



THE PORTSMOUTH GRAMMAR SCHOOL

PGS JOB DESCRIPTION – TEACHER OF SCIENCE (PHYSICS SPECIALISM)

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

Summary of the role

The Portsmouth Grammar School is a leading co-educational school located in the historic heart of Portsmouth. We are very much a family school known for excellent teaching, superb pastoral care and wide-ranging co-curricular opportunities and offer an education across the age range from Pre-School to Sixth Form.

The school seeks a well-qualified teacher of Physics from January or April 2026 to teach from Year 7 to Year 13. Dependent upon the notice period of the successful candidate, we may also be able to offer an earlier start date in the Autumn term. We are looking for a candidate who can work either full-time or part-time; if applying for the role on a part-time basis, please indicate this in your application and give an indication of your preferred FTE. The ability to teach a second science at KS3 and/or GCSE would be an advantage; please provide details of this in your application.

Candidates should be well qualified subject specialists, able to inspire young people with their enthusiasm for Physics and for teaching, and ensure all pupils reach their full potential. Applications are invited from all those who meet the above criteria, whether they are newly qualified, or more experienced teachers.

The school offers excellent training and support to teachers at all stages of their career. PGS teachers convey passion for their subject and seek to maximise progress by knowing their pupils well and adapting their teaching accordingly. We are always looking to develop new ideas and approaches to teaching and are keen to incorporate the particular interests of members of staff into the overall curriculum scheme.

Outstanding teaching and learning at PGS are achieved by inspirational and creative teachers with excellent subject knowledge and the ability to use ICT and interactive resources to enhance learning. Teachers' planning is informed by assessment for learning, ensuring all pupils make very good progress in each lesson. Our pupils are encouraged to take responsibility for their learning and understand how they can improve using constructive feedback provided by their teachers.

The successful applicant will be expected to contribute fully to the pastoral and co-curricular life of the school. It is an expectation that all teachers will have a tutor group within the pastoral system.

How to apply:

Candidates are asked to apply through the online form linked to our advert on www.tes.com

Any informal enquires about the role or how to apply are very welcome at recruitment@pgs.org.uk

The closing date will be midday on **23rd September 2025** and interviews will be scheduled to take place on **2nd October 2025**. Candidates are asked to allow a whole day for the interview process which will include teaching an observed lesson.

The Science Department

Science is a key component of the curriculum at the school with high levels of uptake at A Level; approximately half of pupils leaving PGS in Year 13 go on to study a science-related course at university.

The Biology, Chemistry and Physics departments are located in a state-of-the-art Science Centre with dedicated laboratories over three floors and a large Science lecture theatre. At all levels of the school, each science is taught by subject specialists and as a separate subject within the Science Department.

Year 7 and 8 pupils have separate lessons for Physics, Chemistry and Biology following a curriculum designed by PGS staff aimed at engaging students and developing their skills to meet the demands of further study in the Sciences.

All Year 9 pupils begin study of their Science GCSEs; in Years 10 and 11 pupils are separated into ability bands leading to awards in either Combined Science or Triple Sciences. GCSE Science is currently taught to the AQA specification.

	<p>Practical work at all levels is encouraged. Teachers are expected to assess appropriately and to use a variety of teaching and learning styles to maximise pupil progress. Technology, and particularly the use of devices, is embedded in day-to-day teaching; Year 9-13 pupils bring their own device to lessons, so candidates with good knowledge of ICT and its effective use in the classroom are particularly encouraged to apply.</p> <p>The department is supported by a team of specialist technicians.</p> <p>The Physics Department</p> <p>The Physics Department consists of 2 full-time teachers, 2 part time teachers and members of the science technician team.</p> <p>The department has six full-sized laboratories. Practical work at all levels is an integral part of lessons and the department is very well resourced ensuring pupils have access to up to date and high quality equipment.</p> <p>In the Sixth Form, around 30 pupils opt to take A Level Physics, following the OCR Physics A specification.</p> <p>Several pupils go on to Oxbridge success in Engineering and Physics. PGS has participated in the Physics Olympiad since its inception with many pupils gaining bronze, silver and gold awards.</p> <p>The Physics Department has active links with local businesses and regularly host the Lockheed Martin engineering Challenge and take part in Women in STEM competitions to encourage girls into pursuing Physics and Engineering beyond school. Physics teachers run several clubs, including Astronomy and Electronics and there are opportunities to introduce significant stretch and challenge for all year groups.</p>
Line management responsibility	The role does not offer line management responsibility.
Main duties and responsibilities	<ul style="list-style-type: none"> • To teach Physics from Y7 – Y13. • To contribute to the departmental co-curricular and to the school’s wider co-curricular programmes.

