



Have faith...believe you can!



Teacher of Science Application Pack

MPS / UPS ~ Full time or Part time ~ September 2026

January 2026



Dear Applicant,

RE: Teacher of Science

We are seeking to appoint a dynamic and inspiring Teacher of Science to join our well-established and high-performing Science Department. This is an excellent opportunity for an ECT or someone with experience looking to develop their teaching and pedagogy in a supportive environment.

The successful candidate will be someone who shares our commitment to high standards of professionalism and academic achievement and is eager to develop their own practice in an environment that is both supportive and at the cutting edge of pedagogy and practice. The department takes a collaborative approach to learning and teaching which values everyone's personalities, skills, interests, and strategies. We are looking for someone who has a genuine passion across all the science disciplines and for teaching young people; the ability to inspire students; and the desire to go the extra mile to help our students achieve their full potential.

The Science Department is committed to delivering a curriculum is rich and broad; one that equips all learners with fundamental scientific knowledge; develops students' passion for understanding the world around us; nurtures a love and enjoyment of the subject and helps prepare them for their next steps. The department currently consists of eighteen subject specialists. Each are passionate about their subject and continually challenges themselves to develop their own practice. The team work collaboratively on the development of pedagogy and are very supportive of each other. The Science Leadership Team is made up of five key responsibility posts; they work together to ensure that the staff and students get the very best deal every day. All teachers are expected to teach the three disciplines at KS3; at KS4, on occasion teachers may be asked to teach outside their specialism at foundation level.

Results achieved in Science are excellent. In 2025, at GCSE over 86% of our combined science students gained 4+ grades with over 20% of these being 7+. Separate sciences at GCSE are popular and results are strong with 79+% achieving 7+ grades in all three disciplines. All three sciences are also incredibly popular at A Level, with two large classes in each discipline; the results were also excellent across the board with a 100% pass rate in each 60+% gaining A*-B grades. We also offer a Level 3 BTEC in Applied Science that is popular; results for this qualification last year were 100% distinction or distinction star.

St John the Baptist School (SJB) is a highly successful school where you can flourish and develop your career. It is a school where teachers can teach effectively in classrooms with students who have a real thirst to learn. Furthermore, it is a place where you will be valued, and your wellbeing is considered as being of great importance. We believe the most effective learning takes place when staff feel happy, supported and appreciated, and we understand the vital role that support staff play in ensuring this. If you would like to know more about the role, and if you would like to come in and meet the team and discuss the opportunity further, please contact Katy Heeley, Curriculum Lead for Science (k.heeley@sjb.surrey.sch.uk)

We are an over-subscribed, mixed Catholic comprehensive school of approximately 1550 students (including a thriving Sixth Form), located just outside Woking town centre, and a 15-minute walk from the train station (22 minutes from London Waterloo on the train). We are part of the Xavier Catholic Education Trust; a group of nineteen schools in the Diocese of Arundel and Brighton who have come together to work collaboratively for the benefit of all the children they serve. The Trust's aim is to provide a caring and supportive environment within which all children receive the best possible education.

Our staff are vibrant, enthusiastic and passionate about ensuring our students get the very best deal, and we work hard to ensure they are supported and cared for. The School Leadership Team see it as their role to serve the staff, and ensuring an effective work-life balance for all is key in that. Our staff enjoy working here because our standards, facilities and staff wellbeing are excellent; and because we like to have fun!

We are also exceptionally fortunate to work with such brilliant students; they are a pleasure to teach and make excellent progress. If you come to visit us, you will see that they are happy, hard-working and very positive about the school and learning. We want all our children to grow into happy, confident, resilient and articulate young people who leave SJB equipped to lead fulfilling lives and make a positive contribution to society. Everything we do is with that aim in mind, and we always seek to 'do what is best for the children' and as a result they thrive and achieve their potential. During the 2024-25 public exams our Year 11 students achieved a Attainment 8 score of 58; with 86% of all grades 4+; 38% of all grades 7+; 66% achieving 5+ grades in English and Maths. Post-16 results were also very strong with 39% A*-A grades and 92% gaining A*-C grades.

Technology at St John the Baptist School is a major part of teaching, learning and school/teacher administration. We have developed a strong 'can do' approach to supporting staff which encourages everyone to embrace the possibilities that technology has to offer within the school for teaching, learning or administration. Every child has their own iPad which they use to support their learning (as do teachers). We have developed several 'in-house' apps for both staff and students and are always seeking new opportunities to improve our use of technology. We are a designated Apple Distinguished School. The ideal candidate will have a good grasp of technology and be keen to develop this within their role. However, full training will be provided for all new staff.

We are very committed to improving the whole school system and have a long-standing history supporting other schools and the development of teachers for many years as Teaching School and now as a lead school in the Xavier Teaching School Hub. We also lead the North East Hampshire and Surrey Maths Hub and have strong links with Teach South East SCITT. This means we are able to offer our staff new opportunities in: training future teachers and various support roles; developing Maths teaching across all phases; and supporting local primary and secondary schools. We currently have a number of staff that work in a variety of capacities in other schools. We work hard to offer development to all stages of a teacher's career; from initial teacher training to NPQH for prospective Headteachers.

