

**BRENTSIDE HIGH SCHOOL**

LEARNING AND ACHIEVING TOGETHER



**Senior Science Technician  
Recruitment Pack**



## Message from the Headteacher

Dear Prospective Candidate,

I am delighted that you have shown an interest in the post of Senior Science Technician at Brentside High School and I hope that the information in this pack will encourage you to apply for the position. We seek to appoint a capable Senior Science Technician who will contribute strongly to the provision for our young people; this is an exciting and rewarding opportunity for the successful applicant.

Our school's journey has been one of sustained improvement over time, developing from an undersubscribed school, with below average achievement, housed in poor quality buildings, to the strong school we see today; oversubscribed, with achievement significantly above that of students nationally and now housed in our impressive main school building with an additional, same-site building added in recent years to meet the demand for places.

I believe that our school is unique and that our diversity of experience, belief and culture enriches our classrooms, which are vibrant and responsive. We know that as a school we change lives, and our staff body is committed to taking every opportunity to do so. We work hard to remove students' barriers to learning and benefit from a wide range of partnerships beyond the school. Our support for students goes beyond the academic but is also reflected in our students' successes. For the past nine years our students' achievement at Year 11 has been significantly above that of students nationally. In addition, for very many years, all of our Year 11 students have completed Key Stage Four with a suite of qualifications, reflecting our inclusive ethos and practice. Our A Level results are usually within the top 10% nationally, though we are particularly proud of two recent years (pre Covid-19) which saw results in the top 2% according to DfE data. We are a high achieving school, and we work hard to ensure this.

We believe that our students have the right to a rich, broad and balanced curriculum. 75%-85% of our students study an EBacc curriculum at Key Stage Four. All students also select an art (visual or performance) at GCSE. This reflects the high value we place on the arts and on other high-quality qualifications such as humanities and modern foreign languages. All students study science at Key Stages Three and Four and we run a science BTEC and separate A Levels in each of the sciences at Key Stage Five.

The successful candidate can be assured of significant support from the Science Team and the wider staff body. We have a stable, experienced and skilled staff team. This is a highly valued post.

If you would like to speak with a member of our staff team or to visit the school prior to application, please contact Tara Roach, on [t.roach@brentsidehigh.ealing.sch.uk](mailto:t.roach@brentsidehigh.ealing.sch.uk). Completed applications should be received by 12:00 noon on Wednesday, 12 July 2023.

Yours faithfully

Charlotte Hames  
Headteacher



## Our school

### OUR MISSION

**Brentside High School challenges all to achieve excellence as lifelong learners with the highest expectations of themselves and others. No exceptions, no excuses.**

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“Brentside High School lives up to its vision of high expectations for all with ‘no exceptions no excuses.’ Equality of opportunity sits at the heart of that ambition and is demonstrated through progress made by all groups of students.”  
**(Ofsted February 2020)**

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### The school and its community

Brentside High School is a large 11-19 mixed comprehensive school serving a culturally and socially diverse community in Ealing. The school is popular and oversubscribed and successfully serves the needs of our local community. Our students are complimentary about the school and also very proud to be part of our learning community. There are currently just over 1600 students and 160 staff.

Our student population is very diverse and representative of the local community. There is no majority ethnic group in the school but White British, Black Caribbean, Asian and White European are all well represented. The diversity of our students is a real strength of the school. The student population is fully comprehensive and nearly 40% of students qualify for pupil premium funding.

Brentside is currently rated by Ofsted as a ‘Good’ school. We engage in a range of partnerships including supporting other schools. Being outward looking is important to us, as we firmly believe that by

working in collaboration with other schools and institutions, the experience that we offer to our students is greatly enhanced.

On entry into Year 7 the ability profile of most cohorts is in line with national norms. However, the progress made by our students at both Key Stage 4 and Key Stage 5 is significantly above average. This occurs because of the positive ‘attitude to learning’ displayed by our students and our staff.

### LEARNING AND ACHIEVING TOGETHER

Our school motto ‘Learning and Achieving Together’ underpins everything we do in school from ensuring that all our students are encouraged to achieve their full potential, in and out of the classroom, to the continuing professional development of our highly qualified staff.

