

# Appointment of Teacher of Biology/Chemistry

Permanent Full time

For 1 September 2017



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# Working at Thames

Located within a few minutes walk of the transport hub of Clapham Junction, Thames is a thriving mainstream school founded in 2000 for pupils aged 11-16 encompassing a wide catchment area. A sixth form is planned for September 2020.

With a stable and established staff team, the school has gained a reputation for being a unique and inclusive school where pupils achieve excellent academic results at GCSE and go on to complete their A levels at top state and independent sixth forms. Thames admits pupils with a range of abilities from the top academic, whose parents choose the school for its strong and caring Christian ethos, to those with mild to moderate learning needs such as dyslexia, dyspraxia and Asperger syndrome. Fees are very competitive when compared to other London day schools and the school is committed to discounting a significant number of places to aid affordability. The inclusivity of abilities, ethnic and socio-economic backgrounds enables pupils to thrive in a setting that reflects the makeup of London.

High expectations and small, well-behaved classes mean that pupils typically perform at least a grade higher than those of the same ability in an average school and usually 50% of grades awarded are at A\*/A despite a non academically selective intake.

The Christian ethos is relational and inclusive. It values progress and achievement across the ability spectrum and discipline is maintained by forging excellent staff/pupil relationships, enabling pupils to feel safe and thrive. Less than half of current pupils come from church-going families, and other faiths are represented. Relationships between pupils and all staff are excellent with great significance placed on valuing the individual and expecting the highest of standards. Pastoral care and working collaboratively with parents is fundamental to the success of the pupils. Good communication with highly supportive parents is a key aim which enables the school community to function very smoothly.

Extra-curricular activities play a fundamental part in pupils' education. All staff play a part in this aspect of the school's life, with opportunities to lead activities and to develop interests old and new, in school and on visits both in the UK and abroad.

The school has an award winning Art department and over the years has won many awards, most recently in 2016 the Good Schools Guide Award for "Best GCSE results for girls in History at an English Independent School". In 2015 the school won the Independent Schools Association Award for "Outstanding Contribution to International Understanding" for its trip to Tanzania.

Whilst currently housed in a constrained facility Thames is working with Wandsworth Council and Taylor Wimpey to relocate to brand new purpose-built premises by September 2020. This will allow the school to expand to a three stream entry with a sixth form enabling the teaching of A levels.

Students readily gain entry to top independent and state sixth forms and colleges such as Alleyns, Dulwich College, Highgate School, Francis Holland, Latymer Upper School, King's College School Wimbledon, Dartford Grammar School, Tiffin Boys' and Tiffin Girls' Schools, Graveney, Ashbourne Technology Academy, Chelsea Academy, Grey Coat Hospital School, Esher College, The Charter School, The Brit School and many others.

## **So why work at Thames?**

Thames is characterised by a warm and welcoming atmosphere and a mutually supportive approach. Expectations of staff are high, but equally, personal workloads are carefully considered by the supportive leadership team. There are plenty of opportunities for further professional development. The mixed ability classes and range of SEND needs mean that teachers become highly skilled. All teaching staff have a weekly mentoring session with a member of the senior leadership team which is supported by a well thought out CPD programme.

Thames has a strong track record of training teachers via the Schools Direct programme in partnership with the Institute of Education and of mentoring NQTs. Career opportunities enable staff to develop quickly evidenced by the fact that several of the current senior leadership team started their teaching careers at Thames as NQTs or Schools Direct trainees.

Staff turnover is low, indicating a stable staff. Support staff and teaching staff are valued equally for their part in the overall success of the school and there is a strong sense of camaraderie and fun!