We are very proud to have been recognised as "transforming" under the SSATs Framework for Exceptional Education in all twelve aspects of our practice including: climate for learning; culture of reflection; professional learning; variety of teaching; wellbeing and leadership through moral purpose. The first school in the country to do so! We have also recently been awarded the Chartered College Research Mark in recognition of our commitment to embedding an evidence-informed culture in our school.

Support for staff is exceptional and there are significant opportunities for professional development at all levels. The school is fully staffed, partly because staff know that they can concentrate on teaching and are very well supported by both the School Leadership Team and the excellent support staff. We have a well-established programme of support for newly appointed staff, which enables them to settle into the school routine quickly and effectively.

As an employee at SJB, we offer an excellent benefits package including:

- All teachers are allocated 15% PPA time
- Corporate discount package provided by Edenred (including pre-tax car scheme, cycle-to-work scheme, dental insurance and many other retailer discounts).
- Department planning and collaboration time is built into the week; it is not an add-on
- A smart feedback policy minimises marking, allowing teachers to spend time planning engaging lessons
- Flexible opportunities for part-time staff
- New staff induction day and leadership development day (if relevant to post)
- New staff CPD programme
- Mentor/Coach
- Individual iPads for staff and bespoke iPad support and training
- Excellent training and professional development opportunities both within the school and across the Trust including access to the National College Online, SAfE and all NPQs fully funded.
- Generous Pension Scheme (TPS)
- Ability to book MOT through the school with onsite pick-up/drop-off
- Free annual flu vaccination
- Excellent onsite catering facility
- Free use of the onsite gym (6-8am and 5-8pm weekdays)
- Weekly dry-cleaning pick-up/drop-off service
- Tax free Apple laptop/desktop purchasing scheme with optional payment plan
- Regular staff social events
- Discretionary time off for one-off, special events
- Opportunities to shape the future of our school – staff voice/feedback is incredibly important to us.

Working in a Catholic school is unique. The Christian ethos is at the core of everyday life at SJB and is one of our greatest strengths. Visitors frequently comment on the care, compassion and real sense of community that permeate everything that we do. We appoint members of staff, who, whatever their beliefs, support the ethos of our school and will always put our children first.

Expectations are incredibly high here at SJB. We expect the very best from and for our students and we expect the same of ourselves as staff. All the staff at SJB are highly valued and contribute in various ways to the overall

success of our students. If you feel you would like to know more about this opportunity to join the SJB community, you are welcome to visit and look round the school at any time.

Below you will find the person specification and a brief overview of the role. To apply, please complete the application form on TES (CVs are not accepted) ensuring that you submit a personal statement as part of it. **The deadline is 9am on Thursday 22 January 2026.** We welcome all applications, including those from people of different religious or ethnic backgrounds.

In conclusion, we believe this is a truly fantastic place to work and we are confident that you will too if you take the time to come and meet us! Thank you for your interest in this post and the school. I look forward to reading your application.

Yours sincerely,

James Granville Hamshar
Headteacher

Application & Selection:

Closing date: 9am on Thursday 22 January 2026

Shortlisting: As applications are received, no later than Thursday 22 January 2026

Interviews: As applications are received, no later than w/c Monday 26 January 2026

We reserve the right to interview and appoint this position ahead of any advertised application closing date should an appropriate candidate be found. Therefore, it is advisable to submit an application as early as possible.

To apply, please complete the application form on TES ensuring that you submit a personal statement as part of it - (CVs are not accepted on their own). Shortlisted candidates will be notified, invited for interview and references will be taken up immediately unless otherwise requested.

St John The Baptist School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The School encourages all candidates to be familiar with the following documents: Section 1 of the DfE paper on "Keeping Children Safe in Education" September 2024; and our Safeguarding and Child Protection Policy.

In line with the General Data Protection Regulation (GDPR), the School asks candidates to consider the Privacy Notice for Job Applicants which can be found [here](#). The documents listed above are available on the School's Policies page. Any future offer of employment remains subject to satisfactory pre-employment checks, including enhanced DBS clearance, a health check and references. An online search may also be conducted.



Job Description

Role: Teacher of Science

Purpose: Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document and meet the expectations set out in the Teachers' Standards.

