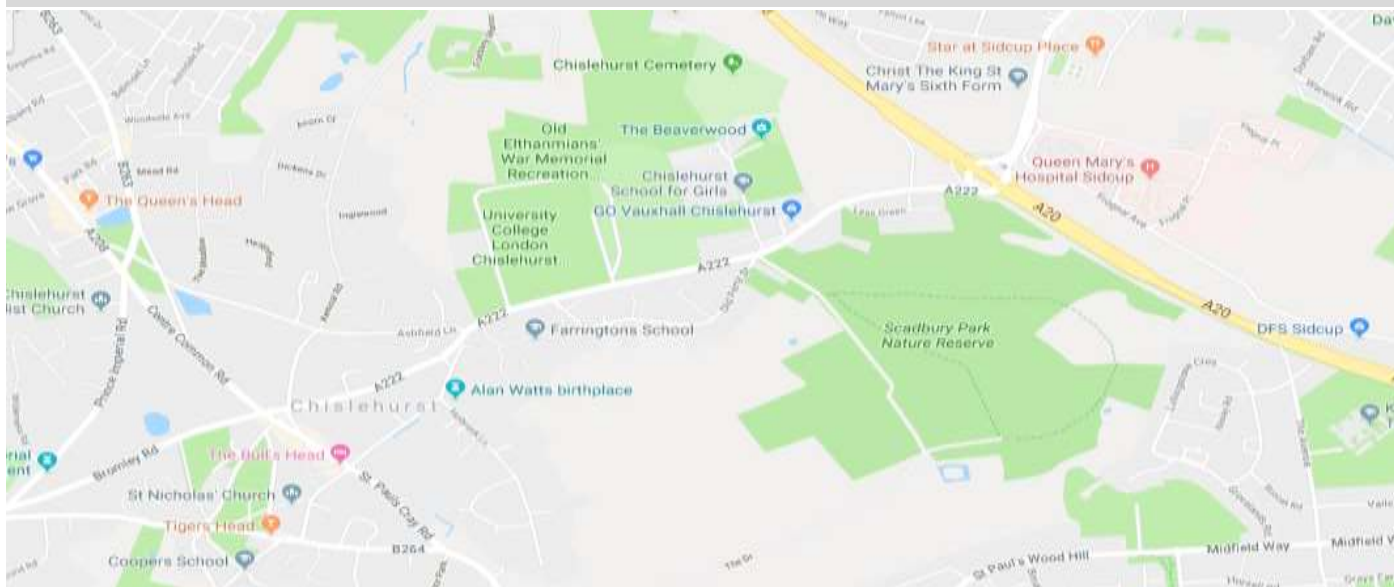
SCHOOL GROUNDS & FACILITIES



Farringtons is set in 25 acres of beautiful grounds and is fortunate enough to have an extensive range of buildings and facilities.



HOW TO FIND US



BY ROAD

Approaching from the M25

- Leave the motorway at Junction 3 and take the exit marked A20 London/Lewisham
- Continue until you reach the turn off for the A222 - signposted Sidcup/Chislehurst/Bromley
- Take the first exit at the roundabout, which is Perry Street

****Continue past the BP Garage and Old Perry Street until you see the School sign. The entrance to the school is on the left-hand side. Once you are in the grounds bear left towards East House Reception.**

Approaching from Bromley/Petts Wood (A222)

- From Bromley take the A222. You will come to a junction with traffic lights at Chislehurst with a War Memorial on the left-hand side
- Go straight ahead at the lights and continue until you see the Farringtons School sign
- You will not be able to turn right here as there are bollards in the centre of the road
- Continue and take the next turn on the right (Old Perry Street)
- Take the first entrance on the right which takes you into the school car park
- If approaching from Petts Wood, turn right at the traffic lights with the War Memorial, or turn left if approaching from Chislehurst

Approaching from the M20

- Stay on the M20 until it becomes the A20 London bound
- Continue as directed from M25 **

Approaching from London A20

- Take the turn off marked Sidcup/Bromley/Chislehurst which leads to a large roundabout
- Take the third exit marked Bromley A222
- Continue as directed from M25

BY BUS

- Buses 160, 638, 269, 625, 661, 162, 161, 61 and 273 all stop within five mins walking distance of the school.

BY TRAIN

- Trains run from Charing Cross, Waterloo East or London Bridge to Chislehurst Station (approximately every 20/30 minutes)

- For details of precise train times, please telephone Train Enquiries on 08457 48 49 50

BY AIR

- Gatwick airport is approximately 45 minutes away and can be reached easily from the M23/M25

- Heathrow Airport is approximately 1 hour 30 minutes away and can be reached from the M4/M25

KEY FACTS

Type of school:	Co-educational boarding 11-18 and day students 3-18
Age range:	3-18
Number of pupils:	700
Number of boarders:	50
Religious tradition:	Methodist
ISC association:	Society of Heads
Affiliation:	BSA



FARRINGTONS SCHOOL

Perry Street, Chislehurst, Kent BR7 6LR
www.farringtons.org.uk tel: Tel: +44 (0) 20 8467 0256
head@farringtons.kent.sch.uk

