



Ermysted's Grammar School

Applicant Information
Teacher of Physics



Ermysted's Grammar School

Headmaster: Mr M J Evans

January 2018

Dear Applicant,

Teacher of Physics (Full time, commencing 1 September 2018)

Thank you for your interest in the above post. Ermysted's Grammar School is an outstanding, heavily oversubscribed selective school with 830 boys on roll, including 255 in the Sixth Form. Our pupils are bright, inquisitive and enthusiastic about learning.

The school has a long and proud tradition of academic success and each year our senior pupils leave for the most-competitive courses. Many of our most-recent leavers are now studying at Russell Group universities or medical schools, including a dozen pupils at the universities of Oxford and Cambridge. Regardless of their destination, however, we are proud of the achievements of all of our pupils and of the role the school has played in shaping their character and developing their abilities.

We are seeking to appoint an innovative and enthusiastic practitioner who has the passion and ability to promote high standards of teaching and learning across the subject. This pack includes the job description and person specification as well as information about the school and the faculty. Further information can be found on our school website.

Flexibilities in current staffing allow us to consider applications from teachers with a range of previous experience. A full programme of induction is available for NQTs and a TLR may be available for a suitably qualified individual. Please contact the school for further details and make it clear in your application if you would like to be considered for additional responsibilities.

I hope that you will decide to apply. Please download details and an application form from the 'Current Vacancies' page of our website. Please note that only applications submitted in the school's application form will be considered. Please send your completed form by email to ktamsons@ermysteds.n-yorks.sch.uk. In case of difficulty in downloading or completing the form, please contact the School directly.

The closing date for receipt of applications is **12:00 pm** (noon) on **Monday, 5 February 2018**, with interviews for short-listed candidates to be held shortly thereafter.

May I wish you every success if so and thank you for the time and effort I know you will put into your application.

Yours sincerely,

Michael Evans
Headmaster

Application checklist

Please read these notes before completing the application form.

1. Only applications submitted on the School's application form (click [here](#)) will be considered.
2. We would prefer you to fill in your application electronically and submit by email. (You will be asked to sign a hard-copy if appointed.)
3. Complete the application form **as fully as possible**. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet. Please note that your application form will be photocopied for the Selection Panel; therefore, clarity is essential.
4. Please give the full name and title of both of your referees and ensure that the full address, telephone numbers and email addresses are included. Your referees will be contacted directly by the school if you are short-listed. It is our practice to take up references before interview, whenever possible.
5. Please submit your application form by **12:00 pm** (noon) on the closing date.
6. If short-listed, you will receive either a phone call and/or email inviting you to attend for interview. It is important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you. If you require any assistance in attending for interview, please let us know in good time so that we may make appropriate arrangements.

It is not our practice to inform applicants that they have been unsuccessful in being called for interview. If you do not receive an invitation to interview, we thank you for your interest in the post.

7. We are fully committed to equality of opportunity and aim for our staff to reflect the school community. It will help us to monitor the success of our recruitment strategies if you complete the equal opportunities monitoring page of the application form. The information you provide will be treated as confidential and will not be made available to the short-listing panel.

Pre-employment checks.

The successful applicant will be required to:

- Provide details of two referees who know you in a professional capacity, one of whom must be your current Headteacher or employer. Employment is conditional on these references being deemed satisfactory.
- Provide proof of all relevant qualifications.
- Provide proof of eligibility to work in the UK.
- Undertake an enhanced DBS check and receive appropriate clearance. Please note that an enhanced check will include details of all convictions on record, whether spent or unspent under the Rehabilitation of Offenders Act 1974 (ROA).
- Complete a medical questionnaire and, if deemed necessary, undergo an assessment of their fitness to complete the duties as described in the job description.



General Information for Applicants

The School

Ermysted's Grammar School can trace its origins to the last decade of the 15th century, possibly as early as 1476 but certainly before 1492. Originally founded as a chantry school next to the Skipton Parish Church, it was refounded after the dissolution on a different site in 1548 by William Ermysted, Master of the Temple and Canon Residentiary of St. Paul's Cathedral, before moving to its present site in 1876.

The pleasant market town of Skipton serves a large surrounding area, including the Yorkshire Dales National Park, immediately to the North. A wide range of reasonably priced housing is available and Skipton, together with its immediate surroundings, is an appealing place to live. Large towns, such as Harrogate, Leeds, Bradford and Manchester relatively close by and easily accessible.

The school occupies a green and wooded site about half a mile from the centre of Skipton, on the main route from the town leading to the A65 and to Settle and the Lake District. The original 1876 stone buildings have been added to over the years to provide modern facilities with comfortable and effective accommodation for teaching and learning.

The school enjoys an enviable reputation in the locality and competition for places is strong. Selection procedures in Skipton require all in-catchment boys to take Verbal and Non-Verbal Reasoning standardised tests. From which 28% of the local school population at 11+ is identified and offered places at Ermysted's Grammar School.

