



**REED'S**  
S c h o o l

# Candidate Information Teacher of Chemistry

(required from January 2022)

*Reed's School*

Sandy Lane | Cobham | Surrey | KT11 2ES

[www.reeds.surrey.sch.uk](http://www.reeds.surrey.sch.uk)

Registered Charity Number: 312008

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Reed's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



# An Introduction to Reed's School

Reed's School is a leading HMC independent day and boarding school, providing an education for around 790 pupils. We accept boys between the ages of 11 and 18 years, with girls joining in the Sixth Form. Reed's is predominantly a day school with approximately 10% as boarders spread throughout the year groups.

Reed's benefits from all the facilities of a boarding school, providing the welcoming community feel that embodies the ethos and character of the School.

Reed's is well-known for its innovative approach to STEM learning, through the FutureTech programme, outstanding Arts and Music provision, and National and World class sports teams.

Our staff are recognised for their inspirational and dynamic approach to teaching. The vast majority of pupils go on to attend their first choice universities, with Russell Group universities being the most popular destinations. The ISI awarded the School "excellent" in all categories during its most recent inspection.

Situated in over forty acres of countryside in Cobham, Surrey, Reed's benefits from excellent transport links by rail, road and air. The School is a ten-minute walk to Oxshott Station, with a forty minute journey into Central London while the A3 is a four minute drive away with excellent links to Gatwick and Heathrow airport and the M25.



# The History of Reed's School

Reed's School was established in 1813 by the prominent philanthropist and social reformer Reverend Dr Andrew Reed as a school for orphaned children. His belief that philanthropy and education have the power to transform the lives of children remains central to the ethos of Reed's. Through our Foundation the School continues to offer bursaries to approximately 10% of the pupils who will have lost the support of one or both parents, be in need of pastoral care and financial assistance.

Since its founding the School has benefited from a Royal Patron and Her Majesty the Queen Elizabeth II is the current Royal Patron of the School, having visited as recently as 2014.

Although much has changed since the School was founded, our values-driven approach to education has remained the same. Through our core values of Integrity, Compassion, Curiosity, Resilience, Responsibility and Independence we are able to create a dynamic, exciting, and friendly environment where our pupils and our staff thrive.



# Teaching Staff Benefits

Reed's School is highly stable, currently enjoying notable demand for places and is backed by strong financial planning that enables all departments to be very well resourced.

## REED'S SCHOOL SALARY-SCALE

- Reed's School operates its own generous salary scale which sits above the national scale. There is also the opportunity for additional responsibility allowances for roles such as leading one of our Sports, or Heading a Department or House.

## PROFESSIONAL DEVELOPMENT

- The School commits to a generous INSET budget every year and encourages all members of staff to subscribe to external CPD courses.
- In addition to this, the School offers INSET days delivering a range of further training, from highly-practical First Aid qualifications to seminars on aspects of teaching and learning. High-quality training is provided throughout the year through twilight INSET from external trainers.
- The School offers comprehensive Professional Development. All teachers are supported fully in their professional development: those in the early stages of their careers are supported through PGCE and NQT qualifications; those with experience have the opportunity to develop their pedagogical and leadership skills through courses such as ISQAM (HMC), BSA, NPQML and NPQSL. The School also supports members of staff who wish to study for other qualifications such as Master's degrees and Sports coaching qualifications.
- There is an annual cycle of appraisal as well as myriad opportunities to reflect on professional practice and development opportunities.
- The School offers excellent administrative support to teaching staff.

## TEACHER'S PENSIONS SCHEME

- The School pays the employer's contribution to its selected Pension Scheme.

## PRIVATE HEALTH INSURANCE (OPT-IN)

- Teaching staff are eligible to sign up to the school's Private Health Insurance, provided by AXA PPP Healthcare.

## EMPLOYEE ASSISTANCE PROGRAMME

- Health Assured provides expert free and confidential support with personal and professional difficulties, 24/7.

## ICT FACILITIES

- The School operates an iPad scheme and all teachers are provided with iPads to facilitate innovative use of technology.

## FEE REMISSION SCHEME

- Teaching staff are eligible for School Fee Remission in respect of their child(ren) attending Reed's School. This sum is proportionally reduced for part time members of staff. The children of employees are subject to the same admissions assessments as other children and employment in no way guarantees that an offer of a place will be made.

## ONSITE ACCOMMODATION

- The School is situated in over 40 secluded acres of heath and woodland within five minutes' drive of the M25 and 30 minutes from Heathrow, Gatwick and central London. Oxshott train station on the Guildford-Waterloo line is ten minutes' walk. Epsom, Kingston, Leatherhead, Guildford and Woking are all within easy reach. All staff are welcome to apply for accommodation in line with the school's Onsite Accommodation Policy.

## MEALS & REFRESHMENTS

- Lunches and other refreshments are provided f.o.c. during the school day (breakfast and dinner available should staff work earlier or later than normal).

## PARKING

- Free, onsite parking is available for all staff.

## REED'S SCHOOL SPORTS CENTRE

- Free membership of the School's Sports Centre, with access to squash courts, gym, swimming pool and other sports facilities at agreed times.

