BULLERS WOOD SCHOOL

Candidate brief for the position of:

Teacher of Science (Physics) for September 2019

Outer London Pay scale
Bullers Wood School for Girls

Application Deadline: Monday, 20th May 2019 - 9.00am



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Dear Applicant

Thank you for expressing an interest in the post of Teacher of Science at Bullers Wood School. The information in this pack will, we hope, give you a good flavour of the school, as well as the application procedure and I hope having read it, you will decide to apply.

This post is available from September 2019 and offers an exciting opportunity to join an enthusiastic staff and very supportive department whose members are committed to making a real difference. The school was last fully inspected by Ofsted in May 2011 and we were awarded Outstanding. The report is available on our website. We are very proud of our achievements and for the last 4 years we have been congratulated by the Minister of State for Schools on our achievements at GCSE level placing us in the top 100 non-selective state-funded schools in England. In addition, we were in the top 100 for pupils achieving the English Baccalaureate. We have also regularly been in the top 10% nationally (out of over 2,500 schools and colleges) for our A level performance assessed by ALPS.

We are looking for an enthusiastic individual to help us to ensure that in every way Bullers Wood remains an outstanding school at our next Ofsted inspection, and that every one of our students achieves and exceeds both their targets and expectations.

The successful candidate will join Bullers Wood at an exciting time as September 2018 saw the opening of a new secondary free school, Bullers Wood School for Boys. This coincides with the establishment of the Bullers Wood Multi Academy Trust leading to opportunities for enhanced professional and career development for colleagues working within the Trust. The successful candidate may be required to work at either school.

When completing the application form, please follow the instructions below and demonstrate clearly how you meet the person specification and job description.

If you have any questions, please do not hesitate to telephone or email us.

We very much hope to receive your application.

Yours sincerely



B. Greene
Executive Headteacher

An Introduction to Bullers Wood School for Girls

The School

Bullers Wood is a highly successful comprehensive 11 – 19 girls' school with boys admitted to the sixth form. We are significantly oversubscribed, with admissions from over 50 primaries, and enjoy an excellent reputation in the community.

The number on roll is 1617, including 492 students in the mixed sixth form. We serve a generally affluent community and parents have a choice of Bullers Wood as a comprehensive school for girls or selective education within Bromley and other LAs (Bexley, Kent). The proportion of girls eligible for free school meals is below the national average. About a fifth of the total roll is from an ethnic minority background and some 20 languages are spoken. Very few students are learning English as an additional language. The behaviour of students is excellent, with the vast majority keen to learn and succeed.

In 2018, 82% of students achieved 5+ GCSE's at A* - C (9-4) including English and Maths, and just under 50% of A level results were graded A* - B.

The staff at Bullers Wood are friendly, hardworking and conscientious. We actively promote continuing professional development for all staff, in line with the needs of the individual and those of the School. We offer a full and comprehensive induction and ongoing support programme for all new staff. NQTs are allocated a dedicated mentor to support them through their NQT year.

The School is a founder member of the highly regarded Bromley Schools Centred Initial Teacher Training Collegiate which enables our staff to share their expertise and good practice with others. We also train teachers through the Graduate Teacher Programme.

Twenty two acres of woodland and landscaped grounds surround Bullers Wood House, a mansion with interior design by William Morris and exterior by Ernest Newton – both leading Victorian designers. This makes it unique, creating a high quality environment and atmosphere which students enjoy and remember.

Our Ethos

Our purpose is to develop well qualified, confident and appreciative individuals who show tolerance and co-operation and are ready to play positive roles in the international community.

Expectations

At Bullers Wood School for Girls, we expect our Teachers to:

- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Be passionate about their subject area and lifelong learning

- Be committed to securing the best outcomes for all students in the school
- Offer enrichment and extra-curricular experiences related to their subject area and beyond
- Contribute to the overall development of the school
- Be flexible in their approach, adapting to new challenges

In return, we will offer you:

- The opportunity to be part of a forward-thinking team
- The opportunity to work with pastoral and subject leaders to create an exciting and engaging curriculum
- Enhanced professional and career development opportunities
- The opportunity to work across both schools in our Trust

The Role

Job title: Teacher of Science (Physics)

Reports to: Head of Science

Start Date: September 2019

This is an excellent opportunity for an outstanding, ambitious and passionate Teacher of Science to join the team.