The pupils come from the town of Skipton and its neighbouring villages, with a few travelling from further afield. The School is Voluntary Aided and is maintained by North Yorkshire County Council.

Ermysted's enjoys an enviable reputation in the field of academic excellence and prides itself on providing a disciplined, caring environment in which each pupil can develop his talents to the maximum. Competitive and non-competitive sport, music, debating and drama are just a few of the many fields in which pupils are encouraged to participate.

An annual German exchange to a school in Simbach-am-Inn (Skipton's twin town); visits to World War II battlefields; skiing trips to France and America; and a bi-annual field trip to Iceland for our geographers are notable additions to the many subject-based trips organised by Faculties.

Academic record

Ermysted's Grammar School is one of the top performing schools in the country and offers its pupils an exciting and engaging curriculum across a broad range of subjects.

Attainment *and* achievement at GCSE and A-Level is very high and consistently so; the most-recent value-added data places the school in the top 10% nationally (please see the school website for details).



Nearly all our Year 11 pupils continue into further education, with the vast majority remaining at Ermysted's in order to study for A-Level qualifications. In addition, each year a number of other boys join the Sixth Form from other schools.

Around 95% of pupils eventually proceed to university each year and the destinations reflect the school's academic pedigree (please see the school website for details).

School Routine

The school week is based upon 40 teaching periods spread over five days; though this will be changing to 50 one-hour lessons over a two-week timetable from September 2019.

The school day for pupils starts with registration at 8.45am and finishes at 3.45pm. There is a formal half-school assembly on Tuesday, Wednesday and Thursday with year assemblies on the remaining days.

The Curriculum

In Years 7 and 8, the curriculum is broad and balanced, giving the opportunity for study well beyond the requirements of the National Curriculum. All boys study separate sciences throughout KS3 and KS4, and all pupils begin to study French, German and Latin on entry.

In 2018-19, Year 10 pupils will begin courses in nine GCSE subjects; mathematics, English language, English literature and the three separate sciences provide the compulsory subjects and three option subjects are chosen from Art and Design, Food and Nutrition, French, Geography, German, History, Latin, Music, Physical Education, Religious Studies, Computing and Design Technology.

The school is moving to a three-year KS4 in September 2019, at which point pupils will be required to take a Language and a Humanities option and the standard offer will be increased to ten GCSEs.

In addition to these subjects, a number of non-examined courses are offered to KS4 pupils: currently this includes Computing, RS, The Development of Democracy, Mindfulness and a course in Ethics.

The majority of Sixth Form pupils choose to study three A-Level subjects (from a choice of twenty-two) with some opting to take four. The Sixth Form curriculum is supplemented by a lecture programme and other enrichment opportunities including the Extended Project Qualification.

Pastoral

The School places considerable emphasis on the care of its pupils. There is a well-established and effective pastoral care structure with most staff expected to be form tutors. The general academic progress and all matters of pastoral care are, in the first instance, the concern of the form tutor who consults with the Head of Year, Head of Key Stage, Assistant Headteacher or the Headmaster as necessary.



In Years 7 to 9, forms are arranged randomly with no reference to academic ability as is the case elsewhere in the school bar mathematics in Years 9 to 11, where pupils are set according to ability.

Sixth Formers are placed in vertical tutor groups under the pastoral guidance of a tutor, who will oversee their progression through the two years of Sixth Form study.

Extra-Curricular Activities

Physical Education and team games occupy a high profile within the school and Ermysted's has a proud tradition of success in many sports.. The main school sports are Rugby, Cross Country and Cricket, though as pupils progress through the School, the sporting opportunities available to them increase.

A full range of sporting and cultural activities is available to our boys and the many members of staff volunteer their time and expertise to foster the co-curricular life of the school. Assistance and expertise in these areas from new members of staff is always most welcome.

The Old Boys' Society

The Ermysted's Old Boys' Society is an extremely active group, bringing together alumni from the school's long history. The Old Boys take a keen interest in the progress of the school and also contribute financially through fundraising to support the school's development – for example, helping with the cost of new buildings, refurbishment and the purchase of equipment. A calendar of events can be found on their website www.ermystedsoldboys.co.uk

The Foundation

The initial Foundation for the School has been maintained through the centuries and is now managed as a registered charity by the Foundation Trustees. The Foundation own the grounds and school buildings, and support the school's activities financially through donations from pupils' families.

The Parents' Association

The relationship between the school and its parent body is excellent. The Parents' Association exists to support the school in its many different functions and it organises a full and varied programme of activities throughout the year. The fundraising so successfully undertaken by the Parents' Association allows it to purchase additional equipment for the school amounting to several thousands of pounds annually.

Further information

Further information can be found on the schools website www.ermysteds.co.uk



Details of the post

The successful candidate would become part of an experienced and well-established team in a school where academic standards are high, pupil behaviour is excellent and parents are supportive of the school's aims and ethos. The successful candidate would be expected to teach across our full age range (11-18).