## COMMON ROOM

- All members of staff belong to the Common Room. There are opportunities to participate in a number of Common Room activities such as social events, sports teams etc.

## CYCLE TO WORK SCHEME

- Employees can apply to the Cycle to Work Scheme, linked with Evans Cycles

## HOLIDAY CAMPS & LOCAL RETAILER DISCOUNTS

- Discounts are available to all permanent staff on holiday camps and activities hosted at Reed's School. In addition a number of local shops and retailers offer discounts to staff at Reed's School.

Reed's School is strongly committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We want our pupils to understand the importance of a diverse community by recruiting from the widest possible pool of talent, removing barriers that can prevent people from showing their full potential, and fostering a fully-inclusive environment.



# The Chemistry Department

The Chemistry Department consists of 6 teachers with the support of a full-time technician. The successful candidate will report into The Head of Chemistry, who reports into the overall Head of Science. There are five laboratories in the department which are very well resourced.

The Department currently teaches the Edexcel IGCSE and AQA A Level courses. Approximately 80% of pupils take IGCSE Chemistry and 25-35% take Chemistry A Level. The department has a strong record in pupils moving on to Chemistry-related degrees including medicine and Oxbridge.

All the Sciences are taught as separate subjects and pupils can choose either two or three Science GCSEs. Maximum class size at GCSE is 23. Sixth Form sets usually number 12-14 candidates.

Science results have been the best in the school, averaging around 90% A\* and A at GCSE and the majority of grades at A level either A or B.

All pupils study separate sciences from Year 7 to Year 9 and then have a choice of combinations of individual sciences at GCSE. The Department contributes to the FutureTech STEM programme in Year 9. This innovative course covers CAD, robotics, nanotechnology and applied mathematics.

All members of the teaching staff are involved in the School's tutorial and pastoral systems and are expected to be involved in the Activities Curriculum provided to the pupils.







# Main Duties and Responsibilities

- Teach Chemistry to our pupils, and teach Science to Years 7 and 8 as part of the Junior Science course.
- Provide support to the Head of Chemistry and the Head of Science and work cooperatively within the Department Team.
- Be familiar with the aims and objectives of the Science Department as outlined in the departmental handbook.
- Assist the Head of Chemistry and the Head of Science with the development of schemes of work and assessment materials.
- Keep records of marks achieved in preps and tests by the pupils you are teaching.
- Attend suitable INSET as required under the guidance of the Head of Chemistry and the Head of Science.
- Participate in Science Activities outside the classroom as required by the Head of Chemistry and the Head of Science.
- Promote all Sciences as subjects throughout the School.
- Undertake such other comparable duties as the Headmaster requires from time to time.
- Promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.



# Person Specification

## QUALIFICATIONS

### Essential

- Educated to degree level in a relevant subject.

### Desirable

- Qualified Teaching Status.

## EXPERIENCE

### Essential

- Experience of working co-operatively as part of a team.

### Desirable

- Experience of teaching successfully at all levels and to differing ability needs
- Ability to demonstrate success across the ability range
- Ability to demonstrate creative and innovative approaches to enthusing and challenging pupils

## SKILLS

### Essential

- Excellent planning and organising skills.

### Desirable

- Ability to use a range of ICT to gain participation and encourage learning.

- Ability to set effective, realistic and challenging lesson objectives and appropriate prep.
- Initiative to improve personal and departmental standards and results.
- Experience of gathering, evaluating and using assessment data to inform learning.

## KNOWLEDGE

### Essential

- Excellent subject knowledge and enthusiasm for the subject.

### Desirable

- Insight into student learning needs.

## PERSONAL COMPETENCIES AND QUALITIES

### Essential

- Motivation and enthusiasm to work with children and young people.
- Ability to act as a role model for pupils and staff through demonstrating high standards of personal and professional conduct.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Positive attitude to use of authority and maintaining discipline.
- Ability to maintain consistency and fairness.





# Application Process

If you would like to find out further information regarding the role, please contact the HR department by email at [hr@reeds.surrey.sch.uk](mailto:hr@reeds.surrey.sch.uk) or by telephone on 01932 869043.

Applicants should send a completed Reed's application form to the HR Department by email to [hr@reeds.surrey.sch.uk](mailto:hr@reeds.surrey.sch.uk) or by post to Reed's School, Sandy Lane, Cobham, Surrey KT11 2ES.

**The closing date for applications will be midday on Wednesday 22nd September 2021.** Interviews will be held on application.

# Safeguarding & Child Protection

Reed's 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 the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions & cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

## ISI INSPECTION REPORT JANUARY 2015

*"Excellent in all categories"*

"Pupils are intellectually curious, self motivated, and have high aspirations, both inside and outside the classroom."

"Pupils' achievements in extra-curricular activities are outstanding and reflect the wide range of their interests, the development of their talents and their determination to make the most of the opportunities offered."

"Pupils are taught in a nurturing environment by highly committed teachers. Relationships between pupils and teachers are very strong and result in positive attitudes to learning."

"Pupils are noticeably proud of their school community and take every opportunity within it to further their personal development with the result that this is highly developed by the time they leave the school."

"There is a relaxed and positive atmosphere in school with excellent relationships between pupils and staff."