



SHREWSBURY SCHOOL



Information
for Job Applicants

Head of Physics
From September 2020



Shrewsbury School, The Schools, Shrewsbury, SY3 7BA
Tel: 01743 280500
vacancy@shrewsbury.org.uk
Shrewsbury School is a Registered Charity, No. 528413





SHREWSBURY SCHOOL

Headmaster's Welcome



Having moved to Shropshire with my wife and young family relatively recently, I can speak with first-hand experience of the warmth of welcome offered by the School community and indeed within the town of Shrewsbury. It really is a friendly, gentle yet invigorating place to live and work.

The School's 110 acres have the feel of a village gathered around a green. Stunning architecture complements the natural beauty of ancient trees and open spaces that are meticulously maintained. We wholeheartedly believe that children and staff alike respond to the inspiration of their surroundings. There can surely be fewer more uplifting places in which to live and learn. Staff morale is high and there is a shared sense of purpose which is energising. The pupils are a diverse crowd who are united by a willingness to participate and enjoy all that the school has to offer.

We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals.

Above all, it is a community where the individual is celebrated and encouraged to become the fullest and best version of her or himself: this goes as much for the staff as it does the children in our care.

Thank you for your interest in Shrewsbury School. I hope that this document will encourage you to go ahead with an application that may lead to your joining this unique and vibrant school community.

Welcome to Shrewsbury School

Set above a gracious curve of the River Severn, amidst what Sir Neville Cardus described as "the most beautiful playing fields in the world", Shrewsbury is a co-educational school of some 790 pupils. Founded by Royal Charter in 1552, the School moved to its current location in 1882. Girls first joined the Sixth Form in 2008 and we are now fully co-educational throughout the school.

With a new 19-classroom humanities block opened in September 2015, a state-of-the-art Design and Technology building opened in September 2016, a fully refurbished and upgraded Library and a series of phased large-scale building and refurbishment projects planned to follow, this is an exciting time to join Shrewsbury School.



Science at Shrewsbury: background

Science at Shrewsbury has a reputation for excellence. It is one of the most popular departments with many continuing onto higher-level scientific degree courses such as Medicine, Engineering, Natural Sciences, Biological Sciences, Chemistry, Physics and Veterinary Science.

A rich and varied co-curricular programme supports these academic studies including the Darwin Society, Junior Darwin Society, Medical Society, STEM society, Astronomical Society, Bee-keeping Society and Natural History activity.

The Science Faculty has twenty-three full time teachers and they are supported by seven full-time lab technicians. There are nineteen full-size laboratories together with two project rooms, the Astronomy dome and a 130-seater Science Theatre Lecture.



The Faculty is a very successful and dynamic department with a high standard of Biology, Chemistry and Physics teaching. We are consistently one of the highest performing faculties in the school. Each faculty meets on a regular basis to discuss progress and share ideas. All the laboratories have Wi-Fi and are fitted with projectors, computers, DVD players and the Faculty has its own extensive science pound of books.

All students follow the IGCSE Edexcel Separate Sciences or Double Award Science course. Approximately 80% of students study the Separate

Sciences, and 20% take Double Award Science.

There are approximately 50-70 pupils in each science studying in each of the two Sixth Form years.

Physics at Shrewsbury:

At Shrewsbury, Physics is taught by seven specialist teachers, who are supported by two full-time lab technicians. The Faculty is extremely well equipped and is housed in a modern building that includes six laboratories, a large science lecture theatre and a sixth form project room.

We have also recently installed a new £15k rolling storage system in the prep room, which has greatly improved resourcing practical work.



Each laboratory is equipped with an interactive projector system having access to all shared teaching resources. Many teachers use a Microsoft surface and One Drive to deliver their lessons. There is also a workshop and a staff workroom. Chemistry and IT are housed in the same building.



Physics cont'd

Both the Upper Sixth and Lower Sixth presently study the Cambridge Pre-U Physics course but from September 2020 we will be introducing A level to the new Lower Sixth due to the demise of the Pre-U qualification. The Faculty is a strong one academically and we have attained some of the best results in the School in recent years. In the latest round of results, 86 % of pupils achieved the A-level equivalent of A*+ A + B and 71 % achieved A*+ A in Edexcel IGCSE Physics.