People enjoy working here! Our staff say:

- *"We feel supported, trusted and given the time to develop our departments."*
- *"The reward of seeing children flourish and respond to the opportunities given."*
- *"The supportive, caring and flexible management team combined with high expectations of pupils and staff to work and develop together as a team and individuals."*
- *"We thrive on mentoring because we are trusted to do our job and we get the support to improve and adapt to changes. It is easy to follow advice from people who also work hard and have your best interests at heart."*
- *"We work hard and we are rewarded with quality time to do our job to the best level."*
- *"We have time for the students, time for each other and management are all part of the triangle of success = Supportive environment"*
- *"Love it as I can actually teach without being interrupted."*
- *"The Head's vision for a left-field, quirky, creative, genre-defying place."*
- *"I really like the google techiness."*

- *“I like the love for the 'whole child' and the value placed on the deeper agenda of growing citizens of the future rather than just schooling for grades, which is depressing and destructive.”*

## Your Professional Duties

The successful applicant will teach Biology and Chemistry across KS3 and KS4. Excellent career development opportunities exist as we are planning to expand into new purpose-built premises by 2020 as well as add a sixth form which will bring in the of teaching KS5. The position has the possibility of becoming a 2ic within a year.

In order to fulfil the role, the post holder should expect to carry out the following:

- Teaching Science (mainly Biology and Chemistry) in KS3 and KS4.
- Preparing pupils for the CIE IGCSE Biology/Chemistry examination.
- Providing differentiated work, with a variety of learning styles as appropriate, to meet the needs of pupils across the spectrum from those who are able, gifted and talented to those with SpLD.
- Ensuring the effective deployment of learning support staff's skills where appropriate.
- Planning and delivering well structured lessons and ensuring that high standards of behaviour are maintained in the classroom.
- The setting and marking of homework in line with the school policies.
- Carrying out and recording appropriate assessment of pupils at all stages and monitoring progress.
- Running extra-curricular Able Gifted and Talented or support activities as may be required including entering external competitions.
- The requisitioning and maintenance of subject resources.
- Ensuring that Health and Safety procedures are always followed.
- Arranging and partaking in relevant trips.
- Establishing rapport with parents via regular reporting through formal reports and other informal regular contact as required.
- Contributing to the teamwork of the science department and working effectively with the senior leadership team, other subject teachers, specialist staff and administration personnel.

### **Wider Responsibilities**

- Upholding the aims, policies and procedures of the school.
- Contributing to the maintenance of the school ethos including standards of discipline, implementation of the Safeguarding policy and promoting the welfare of pupils both at school and on school trips.
- Acting as a personal tutor with responsibility for monitoring the welfare, discipline and progress of pupils within the tutor group.
- Contributing to the school's PSHEE programme as required.
- Supervision of pupils outside lesson times as required.
- Attending parents' meetings and other school events such as open days, plays, concerts, etc as part of supporting the wider work and activity of the school. These may from time to

- time take place on a Saturday or in the evening.
- Participation in INSET days and staff meetings.

The above list is illustrative rather than exhaustive and the person appointed must expect to undertake other tasks and duties as may, from time to time, be requested by the Head.

## Person Specification

We are looking for a professional with a commitment to working in a school with high standards and a distinct Christian ethos.

You will have:-

- An affinity with young people, a commitment to their safeguarding and welfare and a desire to serve them.
- The ability to form and maintain appropriate relationships and personal boundaries with pupils.
- The ability to communicate well with stakeholders including parents.
- Relevant qualifications.
- A willingness to deliver excellent differentiation strategies for mixed ability classes.
- The ability to teach a subject up to KS4 using a kinaesthetic approach where effective.
- Experience of a range of teaching strategies and assessment strategies would be an advantage.
- High personal standards of integrity, conduct, punctuality and dress.
- A strong attention to detail and good planning skills.
- A willingness to be involved with school events and to engage with the wider school community.

You will be:-

- Supportive of the school's Christian ethos and values of diligence, proactivity, courage, compassion, respect, openness and good humour.
- Able to respond constructively to coaching, mentoring and feedback.
- Emotionally resilient.
- Willing to work as part of a team with the science department and wider school staff.
- Willing to take on specific projects and see them through to completion.
- Positive, flexible, motivated and humble.
- Well organised.
- Able to contribute to the extra-curricular activities of the department

Thames Christian College is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. Successful applicants will be subject to child protection screening appropriate to the post including an enhanced disclosure through the Disclosure and Barring Service (DBS) and checks with previous employers.

