

Teacher of Science



A Welcome from Jackie Sharman, Principal



In Weydon's recent Ofsted in 2023 we are very proud to say that the school was awarded outstanding for quality of education and outstanding for personal development. We are ranked in the top 11-16 comprehensive schools in the country according to The Sunday Times Parent Power. In our results this year 89% of students gained 5 or more GCSEs at grades 9-4, 79% at grade 9-5 including English and Maths. 42% of students achieved a grade 9-7 including English and Maths. Our attainment 8 was 6.2 which placed as the third highest achieving

secondary school in Surrey.

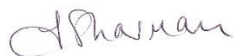
The school became an Academy in April 2011 and is also a National Support School, earning Leading Edge status. We are a SSAT Schools Network Consultant School. Together with St John the Baptist School in Woking and Salesian School in Chertsey we became a Maths Hub in September 2014. We achieved World Class status in December 2016 and became a Multi Academy Trust, called WMAT, in September 2017. We also host a SCITT working with in excess of 50 teacher trainees each year. The SCITT had a recent Ofsted in June and we have just heard the exciting news that we have received Outstanding for our ITT provision. All these additions bring exciting opportunities for staff and students.

Our students' achievements are impressive: 96% go onto further education with many going on to Oxbridge. Over the last decade the school has had huge investment which has resulted in world class facilities, including a theatre, two all-weather pitches and a high-tech teaching area called the globe. We are one of the most oversubscribed schools in Surrey and enjoy an excellent reputation in the community. You will find the level of respect shown between staff and students is a joy. The Weydon staff team is vibrant, hard-working, innovative and up for a challenge. The school enjoys a strong level of staff retention. Teaching and associate staff work well together as a team. Our associate staff members are often leading lights in suggesting and bringing about school improvements. The staff form a close-knit group who enjoy each other's professional and social company, as well as acting as 'critical friends'.

Furthermore, the parents and Governors add further strength to the school. School trips, holidays and visits are plentiful. Staff have an active social scene and the staffroom (The Hub) is well used, reflecting the excellent team atmosphere. As a school we expect the highest standards in teaching and learning. We will require you to take part in extra-curricular activities and to go that "extra mile" for the students. If successful in your application to join Weydon, we will ensure you have every opportunity to develop your skills. It's great fun and there is a real buzz about the place.

Weydon has its own enhanced pay scales and performance management benefits including healthcare package and gym membership. We are ambitious to improve further and so I hope that you consider yourself to be the person to help us continue to improve our performance. This is a wonderful career opportunity to work in a school where kindness and goodwill go hand in hand to make it special.

I look forward to meeting you.



Jackie Sharman
Principal

A Welcome from Laura Miles and Sarah Comfort Joint Head of Faculty, Science



Please feel free to get in touch for any further information.

lmiles@weydonschool.surrey.sch.uk

scomfort@weydonschool.surrey.sch.uk

Dear Prospective Applicant,

Thank you for your interest in Weydon school. It is a very special place.

We are both extremely proud to lead this excellent department. We are a large friendly team with a huge range of experience. Teachers generally teach to their specialism at KS4 and we have a large separate science cohort. We also offer GCSE Astronomy as a timetabled option.

There is a real buzz in the science building which is added to by the fact that we have a range of extra-curricular clubs including two science clubs, MEGA (Making Earth Green Again), the Big Questions Club and the extremely popular school Board Games Club. A number of staff are involved helping with the Duke of Edinburgh Award Scheme, the LGBTQ society and the Wellbeing society. We even have a bee keeper in our faculty who has introduced our own hive and we now have Weydon honey being produced.



As a faculty, we are genuinely passionate about science teaching and are always keen to support each other with both our planning and our development as practitioners. Whilst we all have different teaching styles and promote responsive teaching, we are mindful of workload and have built up an extensive bank of high-quality shared resources which are available for staff to use.



The science team are very sociable and during break and lunch times can generally be found in the science staff room. We have a wide range of interests within the team including cycling, water sports, astronomy (there is an increasing number of teachers with their own telescopes!), bee-keeping, camping and a growing band of runners.

We hope that you decide to apply and look forward to meeting you.