Physics is one of the largest faculties in the School and we currently have 85 Sixth Form students studying the subject with a range of abilities. Typical class sizes are 12-14 and each set has two teachers who share the teaching. Although we expect most students to be studying A-level Mathematics alongside Physics, we do not make it compulsory. We offer extra support to these students alongside 'drop in clinics' for more general help in the subject.



We are keen to extend the more able students and they are given the opportunity to participate in the BPhO Physics Olympiads. We routinely have a number of students securing top medals. In addition to this we also arrange visits to external lectures at Warwick and Manchester Universities which have been very popular.

Recently we took over twenty U6 students to the UKAEA Science Research Laboratories at Culham to learn about the latest developments in Fusion Technology. In July, we took a group of Fifth Form students to the JLR Engine Manufacturing Centre at Wolverhampton. There are also regular science lectures given by visiting speakers to the School's Darwin Society.

Each year several pupils make the decision to study Physics or Engineering at one of the top Universities and over half a dozen apply to Oxbridge every year and a few are successful!

See www.shrewsbury.org.uk/page/physics

Head of Physics role

There will be a vacancy in September 2020 for a well-qualified Head of Physics, who will have the energy and enthusiasm for the subject to maintain the strong tradition of Physics within the School.

The successful candidate will be expected to contribute to the co-curricular and pastoral life of the school. A full induction programme is provided for all new members of staff.

We may be able to provide accommodation.

Please take a look at our

'Why Work at Shrewsbury School' video at

<https://www.shrewsbury.org.uk/page/job-vacancies>





Head of Physics Job Description:

There will be a vacancy in September 2020 for an enthusiastic, well-qualified **Head of Physics**. Outstanding subject knowledge, strong organisational skills, energy, initiative and the ability to sensitively manage colleagues and inspire pupils are essential traits. The successful applicant will be able to provide strong leadership and thus ensure the effective delivery of Physics throughout the School. The successful applicant should also be an inspirational teacher of Physics at all levels from Year 9 up to Oxbridge standard.

Main duties and responsibilities:

The Head of an Academic Faculty is responsible to the Head Master for the organisation of the staff, resources and teaching programmes within the faculty. He or she is expected to work closely with the Head of Science and the Deputy Head (Academic) - who is responsible to the Head Master for the overall running and development of the academic curriculum and the academic welfare of the school. The main responsibility of the Head of Faculty is to ensure that the Faculty is effectively managed and led. The Head of Faculty should also steer the Faculty in a manner consistent with the Academic Priorities of the school in accordance with the School Development Plan.

Particular responsibilities include:

STAFFING:

- To ensure a fair teaching load and spread of sets across members of the Faculty. (Liaison with the Deputy Head Academic, the time-tabler and the Head of Science).
- Ensuring equitable and effective delegation of responsibilities within the Faculty.
- Assisting in the appointment of staff to the faculty.
- Actively support Faculty members' CPD, both as provided at school and externally.
- Assisting with NQT/ general induction of new colleagues.

TEACHING & LEARNING:

- Monitoring the quality of lessons through regular lesson observation and the sharing of good practice.
- Ensuring high standards of teaching in the faculty, including the proper setting and marking of work.
- Monitoring academic progress and writing reports and references as necessary.
- Contributing to teaching within the Faculty.
- The promotion of independent and active learning.



Head of Physics Job Description cont'd:

SPLD/ EAL/ G & T:

- Active SPLD/ EAL liaison accordingly with the Learning Support and EAL departments.
- The preparation of pupils for Oxbridge entrance.
- Providing opportunities beyond the classroom, as appropriate, in the form of trips, lectures and events.
- Support the Academic Extension programme.