Our students are very proud of their school and really are happy, positive and friendly young people that we are proud to serve. We instil into them the realisation that the route to a happy, fulfilling and successful life is through high quality education.



## **Curriculum**

All learners have access to a broad and balanced curriculum, rich in depth and supportive of individual students' needs and aspirations. We believe in social equality and see a breadth of knowledge and skills as key to enabling our students to be confident, informed and capable.

We are ambitious for our students and believe that all should have access to high quality qualifications and to creativity; we pride ourselves on the breadth of our arts provision and also on our EBacc curriculum, enabling all students to study a broad, quality curriculum throughout Key Stage 3 and Key Stage 4, before specialising at Key Stage 5.

Between 75% and 95% of our students study the full EBacc curriculum, with between 5% and 25% of our students studying additional literacy and numeracy or specific subject development lessons.

## **Sixth form**

The school has an active and vibrant Sixth Form offering a wide range of courses to students between the ages of 16 and 19.

The majority of students work towards level 3 (Advanced level) qualifications which will allow them to progress to university. These are A level, CTEC or BTEC certificates and diplomas. In addition, level 3 students study citizenship, PSHE and PE as part of their enrichment curriculum and can study for the extended project qualification (EPQ) as an additional AS qualification.

## A Welcome from the Science Department



The science department provides a vibrant and supportive community of teachers who work together to deliver powerful scientific knowledge, appropriate to student-needs.

The department has a high expectations classroom culture, where every student is academically challenged with high-level concepts and disciplinary scientific thinking and encouraged to apply their knowledge in real-world contexts. As well as excellent explanation, modelling and scaffolding, we practice the adaptive teaching model, using finely tuned assessment techniques to ensure that all students progress in their lessons.

The team is comprised of talented teachers with diverse scientific backgrounds and experience, from industry engineers to PhDs. We have a fantastically collaborative culture, where we share and improve upon each other's pedagogical ideas and resources, continuously developing a big ideas-based curriculum for our students. We believe that the teacher is the greatest resource in the classroom and ensure that all staff get professional development opportunities for their teaching and learning, and leadership practice.

We also recognise that science is not a singular subject, and the students are taught in biology, chemistry, and physics classes from Year 7 onwards, by specialist teachers. We also provide support and training for teachers who want to teach out of specialism.

We have a thriving wider-learning curriculum to inspire our future scientists with projects such as Backyard Brains, Imperial College Summer School and the Oxford Inspire Programme, not to mention the CERN trip to Switzerland.

Our students benefit from excellent science facilities, including 13 laboratories of which three are specialist sixth form laboratories. We also have a highly skilled and creative technical support team which caters for reliable delivery as well as innovation in the teaching of practical science. Our technician team is led by a Senior Technician. The successful applicant to this post makes a team of four.

In short, the high levels of collaboration, support and professional development, result in outstanding student progress for the science department with a strong and successful uptake for the A level sciences.

We look forward to meeting you and to showing you around the science department. If you would like to visit us prior to applying for this post, please contact Tara Roach on [t.roach@brentsidehigh.ealing.sch.uk](mailto:t.roach@brentsidehigh.ealing.sch.uk)



## Safeguarding Statement

### Principle

Brentside High School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the students in its care. The school believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse.

The students in our care have the right to expect adults in positions of responsibility to do everything possible to foster these rights. They have the right to be safeguarded from harm or exploitation whatever their:

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability
- political or immigration status

Governors and staff in this school understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

### Purpose

The purpose of the policies which are linked to this statement is to:

- afford protection for the students at Brentside
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this school a safer place to learn

### Scope

All policies apply to the Headteacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of Brentside High School

We will endeavour to safeguard children and young people by:

- valuing them, listening to and respecting them
- involving them in decisions which affect them
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures
- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- adopting a code of conduct for all staff and volunteers
- providing effective management through induction, support and training
- ensuring staff and volunteers understand about 'whistle blowing'
- dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance



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## Senior Science Technician

### **35 hours per week (Term time only plus 5 Inset Days)**

Salary Scale Pt 18 £30,840 to Pt 23 £33,492 (pro-rata)

Actual salary £26,522 - £28,803

Brentside is a popular and vibrant 11-19 mixed, multi-ethnic comprehensive school of 1600 students. We require, a **Senior Science Technician** to join our diverse and harmonious learning community.