Responsible to: Teacher of Science

Salary: Main Scale / Upper Pay Spine

Contract: Permanent contract

Hours: Full time or Part time (min 0.8)

Start date: September 2026

Responsibilities:

Teaching

- › Plan and teach well-structured lessons to all assigned classes, following the school's plans, curriculum and schemes of work.
- › Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment and implementing the schools 'Assessment Principles'.
- › Adapt teaching to respond to the strengths and needs of students.
- › Set high expectations which inspire, motivate and challenge students.
- › Promote excellent progress and outcomes by student.
- › Demonstrate excellent subject and curriculum knowledge.
- › Demonstrate their quality of teaching is consistently 'good' and frequently 'outstanding'.
- › Participate in arrangements for preparing students for external examinations.
- › Ensure the schools 'Feedback Principles' and 'Homework Principles' are adhered to.
- › Utilise the student iPads/laptops effectively to support learning.
- › Undertake the role of a Form Tutor and ensure that the students in your care receive high-quality pastoral care in line with the school's pastoral and PSHE programmes.

Whole-school organisation, strategy and development

- › Embody and promote the school's values and make a positive contribution to the wider life and ethos of the school.
- › Work with others on curriculum and student development to secure co-ordinated outcomes.
- › Provide cover, in the unforeseen circumstance that another teacher is unable to teach.
- › Be present around for the students before and after school as well as during the school day as required.
- › Undertake regular break and/or lunch duties as required (maximum of one slot per week of up to 25 minutes)

Health, safety and discipline

- › Promote the safety and wellbeing of students.
- › Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment.
- › Follow the school's behaviour policy and utilise the systems in place that support positive behaviour management.
- › Ensure that all practical lessons are carried out in a way that prioritises the health and safety of staff and students. Follow H&S guidance and seek support when you are unsure.

Professional development

- › Take part in the school's appraisal procedures.
- › Engage with further training and development in order to improve your own teaching.
- › Take part in the appraisal and professional development of others, where appropriate.

Communication & working with colleagues

- › Communicate effectively with students, parents/carers and staff.
- › Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- › Develop effective professional relationships with colleagues.

Personal and professional conduct

- › Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- › Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- › Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Management of staff and resources

- › Direct and supervise support staff assigned to them, and where appropriate, other teachers.
- › Contribute to the recruitment and professional development of other teachers and support staff where relevant.
- › Deploy resources delegated to you.

Safeguarding

- › Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- › Work with the DSL to promote the best interests of students, including sharing concerns where necessary.
- › Promote the safeguarding of all students in the school.

Additional areas of responsibility for the upper pay spine (UPS)

- › Contribute significantly to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.
- › Have extensive knowledge of their subjects/curriculum areas, related pedagogy and assessment.
- › Provide a critical role in the life of the school.
- › Be a role model for learning and teaching.
- › Make a distinctive contribution to the raising of student standards.
- › Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve students' learning.
- › Lead on learning and teaching, pedagogy and curriculum initiatives within your subject and or more widely across the school.
- › Provide pastoral care as required and being aware of mental health and wellbeing needs.
- › Provide advice, coaching and mentoring to other teachers in order to help them develop and meet the relevant standards.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

SJB Person Specification – Teacher

	Essential	Desirable	Evidence
Education & training			
Qualified Teacher Status (unless applying as an ECT)	○		Application form
Degree	○		
Successful teaching experience in a secondary (or post-16 for KS5 only subjects) context.	○		Certificates
Experience			
Proven ability as an excellent classroom teacher	○		Application form
Expert knowledge and experience teaching A Level Chemistry, Physics or Biology		○	References
Experience teaching GCSE Science within your specialism	○		Interview
Knowledge & skills			
Highly competent in all elements of the Teacher's Standards (or evidence of working towards if training)	○		Application form References Interview
Achievements and contribution to educational settings are substantial and sustained.		○	
A developed knowledge and understanding of your subject area and related pedagogy, including how learning should progress.	○		
An excellent knowledge of effective learning and teaching strategies.	○		
An excellent understanding of how children learn.	○		
Ability to adapt teaching to meet the needs of all students.	○		
Ability to build effective working relationships with students.	○		
Ability to analyse data, write reports and keep accurate records.	○		
Effective organisation skills.	○		
Ability to work well with a range of audiences, including parents/carers and other professionals.	○		
Confident and competent in the use of IT.	○		
Extensive knowledge of effective behaviour management strategies.	○		
Ability to build effective working relationships with staff and other stakeholders.	○		
Effective communication and interpersonal skills.	○		
An excellent knowledge of guidance and requirements around safeguarding children.	○		
Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject area you teach.	○		
Flexible, creative and adept at designing learning sequencing within and across lessons as part of the curriculum.	○		
Personal qualities			
Uphold and promote the ethos and values of the school	○		Application form
High expectations for student attainment and progress.	○		
Ability to work under pressure and prioritise effectively.	○		References
Commitment to maintaining confidentiality at all times.	○		
Energy, enthusiasm, and passion.	○		Interview
Commitment to safeguarding and equality.	○		
Openness, sense of humour, energy and enthusiasm.	○		



St John the Baptist School – Elmbridge Lane – Woking – GU22 9AL

Website www.sjb.surrey.sch.uk – Email jobs@sjb.surrey.sch.uk – Tel 01483 729 343