TIMETABLES & SETTING:

- Being responsible for setting pupils according to attainment and ability at certain levels, and seeing that the set-lists on the school database are up-to-date and accurate.
- Preparing the faculty timetable and thus allocating staff to their teaching sets,

COURSES:

- Being fully aware of the range of Examination courses available and guiding the faculty in the selection of specifications.
- Determining and developing syllabuses/ specifications and courses.
- Giving advice about curriculum choice and further education to pupils and parents as appropriate.

FACULTY ADMIN:

- Organising and chairing regular, well-managed Faculty meetings, which enable all staff to contribute to planning and policy making.
- Playing an active part in Heads of Faculties' meetings and Science meetings and attending any other meetings as directed by the Deputy Head (Academic).
- Setting and monitoring internal examinations within the Faculty and analysing the results.
- Ensuring the annual Faculty development plans (contained in the Faculty handbook) reflect the objectives presented in the current whole-school development plan.
- Revising annually the Faculty handbook/ scheme of work, including a written report on public examination results.
- Setting, marking and analysing entrance tests in Physics both for 16+ entry and also composing the school's 13+ entrance scholarship examinations and attending the markers' meeting to discuss and analyse the results.



Head of Physics Job Description cont'd:

- Maintaining and running the faculty library, ensuring that book stock is up to date and that books are signed for and returned.
- Maintaining and running the faculty book store: ordering text books and seeing that books are either returned at the end of the course, and keeping the stock in good order in its store.
- Monitoring Health and Safety issues and conducting regular fire-drills in the Science Building.
- Preparing, and controlling, the faculty budget.
- Liaising with the School's Examination Officer, Examination Boards and Examiners as required, for the entering of candidates for public examinations and for the analysis and challenging of results. The Head of Faculty will be expected to be available for consultation and advice when results come out in August, for instance.

MARKETING:

- Promoting an enthusiasm for academic study and increasing the awareness of, and interest in, the subject throughout the School.
- Making the Faculty area attractive and welcoming to pupils.
- Ensuring that the Faculty page on the school website is up to date.
- Being a powerful and articulate advocate of the subject throughout the school and in particular at the annual options fair for prospective 6th form students.
- Promoting links and co-operation with other faculties within the school and with sister faculties in other schools. Attendance at the annual Rugby Group meetings is a key part of this aspect of the role.
- Having an awareness of Physics teaching as it happens in schools nationally; ideally being a member of a national association.
- Assisting the Admissions department in the marketing of the school and the subject by regular interaction with feeder schools.

No list of responsibilities can really encompass all that is asked of a Head of Faculty; at the heart of his or her task is an active enthusiasm for the subject and an equally active enthusiasm for the academic welfare of the young people being taught.



Personal Specification: Head of Physics

Shrewsbury School seeks to deliver an outstanding educational experience in all fields to its students. It requires staff with the ability and expertise to support this ambition.

It is anticipated that the successful candidate will demonstrate evidence of the following:

Subject teaching

- Good honours degree in Physics.
- Ability to provide stimulating, well-planned lessons across the age and ability range within the school.
- Subject knowledge to challenge able students and achieve strong results at Sixth Form level.

Pastoral and Co-Curricular duties

- Commitment to boarding school life and the ability to carry out the role of tutor effectively.
- A professional, caring and compassionate approach to dealing with students.
- Willingness to be involved in a range of co-curricular activities.

Personal qualities

- Suitability to work with children in a boarding context. An enhanced DBS check will be completed on the successful applicant.
- Strong communication skills (oral and written) for dealing with pupils, parents and colleagues.
- Conscientiousness, enthusiasm, and the ability to sustain long hours during term time, including evenings and weekends.
- Ability to work collaboratively.
- Ability to develop a rapport with pupils throughout the school.
- Strong organisational skills, and the ability to meet deadlines.
- A positive attitude towards professional development and their own learning.

Role as Head of Faculty:

- It is not a requirement for applicants to have previously held a post as Head of Faculty. However, it is anticipated that the successful candidate will demonstrate evidence of:
 - ◇ “People skills” to manage a team of 6 teachers and 2 technicians, and to resolve difficulties as they may arise.
 - ◇ Administrative skills to organise the faculty.
 - ◇ The vision to maintain the Faculty’s profile within the school and to lead the Faculty forward.