Best wishes,



Laura Miles and Sarah Comfort
Head of Science Faculty

Teacher of Science

Start date	January 2024
Contract	Full time, Permanent
Salary	Attractive - WMAT Teachers Pay Scale £29,344 - £44,919 (under review)



We are seeking to appoint an outstanding, innovative and inspirational teacher with the passion and enthusiasm to fulfil a key role in the school as a Teacher of Science, for January 2024. This post would suit somebody looking for their first teaching role, or someone with more experience. The key is that you are enthusiastic and capable of contributing to a highly effective and supportive Science teaching team.

Weydon School is a large, ambitious and outstanding school in an unspoilt area of Surrey within easy reach of London. We are the Lead School for the Weydon Multi Academy Trust, comprising of ourselves, Woolmer Hill School, The Ridgeway School, The Abbey School, Rodborough and Farnham Heath End School. The close proximity of these schools allows lots of opportunities for staff collaboration.

The Times has recently rated Weydon School 1st across the UK for 11-16 schools, and achievements in Science are exceptional. It has been said that we have grammar school outcomes and independent sector facilities; our ongoing and recent successes clearly demonstrate this.



We have our fantastic Faraday block for Science lessons and our existing laboratories are undergoing a period of refurbishment. Students are respectful and responsive, and are proud to uphold the strong values of the school. Colleagues and the leadership team are highly supportive. If you join us, you will benefit from our extensive CPD programme organised in conjunction with our teaching school.

We have a large cohort of separate science students. In 2023 60% of our students took separate sciences, averaging 99% grades 9-5, with 9-7 attainment at 59% in Biology, 57% in Chemistry and 65% in Physics. In Combined Sciences 66% of students attained grades 9-5. We also offer GCSE Astronomy.

In addition to the attractive Weydon Pay Scale, we also offer free use of our gym facilities, free extra-curricular sporting activities for staff such as Zumba circuits, yoga and volleyball, international school trips, enhanced Medical Package, excellent in-house CPD, free refreshments and snacks at break times and even drum lessons.

All appointments are subject to safer recruitment procedures and an enhanced DBS check.



'Believe Belong Care' is at the heart of everything we do at Weydon and is as true for our staff as it is our students. We have high standards and our staff team are vibrant, hard-working, innovative and up for a challenge. We believe in lifelong learning and encourage staff development throughout the school and within the trust. We are proud to have a staff body of almost 200, including newly created

apprenticeships in digital marketing and IT, and Weydon School is a main recruiter in the local area. Our aim is to continue to develop our existing staff, maintain our excellent staff retention record and ensure everyone has opportunity to develop their skills. We are ambitious to continually improve and innovate and we hope that you consider yourself to be the person to help us build our performance even further.

We are always looking for exciting new staff benefits and currently offer retail discounts, a healthcare package as well as generous performance management benefits. Our student's achievements are very impressive and we are highly oversubscribed. As an added benefit we offer all staff who have 2 or more years' service, or those that meet a skills shortage, a priority place for their children's admission into the school.



For more information on Weydon School and what we can offer you, including virtual tours, interviews with Jackie Sharman, our Principal, our Student Leadership team, as well as an informative video for prospective applicants from Matthew Venton, Deputy Principal and Miranda Francis, HR Officer please visit www.weydonschool.surrey.sch.uk.



Please also keep up to date with us on Facebook, LinkedIn, and Instagram or follow us on Twitter. Our LinkedIn alumni now boasts over 400 of our ex-students and we love hearing about their journey beyond Weydon.

If you would like to discuss the post or have a tour of the school before making an application, you would be very welcome. Please call Miranda Francis, our HR Officer for an informal chat on 01252 725052 or email recruitment@weydonschool.surrey.sch.uk

How to Apply:

Please return your completed application form, together with a supporting statement, to recruitment@weydonschool.surrey.sch.uk.

We reserve the right to close early and call for interview immediately, therefore early applications are actively encouraged.



All appointments are subject to safer recruitment procedures and an enhanced DBS check.