	<ul style="list-style-type: none"> • To contribute to the pastoral life of the school as required by the Senior Deputy Head. • To be a form tutor (or co-tutor if part time) within the pastoral system. • All staff are expected to promote and safeguard the welfare of children and young people for whom they are responsible and with whom they come into contact.
Safeguarding responsibilities	<ul style="list-style-type: none"> • This role involves regulated activity with children. • All teaching staff are involved in the pastoral life of the school. • All teaching staff are required to attend regular training in safeguarding and child protection.
Benefits	<p>The Portsmouth Grammar School prides itself on being a caring employer and all staff are encouraged to discuss any aspects of their terms and conditions of employment initially with their line manager and, as necessary, with the Bursar who signs all contracts of employment on behalf of the Governing Body.</p> <p>The school is a strong supporter of Continuing Professional Development (CPD) and its INSET programme of Professional Development Days provides staff with many personal development opportunities.</p> <p>Key financial benefits of employment at PGS include a generous salary structure supplemented by payment of an additional PGS Allowance. There are many opportunities to take on additional paid responsibilities to assist in the management and operation of the school.</p> <p>The school has a generous fee concession for the children of teaching staff.</p> <p>PGS became a 'phased withdrawal' school from the Teachers' Pension Scheme from 1st September 2023. Teachers joining PGS are auto-enrolled into the school's defined contribution pension scheme with Aviva. We also have a non-contributory death-in-service policy calculated at 4 times annual salary.</p> <p>The school supports the Cycle to Work scheme and all members of staff have free use of the school's sports facilities which include a well-equipped Fitness Centre. The school provides a two-course lunch during term, with a meal provided</p>

	<p>before all parents' evenings. The school offers an Employee Assistance Programme.</p> <p>The school is always looking for innovative ways to improve the working conditions and remuneration of its employees and welcomes suggestions from all staff.</p>
--	---

Person specification

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

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed	These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	
Qualifications	<p><i>The professional, technical or academic qualifications that the Applicant must have to undertake the role or the training that they must have received</i></p> <ul style="list-style-type: none"> • Strong academic qualifications in Physics or a related subject 	<p><i>The professional, technical or academic qualifications that the Applicant would ideally have to undertake the role or the training that they should ideally have received</i></p> <ul style="list-style-type: none"> • QTS 	<p>Production of the Applicant's certificates</p> <p>Discussion at interview</p> <p>Independent verification of qualifications if necessary</p>

Experience	<p><i>The categories of work or organisations, types of achievements and activities required by the Applicant that would be likely to predict success in the role</i></p> <ul style="list-style-type: none"> • Experience of teaching Physics at KS3 and KS4 	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to contribute to success in the role</i></p> <ul style="list-style-type: none"> • Experience of teaching Physics at KS5 	<p>Interview</p> <p>Professional references</p>
Skills	<p><i>The skills required by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Ability to teach Physics from Y7 – Y13 • Ability to contribute to the pastoral and co-curricular life of the school • Commitment to safeguarding and promoting the welfare of children and young people 	<p><i>The skills that would enable the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Ability to teach another science to KS3 and/or GCSE level 	<p>Interview</p> <p>Professional references</p>
Knowledge	<p><i>The knowledge required by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Knowledge and understanding of legislation relating to current guidance in Keeping Children Safe in Education and other guidance issued by the Department for Education and ISSR 	<p><i>The knowledge that would enable the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Knowledge of examination specifications in Physics • Knowledge of university and career options for students of Physics and related subjects 	<p>Interview</p> <p>Professional references</p>

<p>Personal competencies , qualities, attitude and behaviours</p>	<p><i>The personal qualities, attitude and behaviours that the Applicant requires to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> • motivation to work with children and young people • ability to form and maintain appropriate relationships and personal boundaries with children and young people • willingness to participate in the sharing of ideas and best practice within the department • willingness to participate in the co-curricular activities of the Physics department and to contribute to the wider co-curricular programme of the school • ability to contribute to the pastoral life of the school • willingness to support the school's wider external partnerships • willingness to support the aims and ethos of the school 	<p><i>The personal qualities that would assist the Applicant to perform effectively in the role</i></p>	<p>Interview</p> <p>Professional references</p>
--	---	--	---