We seek to appoint an enthusiastic and motivated Senior Science Technician.

The post entails the following key areas:

- To lead a group of 3 technicians and undertake annual performance management of the Science support team.
- To support the Science curriculum areas to facilitate excellent teaching and learning. This includes the ordering, preparation and setting out of materials and equipment, assisting staff and students during lessons and ensuring a safe and clean working environment.
- The role also includes supporting the whole-school STEM club with practical requisitions.
- Department displays
- Playing a key role in the Open Evenings
- Ensuring that the appropriate health and safety guidelines are followed
- Any other departmental administration tasks as directed by the Director of Science

The science department delivers the full range of science courses, including A Level sciences and is housed in 13 well-equipped laboratories. The successful candidate will be part of a committed team who support students to make excellent progress in science.

Brentside High School is committed to safeguarding children, the successful candidate will be required to apply for an enhanced disclosure from the DBS. Further information regarding this can be found at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

To apply for this position, please download our application form from our website [www.brentsidehigh.ealing.sch.uk](http://www.brentsidehigh.ealing.sch.uk) or alternatively email [t.roach@brentsidehigh.ealing.sch.uk](mailto:t.roach@brentsidehigh.ealing.sch.uk) to request one.

Closing date: Wednesday, 12 July 2023



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## **SENIOR SCIENCE TECHNICIAN**

### **JOB DESCRIPTION**

**Responsible to: Director of Science**

#### **Primary Tasks:**

The following is a guide to the tasks expected; it is not exhaustive:

- Preparation and delivery of materials and equipment for practical lessons. Discuss and list requirements for each member of teaching staff, prepare and arrange materials & equipment in time for the beginning of lessons.
- Continual audit of renewable and non-renewable equipment and materials
- Maintaining resources, e.g., power packs, microscopes, ray boxes.
- Management of Health & Safety checks in all laboratories.
- Auditing stock, record keeping, ordering and checking deliveries of materials (in consultation Director of science)
- Up-dating & reconciling Excel spreadsheet budget
- Enquiries and routine communication with suppliers
- Organising and storing resources, materials and equipment.
- Store chemicals, equipment, plants and other resources safely.
- Ensure that the science rooms and equipment are kept clean and tidy and that safety regulations are met.
- Routine maintenance and cleaning of prep rooms, equipment and electricals, including the disposal of hazardous waste materials.
- Liaise with Science teaching staff and support staff as appropriate.
- Participate in the system of arranging class practicals and extra-curricular activities for Science by preparing Science materials, equipment and chemicals and by contributing to Risk Assessment as required.
- Supervision of & support for Open Evening.
- Carry out administrative tasks relevant to the work of the Science Department as required, including copying and filing resources, cover work.
- Participate in training as required and share good practice.
- To continue personal development as agreed in performance management
- To address the performance management targets set by the line manager
- To engage actively in the performance review process
- To oversee staff performance management and training and to maintain training records.
- Carry out any other reasonable task as directed by the Headteacher.