Job Profile	Classroom Teacher
Responsible to	Head of Faculty
Main Purpose of Job	<p>You are required to:</p> <p>Carry out the duties of a School Teacher as set out in the current School Teachers' Pay and Conditions Document.</p> <p>Teach specialist subject within the age range 11 - 16 and, if necessary, other subjects commensurate with your expertise.</p> <p>Act as a member of the school's student support and guidance organisation as directed by the Principal.</p> <p>Support the school extra-curricular provision.</p>
Focus of Job	Student Facing
Key Tasks	<p>To undertake the effective management of the following tasks:</p> <p><u>Teaching</u></p> <p>Use FLOW teaching and learning strategies to enable students of all abilities and backgrounds to make optimum progress</p> <p>Secure a good standard of student behaviour in the classroom by establishing high expectations in the context of the school's Behaviour Policy</p> <p>Keep appropriate records of students' current and predicted attainments in classwork, internal tests and NEAs</p> <p>Set challenging targets for students based on all relevant available data</p> <p>Set and mark Home Learning according to school and department policies</p> <p>Write reports as directed on students' progress and attainment</p> <p>Ensure that resources are organised and available to promote a purposeful environment for teaching and learning to take place</p> <p>Ensure that the classroom presents a stimulating environment by displaying students' work and other materials</p> <p>Where applicable, deploy other adults effectively in the classroom, involving them, where appropriate, in the planning and management of students' learning</p> <p>Support students with Special Educational Needs by providing appropriate work and guidance and, where applicable, contribute to the preparation, implementation, monitoring and review of Individual Education Plans</p> <p><u>Professional</u></p> <p>Attend scheduled department and school staff meetings</p> <p>Attend parents' consultation meetings as directed</p> <p>Participate in the school's performance management scheme</p> <p>Participate in the In-Service Training programmes organised by the school and Other relevant bodies</p> <p>Implement school policies</p>

	<p>Take responsibility for own professional development, setting objectives for improvements</p> <p><u>Form Tutor</u> Support the well-being of all members of the tutor group Attend year group meetings as directed Maintain an accurate register of student attendance, including lateness, in Accordance with school guidance Retain absence letters and telephone messages Maintain white slips in a reasonably secure place Ensure effective communication to parents and students through distribution of written material and collection of acknowledgements where appropriate</p>
Additional Duties and Responsibilities	<p>To support and encourage the school's ethos and its objectives, policies and procedures as agreed by the governing body To uphold the school's policy in respect of child protection matters First Aid as required Admin as required Back up for other roles as required Ad hoc duties as required</p>
Training	<p>Training will be provided in school and externally, if deemed necessary to the role</p>
	<p>This Job Profile is intended to provide guidance on the range of duties associated with the role. It may be changed by the Leadership Team to reflect or anticipate changes or to undertake additional duties as required by the Principal.</p>

Person Specification – Classroom Teacher			
Qualifications		Essential or Desirable	Assessed via
1	Degree	E	A/I
2	Qualified teacher status in the UK	E	A/I
Experience		Essential or Desirable	Assessed via
3	Teaching experience (including training practice) within the designated age range.	E	A
4	Exceptional knowledge of current legislation, guidance and developments relating to the subject area.	E	A/I
5	Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children.	E	A/I/R
6	Involvement in and organisation of wider school activities, including extra-curricular activities.	D	A/I/R
Professional Knowledge, Skills and Understanding		Essential or Desirable	Assessed via
7	Ability to create outstanding learning and teaching environment for all students.	D	I
8	Demonstrate Success in raising achievement	D	I/R
9	Knowledge of National Curriculum and interventions for all students to achieve success	D	I
10	Strong behaviour management skills	D	I/R
11	Strong organisational skills, including excellent time management and ability to effectively prioritise, plan, organise and manage work life balance.	E	I/R
12	Confident use of technologies and data to provide analysis, monitor progress, set targets and plan lessons.	D	A/I/R
13	Excellent interpersonal and communication skills to be able to work effectively as part of a team	E	A/I/R
14	Committed to safeguarding and promotion of welfare of children	E	I

15	The ability to ensure equality of access to educational attainment and all aspects of equal opportunities are adhered to	E	I
16	Accountable for pupils attainment, progress and outcomes	E	I
17	Able to demonstrate taking responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject	E	I/A
18	Commitment to promote a love of learning and children's intellectual curiosity	E	I/A
Personal Qualities		Essential or Desirable	Assessed via
19	The ability to develop positive relationships with students, parents, and peers	E	A/I
20	High Expectations of themselves, peers, students	E	A/I/R
21	Resilience and determination to be successful and ambitious for the school and the children	E	A/I/R
22	A commitment to personal CPD and ambitions to continue to learn and improve knowledge, strategies and performance.	E	I