SHREWSBURY SCHOOL

Our Ethos

Shrewsbury School has a strong vision, derived from our position as a major co-educational boarding and day school of international reputation. Our aim is to instil a rigorous approach to academic work, based on the encouragement of independent thinking and intellectual curiosity. We believe that learning should be a habit that is inculcated for life, not only a means to short-term examination success.

Through the diverse opportunities we offer our pupils, we aim to encourage and enable them to become caring, thoughtful, confident members of society. Salopians should be ambitious yet not arrogant, generous in spirit, interesting, interested and able to respect and communicate effectively with people of all backgrounds.

To this end, we will always strive to achieve the highest possible standards in the breadth and quality of the curriculum we offer; the provision of our facilities and resources, and the achievements – whether academic, sporting, musical, theatrical or artistic – of our pupils and staff.

We delight in the uniqueness of a Shrewsbury School education; a blend of values, traditions, inspiring people, a beautiful location, participation in the world beyond school, and a strong belief that life is what you make of it.



International Links

The links between Shrewsbury UK and our first licensed international sister school in Bangkok, the Riverside Campus, which opened in 2003, have grown stronger and stronger. 2016/17 saw further development of this link, with the signing of the Licence Agreement for a second school in Bangkok, Shrewsbury International School City Campus, to complement the success of the Riverside Campus. So, from September 2018, there are now three Shrewsbury international schools: two in Bangkok and another in Hong Kong.

The international and mother schools share a commitment to encouraging intellectual curiosity and respecting diversity, and have formed a close and effective partnership over the years. We exchange best practice and perspectives from our own operating contexts via regular staff visits and via Governors who sit on the Boards of both schools. Over the years Shrewsbury UK graduates have visited Bangkok to enjoy gap year opportunities there.





SHREWSBURY SCHOOL

Academics at Shrewsbury

Our aim in the classroom is to inspire and enthuse pupils from across the top of the ability range. In recent years, on average, up to 10% of our leavers have gone on to Oxford and Cambridge and virtually all have won places at the university of their first choice; we expect about 80% of A Levels each year to be passed at A*, A or B grade. But there is as much joy for the less academic pupil who surpasses his or her expectations as there is for the pupil whose progress to top grades always seemed more certain.

Teaching at Shrewsbury



Shrewsbury's academic provision endeavours to be exciting, challenging, responsive and versatile. We want pupils to be engaged in a learning process that combines inspirational experience (through curricula, through teaching and through independent initiative) with the sort of rigour and precision that will prepare children not only to produce the sort of spectacular public exam results that they so routinely do, but also to be



empathetic, innovative and leading contributors to the world beyond the school gates.

We believe that education is the process by which children are brought into contact with the world and we take this responsibility very seriously, giving careful thought to the values and behaviours we model and communicate. Above all else, we aim to engender excitement and enjoyment and to cultivate a love of learning for its own sake both in the classroom and well beyond it!

Periods are 40 minutes here at Shrewsbury and there are between 6 and 7 of these each day, including Saturdays. Wednesday, Thursday and Saturday afternoons are dedicated to Sport and Activities. Teachers usually teach 24 periods per week (though this depends on any other responsibilities). In addition, all our teaching staff are allocated to a House for pastoral duties as a tutor, and to our wide ranging co-curricular programme. Involvement and willingness to support both the faculty and the house in a supervisory capacity is also expected (e.g. trips).



SHREWSBURY SCHOOL

Teaching at Shrewsbury cont'd

We employ approx. 130 teachers across the range of subjects. We accept NQTs as well as recent graduates – all appointments are based on ability in the classroom and outcomes of the interview process. We support those taking their PGCE here at school and those wishing to complete their NQT year; our mentors are experienced and proactive in ensuring these years are a success.



All new members of staff are given a comprehensive programme of inductions to help familiarise them with Shrewsbury life. Their academic and buddy mentors are there to assist the transition to Salopian life and support both professionally and personally.