# The Department

Science is a popular subject at Thames with nearly half the pupils taking three separate sciences at GCSE. A wide variety of activities take place. We aim to challenge and stretch our pupils, to give them confidence and to introduce them to the excitement involved in the development of the subject.

The department is staffed with 3 teachers and a technician. There is considerable interaction and collaboration within the department.

Class sizes average around 15 in Key Stage 3. At Key Stage 4 pupils choose options and can choose between one and three separate sciences. As a result class sizes are smaller enabling teachers the time to get to know and bring the best out in all pupils. There is a focus on practical work. Pupils are entered for the CIE IGCSEs in Biology, Chemistry and Physics.

The department is very well resourced. There is easy access to IT facilities with software packages available for both class and individual use. Pupils have plentiful access to Chromebooks which are used extensively in teaching.

Pupils participate in the British Science Association CREST Awards, the Royal Society of Chemistry Top of the Bench and the Royal Society of Biology Olympiad and Challenge. Recent trips include: the Science Museum, the Faraday Museum at the Royal Institute, the Horniman Museum, The London Wetland Centre and Greenwich Royal Observatory,

In 2016 46% of grades in Biology and Chemistry were awarded at A\*/A and 57% of grades on Physics were awarded at A\*/A. Needless to say many pupils go on to study sciences at A level with aspirations of becoming doctors, engineers and scientists.

# Salary, Hours and Benefits

The salary awarded will depend on the experience and qualifications of the successful candidate. Salaries are reviewed each year to ensure they remain competitive. Salaries are paid by BACS transfer on or around the 27th of each month, or the previous working day, in twelve equal payments.

## Hours

Teaching staff are expected to be in School for 8.00am and the school day ends at 5.00pm (4.00pm on Fridays). However, hours are as required to fulfil the duties of this role both before and after school hours. Staff are allowed significant flexibility over actual hours to suit their lifestyle and family commitments.

## Benefits include:

Staff Fee Remission – staff are eligible for fee remission, part-time staff are eligible to a reduction on a pro-rata basis. The continuance of school fee remission is at the discretion of the Board.

Enhanced sick pay arrangements – the school offers additional support to staff via its sick and family friendly policies.

Private Medical Insurance - staff are eligible to join the schools private medical insurance with BUPA, part time staff will have the premiums paid pro-rata. All staff may extend the cover to their families at their own expense.

Pension Scheme - staff are automatically enrolled into a pension scheme administered by Scottish Widows. Employer contributions may be supplemented by employee contributions but this is entirely at the discretion of the employee.

Chromebooks – staff are given the use of a Chromebook laptop computer.

Childcare Voucher Scheme – the school offers staff the opportunity to join the tax advantageous childcare voucher scheme.

Longer periods of school closure than the maintained sector.



# Application

Please read the recruitment pack carefully including the School's Safeguarding and Recruitment policies. Fully completed application forms, together with your CV, should be returned to the the School by post or by email to [info@thameschristiancollege.org.uk](mailto:info@thameschristiancollege.org.uk) as soon as possible. Please note that CVs alone will not be considered.

Applications will be considered on receipt and interviews may occur at any stage.

Applications are welcome from experienced teachers although this would be an excellent role for an NQT. Thames has an excellent CPD programme and a strong track record of mentoring NQTs.

## **Equal Opportunities**

It is the policy of Thames Christian School to provide equal opportunities for all qualified individuals regardless of race, colour, religion, ethnic or national origin, sexual orientation, age, gender medical condition or disability.

## **Safeguarding**

Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore, all convictions, cautions and bind-overs, including those as "spent" must be declared. The successful candidate will be required to complete a Disclosure & Barring Service application. References will be sought on short-listed candidates and we may approach previous employers for information to verify particular experience and qualifications. The successful candidate will also be required to provide original certificates of qualifications and may be required to undergo a medical examination prior to taking up the post.

# Location

Thames is located just a few minutes' walk from the highly accessible transport hub of Clapham Junction Station (Zone 2) with its excellent rail connections from Victoria, Waterloo and many parts of both North and South London and the London Overground network.

At least 15 different bus routes are also placed within walking distance of the school's front door. By car, we are just off the South Circular, with on-street parking nearby.