**Personal Qualities and Skills**

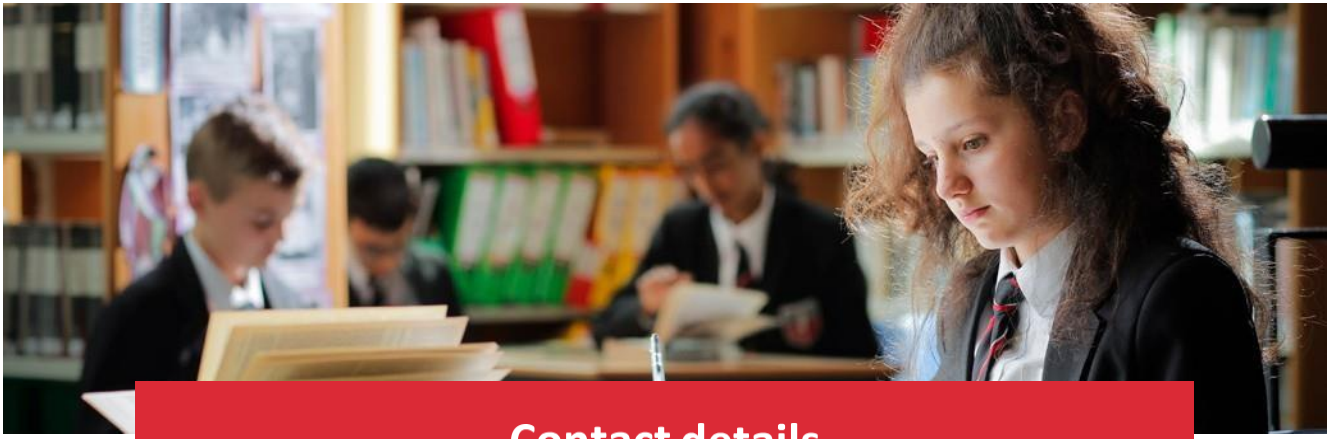
- Ability to work well in a large team and lead a small team
- Ability to communicate effectively with staff and students
- Ability to work flexibly and on own initiative
- Ability to prioritise own workload
- Excellent attention to detail and quality
- A good sense of humour
- Excellent organisational skills
- Excellent manual skills
- Sound IT skills (Word, Excel)

**Education and experience**

- Degree level education or equivalent in an area of science
- Appropriate Health & Safety knowledge and/or qualifications

## PERSON SPECIFICATION

<b>Experience</b>	
<ul style="list-style-type: none"><li>• Experience of working on own initiative and able to meet deadlines</li></ul>	Essential
<ul style="list-style-type: none"><li>• Experience of working as a science/laboratory technician</li></ul>	Essential
<b>Abilities and aptitudes</b>	
<ul style="list-style-type: none"><li>• Flexibility and ability to work as part of a team or independently when required</li></ul>	Essential
<ul style="list-style-type: none"><li>• Ability to help and support science teachers in the classroom</li></ul>	Essential
<ul style="list-style-type: none"><li>• Good Standard of literacy, numeracy and ICT, including basic administrative skills</li></ul>	Essential
<ul style="list-style-type: none"><li>• Competence and confidence in using or learning to use science equipment</li></ul>	Essential
<ul style="list-style-type: none"><li>• Ability to prepare material, practicals and teaching resources</li></ul>	Essential
<ul style="list-style-type: none"><li>• Ability to communicate effectively at all levels and relate positively to staff and students</li></ul>	Essential
<b>Education</b>	
<ul style="list-style-type: none"><li>• Good standard of education</li></ul>	Essential
<ul style="list-style-type: none"><li>• Relevant post-16 science qualification</li></ul>	Desirable



## Contact details

**Brentside High School**  
Greenford Avenue,  
Hanwell, London W7 1JJ

**Telephone**  
020 8575 9162

**E-mail**  
[info@brentsidehigh.ealing.sch.uk](mailto:info@brentsidehigh.ealing.sch.uk)

**Website**  
[www.brentsidehigh.ealing.sch.uk](http://www.brentsidehigh.ealing.sch.uk)

### How to find us

#### Public transport

The school is served by various bus routes as follows:

E1, E3 and E11 buses stop close to the entrance on Greenford Avenue

E2, E9, E7, E10, buses stop on Ruislip Road East. The main entrance to the school is close by.

#### Tube stations

Ealing Broadway (Central and District Line). Take E1, E2 (destination Greenford Broadway) E9 (destination Barnhill Estate) or E10 (destination Northolt) from Haven Green (directly opposite the station). Alight at Brentside High School on Ruislip Road East.

Greenford (Central Line). Take the E6 bus from the stop opposite the station and alight at Greenford Road, near Greenford Broadway. Buses travelling from Greenford Broadway in the direction of Ealing stop outside the school. (E1, E3, E2, E9, E7, E10). Mini cab service available at Greenford Tube station.

#### Main line

Hanwell railway station (GWR mainline) is a short bus ride away (E3)

#### Parking

60 parking spaces available on site for staff.

Please contact Tara Roach if you require on-site parking for the day of the interview.