Overview

The Science Department at Bullers Wood

There is a strong tradition of Science teaching at Bullers Wood and we regularly attract a large number for A levels. All three Sciences are very popular A level choices and a consistently high number of students continue to study Science based courses at university.

The Science department is located in buildings adjacent to each other. Science is also taught in three smaller laboratories in our Sixth Form Centre, Inglewood House. We have a new laboratory in the recently opened Sanderson building and we also have a new sixth form laboratory sponsored by Wolfson.

There is a wide range of experience within the department. It is lively and forward-looking and is committed to achieving success for all its students.

Faculty and departmental meetings take place on a regular basis and all staff contribute to discussions.

Setting Policy

Pupils are taught in ability groups throughout Key Stages 3 and 4 which are reviewed annually based on pupil progress in Science.

Key Stage 3

Students are taught a condensed two year national curriculum programme which cover topics from all three sciences in each term. Classes are either taught by one teacher or are shared between two different specialists. Throughout the year students undergo assessment in class time as well as a written test prior to each data collection. Each year group sits a final exam in the summer term during the school's exam week. Students are taught in ability groups from January in year 7. We start KS4 in the autumn term of Year 9.

Key Stage 4

At Key Stage 4 students currently study AQA Combined Science: Trilogy or AQA separate sciences (Biology, Chemistry and Physics). From a cohort of approximately 220, 2 groups will usually choose to study the separate Sciences with the remainder studying Combined Science. Specialist subject teachers deliver the content for each science. Students are taught in ability groups based on their progress throughout year 7-9.

Sixth Form

Science subjects are a very popular choice at KS5 both with internal candidates and in attracting students to the school at KS5.

A large number of students go on to study Science subjects at university every year.

We follow Linear OCR Biology and Chemistry and EdExcel Physics specification.

The successful candidate will also be a form tutor.

Classroom Teacher Responsibilities:

Core purposes of post

- To provide positive support and guidance with regard to the personal, academic, social and moral development of all students.
- To provide a high quality educational experience for all students.
- To help the school achieve its purpose, aims and values

General Duties and Responsibilities

- To carry out the duties of a School Teacher as set out in the School Teachers Pay and Conditions Document.
- To continue to meet the Professional Standards for Teachers in England
- To follow school, faculty and departmental procedures.
- To support the school ethos and adhere to school policies
- To be committed to safeguarding and promoting the welfare of children and young people

Knowledge & understanding

- Be aware of and actively promote the school's aims, values, priorities, targets and action plans.
- Have a secure knowledge and understanding of specialist subject(s)
- Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements.
- Understand progression in specialist subject(s)
- Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).

Planning & setting expectations

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught as identified in the school's Teaching & Learning policy
- Set appropriate and demanding expectations for students' learning and motivation.
- Set and monitor clear targets for students' learning, building on prior attainment.

Teaching & managing student learning

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Participate in preparing and presenting students for public examinations
- Identify students who have special educational needs, and implement and keep records
- Identify students who are gifted and talented and provide appropriate stimuli

Assessment & evaluation

- Assess how well learning objectives have been achieved and use this assessment and school provided data on a regular basis for future teaching and target-setting.
- Keep regular records of student progress
- Set homework in accordance with the School's homework policy
- Mark and monitor students' class and homework providing constructive oral and written feedback, setting targets for students' progress.
- Understand the demands expected of students in relation to the National Curriculum, KS4 and post-16 courses.
- Record and report on student progress, following school and departmental policy.

Behaviour Management

- Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships, following the school systems.
- Consistently apply the school's Behaviour Management policy, encouraging positive behaviour, using the classroom code and taking appropriate action in cases of indiscipline

Relationships with parents & the wider community

- Prepare and present informative reports to parents.
- Attend parents' evenings and Open Evenings as required
- Recognise that learning takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples.
- Be prepared to liaise with agencies responsible for students' welfare.

Management of performance & development

- Take responsibility for own professional development and to keep up-to-date with research and developments in pedagogy and in the subjects taught, within the context of the School Development Plan.
- Understand professional responsibilities in relation to school policies and practices.
- Set a good example to the students in presentation and personal and professional conduct.
- Evaluate own teaching critically and use this to improve effectiveness.
- Participate in school system of performance management

- Participate in arrangements for further training and professional development, including INSET
- Attend and participate in faculty/departmental and other meetings as required.

