



**Farnham**  
Heath End School



# Teacher of Physics



#RoadToGreatTogether



## Candidate Letter

Thank you for your interest in this role at Farnham Heath End School.

This post is an exciting opportunity to join our successful and popular school, which was recently judged as 'Good' by Ofsted, who cited our 'inclusive and aspirational culture', our 'polite and respectful pupils' and described our school as 'welcoming and happy'.

Farnham Heath End School is an 11-16 community school of 1100 students, serving the area of Farnham and Aldershot which is part of the Weydon Multi Academy Trust ([www.weydonmat.co.uk](http://www.weydonmat.co.uk)). You will be joining a highly committed and cohesive staff body, many of whom have enjoyed a long career with us because of the warm community, the sharp focus on professional learning and because of the opportunities for development and career progression that exist at the school.

Our staff provide fantastic enrichment opportunities which ensure our students can develop their performing, creative, sporting, debating and mathematical talents. We are committed to providing a holistic education which develops the whole child, as well as securing excellent outcomes which ensures they can take up the further education and apprenticeship opportunities at post-16 of their choice.

If you decide to apply for this position please complete the application form which you will find on the TES advertisement or on our website [www.fhes.org.uk](http://www.fhes.org.uk) No CVs will be accepted, and we ask that you complete the statement of application within the form outlining:

- Your particular interest in **this** post at **this** school
- The experience, qualities and skills you would bring to this role
- Details of any relevant interests or activities

Please contact Julie Jay [jjay@fhes.org.uk](mailto:jjay@fhes.org.uk) should you wish to arrange a visit to the school prior to making an application.

Your completed application form should be emailed to Julie Jay [jjay@fhes.org.uk](mailto:jjay@fhes.org.uk) by 9am on 26 March 2025. We are very grateful for your time and effort in putting together an application.

My very best wishes



**Stuart Maginnis**

**Principal**



# Welcome to the Science Department

The Science department at FHES is a friendly and supportive place to work, including 9 specialist members of staff with a range of experiences and backgrounds. We can guarantee that any future members of the team will receive excellent support and guidance throughout their induction period and indeed for the whole time that they work with us.

We have worked hard over the past couple of years to rewrite our curriculum. We have been formulating a knowledge rich curriculum that's based on the principles of high expectations and challenge. We believe that all students have the immense potential to achieve very highly in Science and, as a result, all of our lessons are "taught to the top". We also have a strong focus on retrieval work, progress checks and independent practice.

No teacher is expected to plan their day of teaching from scratch, but instead use our department Schemes of Learning and 'Curriculum 21', freeing up time for teachers to focus on excellent delivery, great explanations, and responsive teaching. This helps maintain consistency, but also reduces staff workload. We also focus on providing high-quality live and whole-class feedback. Again, this is proven to both reduce workload while also increasing the accuracy of the results.

We follow a well-structured curriculum map which embeds science schema supporting the development and understanding of key science concepts throughout the students' 5-year journey at FHES. At Key Stage Three (Years 7 and 8), we focus on embedding strong foundation science concepts. At Key Stage Four (Years 9-11), we follow the AQA specification for Separate award and Combined Science Trilogy award in Biology, Chemistry and Physics. We are very fortunate to have specialist teachers teaching the three disciplines at KS4.

FHES has a strong commitment to research-informed teaching and learning and the Science department is committed to using sixteen 'FHES Effective Teaching Habits' which has a strong research base to ensure we give all our students the very best chance of success. Every classroom has a visualiser for live modelling or feedback and we have established routines for strong starts to lesson and retrieval and practice, progress checks, independent practice. We are passionate about delivering our subject through practical teaching as a whole class or as a demonstration.

The Science department at FHES is a fantastic place to work and we look forward to welcoming someone who shares our passion for the subject and our drive for student success.