The Science Faculty

The Science Faculty has eleven members of teaching staff supported by three very well qualified technicians. The Head of Faculty is supported by two Assistant Heads of Faculty who each have responsibility for A-Level Science in their specialism. Students are taught by subject specialists in the three sciences at KS4 and KS5. At Key Stage 3 some teaching is carried out by science teachers outside of their subject specialism according to timetabling needs.

Practical activities form a vital part of science lessons. The school has ten fully equipped science laboratories which allows all science lessons to take place within laboratories, and most teachers to have their own laboratory. The school is very well equipped in terms of resources to support practical work, provided both through the faculty budget and the generous support of the Parents' Association.

Organisation of the Curriculum (Physics)

At Key Stage 3, each of the three science disciplines is allocated two periods per week in each of Years 7, 8 and 9. The Physics Department currently uses the QCA scheme of work as the basis for its teaching of the renewed KS3 curriculum.

All Key Stage 4 pupils study the three individual sciences through to GCSE. The new AQA Physics specification (8463) is currently being followed. Students are taught in five groups, each consisting of approximately 24 pupils. In both Years 10 and 11, four periods per week are allocated to the subject.

At Advanced level, large numbers of students opt for the subject. For the academic year 2017-18, there are 33 students studying physics in Year 13 and 46 are studying the subject in Year 12. In both years, students are divided into two sets each having 8 periods per week devoted to physics. The resulting 32 periods per week of key stage 5 physics are spread across all three members of the department. The department follows the AQA specification with the Turning Points option.

The School enters a number of boys for the various Physics Olympiad competitions, with students regularly achieving the top Gold award. The department has also organised many enrichment activities such as visits to CERN, Jodrell Bank and lectures/workshops at local universities.

Physics is a strong subject within the school with a number of students going on to study either Physics or Engineering at Oxford and Cambridge each year.



Classroom Teacher Person Specification

The following are essential or desirable characteristics associated with the post of a classroom teacher at Ermysted's Grammar School. Evidence will be drawn from the application form and lesson observation, or explored at interview.

	Essential	Desirable
Qualifications		
Good honours degree in the specified subject or in a closely-related area	✓	
UK Qualified Teacher Status	✓	
Evidence of further relevant qualifications or training		✓
Evidence of recent professional development		✓
Experience		
Evidence of successful teaching at KS3 and KS4 in the specified subject	✓	
Evidence of successful teaching at KS5 in the specified subject		✓
Experience of pastoral work in a school setting		✓
Experience in more than one school		✓
Knowledge		
Up to date knowledge of the curriculum and current trends or developments	✓	
Familiarity with the requirements of public examinations in the subject		✓
Skills		
A confident and competent classroom practitioner	✓	
A proven record of securing good progress for pupils		✓
Ability to differentiate teaching to meet the needs of all pupils	✓	
Good communication, organisational and interpersonal skills	✓	
Ability to converse fluently in English	✓	
A willingness to share good practice and promote the development of the subject	✓	
Ability to use and promote the effective use of ICT	✓	
An ability to build positive working relationships with colleagues	✓	
An ability to work effectively as part of a team and to work independently	✓	
Other		
Enthusiasm for learning and a passion for teaching	✓	
High expectations of pupils and their behaviour	✓	
Ability to work hard, prioritise deadlines and maintain good humour	✓	
A willingness to engage fully with continuing professional development	✓	
A recognition of the importance of personal responsibility for Health and Safety	✓	
A demonstrable commitment to equal opportunities	✓	
Commitment to safeguarding and promoting the welfare of pupils	✓	
A commitment to the School ethos and selective education in general	✓	
Ability and willingness to contribute to the wider life of the School	✓	

To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not specifically referred to above.

Ermysted's Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be expected to undergo enhanced DBS clearance.



Classroom Teacher Job Description

Position	Classroom Teacher
Salary	Main or Upper Pay Scale
Tenure	Established
Time	Full-time
Responsible to	Member of the Faculty Leadership Team
Responsible for	Deployment of support staff (where relevant)

The postholder will teach pupils within the school and carry out such other associated duties as are reasonably assigned by the Headmaster. It is expected that the postholder will be a form tutor in addition to their teaching role. The postholder is responsible to the Headmaster in all matters; the Head of Faculty in respect of curricular matters; and the relevant Head of Year or Key Stage in pastoral matters.

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the postholder's title and salary grade.

The postholder will:

Principle Responsibilities

- Have proper and professional regard for the ethos, policies and practices of the school and maintain high standards of personal and professional conduct
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment

Wider Responsibilities

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being
- Ensure the school's safeguarding procedures are adhered to
- Ensure health and safety policies and child protection practices are followed

Please note that these responsibilities will be reviewed from time to time and may be amended as is reasonable by the Headmaster.