Continuous Professional Development (CPD) is a key part of the teacher's academic structure throughout the year; at the beginning of each term we organise whole staff INSET training. Typically, over the course of the year, we look at whole school issues in both the academic and pastoral spheres. Time is dedicated to the sharing of ideas in Faculty Teach Meets. Shrewsbury School is committed to the continuous professional development of its staff. Individual training needs are identified both informally and through formal appraisal mechanisms.

As a full boarding school, teaching staff are required to be full members of the community, demonstrating their willingness to help, participate and engage in faculty, house and co-curricular life.





SHREWSBURY SCHOOL

Co-Curricular at Shrewsbury

We want all our pupils, whatever their ability, to enjoy their life beyond the classroom, and Shrewsbury has a well-earned reputation for artistic, musical and sporting excellence. We compete internationally in cricket and rowing, and we are one of the strongest schools in the country for football, cross-country running and fives; facilities and coaching for these and a host of other sports including badminton, basketball, tennis, fencing, lacrosse, hockey, netball, and rugby are excellent.



Our school plays and musicals have drawn praise at the Edinburgh Fringe Festival and in London. As one would expect from one of the strongest music departments in the country, the breadth and quality of music-making is remarkable, and a number of students win places at some of the top music colleges each year.

We also offer our pupils an extraordinary array of clubs, societies and other co-curricular activities many of which take



place on a dedicated weekly activity afternoon. The majority are led by members of school staff. Shrewsbury is surrounded by glorious unspoilt countryside and the School makes the most of its easy access to the Shropshire Hills, the Welsh Marches and Snowdonia.

Pastoral at Shrewsbury



The unique, friendly yet respectful atmosphere between staff and students plays a crucial part in establishing the character of Salopians and the School. Together we are a highly supportive community. The House system (of which there are 13) is at the heart of Shrewsbury School.

The House is a Salopian's centre of gravity, a real home from home, somewhere to relax and make friends, as well as work. In addition to their Housemaster or Housemistress, each pupil has a personal tutor who also has strong links to a house and will be involved in a duty evening plus helping out with house events and trips.



SHREWSBURY SCHOOL

Location

Shrewsbury School lies on the outskirts of the town of Shrewsbury, approximately 50 miles west of Birmingham, and 75 miles south of Manchester. Shrewsbury is served by Virgin trains from London Euston (by changing at Birmingham New Street or Wolverhampton). There are also regular services from Birmingham, Manchester, Liverpool, Oxford, Cardiff and Bristol. The international airports of Birmingham, Manchester, Liverpool and East Midlands are all between 1 hour and 1 hour 30 minutes away (by car or rail).

Shrewsbury is the county town of Shropshire and just nine miles from the Welsh border, is almost completely encircled by the River Severn. Perched on its vantage point directly above the river bank, the School is a ten-minute walk from the town



centre and enjoys a fine view of it across an extensive park ('The Quarry'), which plays host each August to the Shrewsbury Flower Show, the longest-running flower show in the world.

Part of the town's medieval street plan still exists, with many 'shutts' and 'passages' – a maze of narrow alleys, which criss-cross the town centre. Throughout the town there are numerous boutiques and quirky independent shops, restaurants and cafés, and a huge indoor market which won the title of 'Britain's Favourite Market' in 2018. Our Theatre Severn attracts some big acts from Comedians to Musicals. Shrewsbury is one of the few places in the UK where the independent shops outnumber the big chains – one of the reasons it has earned the title of 'Healthiest High Street in the UK'. It also carries the distinction of being named twice in the last two years by Rightmove among the top 10 Happiest Places to Live in the UK, and has **Purple Flag status** for town safety.

Nearby, the Shropshire Hills and the historic towns of Ironbridge and Much Wenlock are within easy access. Although slightly further afield, we are well positioned to enjoy the benefits of the mountains and coastline of North and Mid-Wales.