**Dhanya Birtwistle** Head  
of Science

[dbirtwistle@fhes.org.uk](mailto:dbirtwistle@fhes.org.uk)



## Job Description

### Teaching and Learning

- Carry out the duties of a school teacher as set out in the current school teachers' pay and Conditions document.
- Teach specialist subject within the age range 11 - 16 and, if necessary, other subjects
- Commensurate with your expertise.
- Use research-informed teaching and learning strategies to enable students of all abilities and Backgrounds to make optimum progress.
- Demonstrate passion for your subject.
- Have a strong willingness to collaborate within the department and across other mat schools.
- Secure a good standard of student behaviour in the classroom by establishing high expectations
- Based on strong, positive relationships with young people.
- Have an understanding of the 'best bets' in the classroom with regards to research-informed practice.
- Have a commitment to inclusive teaching that allows all students to thrive and make progress.
- Use formative and summative assessment to inform planning and responsive teaching.
- Understand the purpose of spaced retrieval practice and how to manage students' cognitive load.
- Provide regular feedback, as and when appropriate.
- Marking and analysing summative assessment performance. Professional
- Attend scheduled department subject planning and development sessions and tutor meetings
- Attend parents' consultation meetings as directed
- Participate in the school's performance management process
- Participate in instructional coaching programme for all 1-5-year teachers. 6 year + teachers to
- Work through the professional development curriculum.
- Attend the in-service training programmes organised by the multi academy trust.
- Implement school policies
- Take responsibility for your own professional development.

### Form Tutor

- Support the well-being of all members of the tutor group.
- Attend year group meetings as directed.
- Maintain an accurate register of student attendance, including lateness, in accordance with school guidance.
- Teach PSHE as part of the pastoral programme for form time.



## Person Specification

Qualifications	Essential	Desirable
Has qualified teacher status with a degree qualification	*	
Evidence of Continuing Professional Development.	*	
Evidence of further education		*
Professional Knowledge, Skills and Understanding	Essential	Desirable
Commitment to safeguarding and promoting the welfare of young people	*	
Teach Physics to Key Stage 3 and Key Stage 4	*	
A willingness to engage in evidence-informed Science pedagogy	*	
Ability to take initiative, lead, motivate, inspire and support students to achieve excellence	*	
Excellent interpersonal and group skills	*	
Able to ensure that technologies are used effectively to improve learning	*	
A range of strategies for creating a positive climate for learning	*	
Excellent organisational and planning skills	*	
Evidence of good/outstanding classroom practice with a proven record or exam success	*	
A sound knowledge and understanding of current curriculum developments	*	
Ability to undertake self-evaluation and plan and execute improvements	*	
The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students	*	
Have the capacity to manage own work pressure	*	
Experience	Essential	Desirable
An understanding of the use of assessment to inform planning	*	
Some experience of understanding and interpreting data to identify and act upon underachievement and underperformance.	*	
Recent experience of teaching the subject to all Key Stages	*	
Promotion of the subject across the curriculum		*



<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
High quality communication skills with the ability to develop positive relationships with all stakeholders	*	
Ability to maintain trust	*	
A sense of humour and a good sense of well-being	*	
High expectations of self	*	
A flexible and adaptable approach	*	
Treats people fairly, equitably and with respect to maintaining positive working relationships	*	
The ability to inspire young people to learn and engage parents in supporting students learning	*	
A willingness to be involved in extended curriculum opportunities in the subject area and across the school.	*	
Knowledge of changes to SEND	*	
The ability to manage time effectively and prioritise work	*	
A commitment to own personal and professional development	*	
Be a successful team player and be able to make sound judgements	*	
A commitment to inclusive education	*	
Ability to work under pressure and meet deadlines	*	
Able to learn and develop pedagogy and practice from others in your team	*	
An ability to understand and appreciate your current strengths and the ways in which these might be further developed	*	
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
The ability to form and maintain appropriate relationships and personal boundaries with students	*	
Committed to safeguarding and promoting the welfare of children and young people (References)	*	
<b>Equality of Opportunity</b>	<b>Essential</b>	<b>Desirable</b>
The ability to ensure that there is equality of access to educational attainment and that all aspects of equal opportunities are adhered to	*	



### Other Duties

- Play a full part in the life of the school community.
- Support the school in meetings its vision and ethos.
- Play an active role in the protection and safeguarding of children.
- To actively promote school policy.
- To continue your personal development
- To undertake any other duty as specified by the school.
- Foster good working relationships with all stakeholders as well as the wider community in order to promote the academy in an effective and positive manner.

### General Responsibilities

- Teaching subject specialism
- School duty supervision
- Admin as required
- Any other operational requirements

Whilst every effort has been made to explain the main duties and accountabilities of the post, each individual task undertaken may not be identified.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment of any employee who develops a disabling condition.

This Job Profile is current at the date shown but following consultation with you, may be changed by Leadership to reflect or anticipate changes in the job which are commensurate with the salary and Job Title.