Relationships with colleagues

- Establish and maintain effective working relationships with colleagues including support staff.
- Advise and co-operate with all colleagues on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching, assessment and pastoral arrangements

Resources

- Select and make good use of textbooks, ICT, DVD/video, internet and other learning resources which enable teaching objectives to be met.

Health & Safety

- Be familiar with and comply with the School's Health and Safety policies
- Be responsible for the health & safety of students when they are authorised to be on school premises and when engaged in authorised activities elsewhere
- Prepare risk assessments as appropriate
- Take class register on SIMS and inform the office of any concerns

Other

- Undertake any other professional requirements specific to this post.

This job description may not necessarily be a comprehensive definition of the post. It will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the holder of the post.

The Person

The successful applicant is likely to demonstrate the following qualities:

Knowledge & Experience

- A good degree in a relevant subject
- Qualified Teacher Status (QTS)
- A clear philosophy on how and why your subject should be taught
- Subject knowledge sufficient to challenge students and achieve high outcomes
- Awareness of the strategies available for improving the learning & achievement of students
- A good understanding of curriculum developments in the specific subject area
- Recent relevant professional development
- An excellent classroom practitioner

Skills & Abilities

- Able to use a range of teaching & learning strategies

- An understanding of how assessment for learning can improve student performance
- A confident & competent user of ICT in the teaching of the subject to enhance student learning
- Able to use student level data to raise standards
- Able to communicate both orally & in writing to students & their parents
- Be willing to be fully engaged in the whole life of the school
- Have a commitment to team work

Personal Qualities

- Enthusiasm & a positive outlook
- The ability to motivate, support, inspire and work collaboratively with a team of specialist staff, teaching and support
- The ability to work independently and collaboratively as a member of a team Commitment to high student expectations
- Creative in problem solving together with a willingness to take on or try new approaches & ideas
- Commitment to extracurricular activities
- A positive attitude towards professional development and own learning
- Reliability & integrity
- Good personal organisation
- Excellent record of attendance and punctuality
- Commitment to high standards and expectations

In addition, the successful candidate must be willing to uphold the ethos and policies of the school, including the commitment to safeguarding and promoting the welfare of children and young people.

Salary

The DfE no longer publishes any pay scale points for reference. Pay scales at Bullers Wood are based on previous STPCD pay scale points for 'Main', 'Upper' and 'Leadership' pay scales uprated as appropriate in line with guidance set out by the STPCD.

How to Apply

i. Read carefully all the information about this post

ii. If you have any questions, please do not hesitate to telephone or email *Gill Newton, Human Resources Manager, on ext 359 or gnewton@bwsgirls.org.* Please also contact her if you wish to visit the school before applying.

iii. 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. *It is important that you do not leave any gaps in your career history – any gaps in employment should be fully explained please.*

iv. In section 8 Letter of Application, please tell us

- Why you are applying for this post
- How your experience, skills, training and/or qualifications equip you for the role.

Send your completed application form by email (if downloaded from our website) or through the post to:

Mrs Gill Newton
Human Resources Manager
Bullers Wood School
St Nicolas Lane, Logs Hill, Chislehurst, Kent BR7 5LJ
gnewton@bwsgirls.org

Please send your application by **Monday, 20th May 2019 – 9.00am**

Appointment Process

i. Suitable applications will be shortlisted for interview as quickly as possible.

ii. If you are successful, you will receive either a phone call and/or email inviting you to attend for interview. It is therefore important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you to make the necessary arrangements if you are shortlisted.

If you require any assistance in attending for interview, please let us know the nature of that assistance in good time so that we may make appropriate arrangements.

iii. Candidates invited to interview will:

- Usually have an opportunity to meet key staff
- Have a tour of the School
- Normally be expected to conduct a short teaching task to students that will be observed by one or more members of staff and usually include the Headteacher and/or deputy Headteacher and the Head of department. Details of the task will be given in advance.
- Have an interview and presentation with members of the Senior Leadership Team.

Pre-employment Checks

Bullers Wood Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and an appointment will be subject to satisfactory enhanced disclosure from the Disclosure and Barring Service. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered "spent".

The successful applicant will also be required to:

- Provide details of two referees who know you in a professional capacity, if at a school, one of which must be your current Headteacher. It is our usual policy to take up references BEFORE interviews where possible. Employment is conditional on these references being deemed satisfactory.
- Provide proof of all relevant qualifications.
- Provide proof of eligibility to work in the UK
- Complete a Medical Declaration and receive fitness to work.

Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position. The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion, will not be tolerated.