Shropshire offers a wide range of primary, junior and preparatory schools, both independent and state maintained. Many are small village schools set within a close knit community. House prices remain steady here in Shropshire, with the average price of a semi-detached house currently being £188,663 (March 2018, Land Registry Data). The Schools are in easy walking distance to some of the main residential areas of the outskirts of the town – Radbrook, Copthorne, Belle Vue and Porthill.





SHREWSBURY SCHOOL

The Application Process

Please complete the Shrewsbury School application form together with a covering letter.

Ideally please email your documents as 'pdfs' to **vacancy@shrewsbury.org.uk** addressed to the Headmaster, by the closing date and time.

Alternatively, you may prefer to send a printed copy, addressed to The Headmaster and posted to:

The Headmaster
The Schools
Shrewsbury
Shropshire
SY3 7BA

Closing date for applications:

Monday 20th January 2020, 10am.

Start date: **1st September 2020.**

Short-listed candidates will then be invited to interview on the morning of **Friday 31st January 2020.**

Offers will be given verbally and in writing as soon as possible following interview.

Queries regarding applications should be addressed to vacancy@shrewsbury.org.uk or telephone 01743 280500.

Please also see the Recruitment Guidance Notes overleaf.





SHREWSBURY SCHOOL

Benefits and Contractual Terms

Salary

Shrewsbury School has its own competitive salary scale.

Accommodation

Accommodation may be provided.

Sick pay

4 months in any rolling year, 8 months after 5 years service.

Holiday pay

Entitlement to school holidays as published each year at full pay.

Pension

All teachers will be auto-enrolled into the Teachers' Pension Scheme.

Private Medical Insurance

The School has a fully funded (subject to the prevailing tax rules on Benefits in Kind) corporate membership of a medical insurance scheme and the successful candidate will be entitled to join the scheme.

Training & Development

All Shrewsbury School staff have the opportunity to access generous professional training; we seek to develop individuals in all areas of their school life: academic, pastoral and in their wider co-curricular commitments.

Provision of Meals

Lunch is provided at our dining room, Kingsland Hall while on duty. Refreshments are provided on site.

Parking

Parking is provided free of charge on site in designated areas and with a school permit.

Sports Facilities

Our swimming pool has both staff and staff family swim times. We have tennis courts, squash courts and a gymnasium which are available for staff use at prescribed times.

Fee Remission

Fee remission for Shrewsbury School age children is available subject to the usual entry requirements and space being available.

Probationary Period

All appointments are subject to a twelve months' probationary period.





Recruitment Guidance Notes: Shrewsbury School 2018-19

TERMS OF APPOINTMENT

Under the Department of Education's Keeping Children Safe in Education Regulations we have a legal duty to follow safer recruitment checks. Therefore any appointment will be subject to the following employment checks:

Application Form:

All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps. This should be accompanied by a covering letter. Note: *Unfortunately, CVs are not accepted.*

Ideally your form and letter should be sent as a pdf to vacancy@shrewsbury.org.uk

References:

In order to assess candidates' suitability we shall request at least two references. Please note that in accordance with best practice Shrewsbury School will follow up written references with a telephone call to the referee.

Right to work in the UK:

If you are invited to attend an interview you will be asked to bring identification with you to confirm your right to work in the UK. We ask that you bring **three** forms of identification with you, to include:

- Current passport or biometric residence permit
- Current driving licence
- Birth or adoption certificate for the UK or Channel Islands - issued within 12 months of birth
(including those issued by UK authorities overseas, eg Embassies, High Commission and HM Forces)

Evidence of qualifications:

If you are invited to attend an interview you will be asked to bring original evidence of your qualifications.

Medical Fitness:

If successfully appointed, you will be asked to complete a medical questionnaire and if necessary a satisfactory report from your GP.

DBS Disclosure and other checks:

If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed criminal convictions. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.

If you have spent time abroad for 3 months or more in the last 10 years you will be required to obtain an overseas check from that country. The school will support the successful candidate through this process.

In addition we will contact the Teaching Regulation Agency to check for:

- the award of QTS
- completion of teacher induction
- prohibitions, sanctions and restrictions that might prevent candidates from taking part in certain activities or working in specific positions.