



*Developing minds, creating futures and striving forward together*

|               |  |
|---------------|--|
| <b>Post</b>   | Teacher of Physics<br><br>Full-time preferred/ part-time considered  |
| <b>Salary</b> | MPS/ UPS <b>A relocation, recruitment and retention package will be available for the successful candidate</b> |

Would you like to work in a “harmonious community” where “pupils are keen to learn and respectful to all”? (Ofsted, November 2021). Would you like to work at a forward thinking and highly successful school providing students with a real opportunity to improve their life chances?

We are actively seeking a motivated and highly skilled individual to become a Physics teacher at Borden. The role is suitable for an experienced Teacher of Science or a proficient science lead (ideally in physics). The post is equally suited to somebody seeking to join the profession or looking for career development by securing a new post

The successful candidate will be joining a popular and successful department of enthusiastic and highly qualified teachers across all three science disciplines, and you will be immersed in a school environment that champions a broader and richer perspective beyond the curriculum. Within science, extracurricular projects include student activities such as trips to CERN, hands-on laboratory experiences in industrial-standard facilities, and a continuous primary science outreach program.

. Borden does a great deal to consider the wellbeing of its staff (see below) and the successful candidate can be confident that Borden is an enjoyable, inspirational and supportive place to work.

### **Benefits of Working at Borden Grammar School**

We care about our staff's personal and professional wellbeing and are pleased to offer the following benefits:

- Benenden Healthcare paid for by the school
- Counselling and mental wellbeing support service
- Cycle to work scheme
- Free and adequate parking for all staff
- Free flu jabs
- Therapy dog,
- Wellbeing charter signatories with an active wellbeing committee
- More than minimum PPA time provided to all teaching staff

**Application process:**

Applicants should apply by **12:00pm on Friday 3 May** and should be aware that the school **will consider the merit of early applications and close the advert sooner** if the quality of early applications necessitates such a response.

If you would like to apply, please return a fully completed application form leaving no gaps in employment (available on our website). to Mrs Lara Wilton, Headteacher's PA at [lbateman@bordengrammar.kent.sch.uk](mailto:lbateman@bordengrammar.kent.sch.uk)

Please do not submit a CV but feel free to provide a letter of application as a continuation of the application form.

*"Borden Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment."*

Everyone at Borden Grammar School works to fulfil our School Plan, with every teacher fulfilling the DfE Teacher Standards. Our school motto means to 'strive forward together' and we expect everyone in our community to have this as their goal. More specifically, we expect teachers to

1. Make sure young people of all abilities, ages and backgrounds fulfil their potential
2. Engage all young people to participate in interesting learning and stimulate a love of knowledge
3. Develop into exceptional teachers
4. Unlock and develop their students' creativity and independence
5. Demonstrate that learning continues well beyond lessons
6. Develop the Borden values so that students are respectful, creative, resilient, courageous and kind

All teachers are expected to fulfil roles as Form Tutors where assigned and in Appraisal as appropriate.



## Job Description

## Teacher of Physics

### *Striving Forward Together*

**Post Title: Teacher**

**Subject(s): Physics**

**Job Grade: MPS/UPS**

**Responsible to: Line Manager**

#### **Introduction:**

Our school motto “Nitere Porro” means to strive forward and the ethos of Borden is that we expect our whole community to do this, together. Our school plan focuses on supporting and inspiring students to achieve their full potential.

#### **Job Purpose:**

Under the reasonable direction of the Headteacher, the post-holder will be expected to carry out the professional duties of a teacher as set out in the current School Teachers’ Pay and Conditions Document (STPCD) to secure the highest standards of learning and achievement for students within an atmosphere where students feel challenged, valued, safe and secure. Our agreed Appraisal Policy will be used to review all teachers’ performance throughout the year. This job description will be used as part of the Appraisal Review Process.

#### **Key Processes**

All teachers are expected to contribute to the following processes:

- Building positive working relationships with students
- Managing student behaviour consistently and effectively
- Raising student achievement through high quality teaching and learning.
- Planning schemes of work/lessons and related homework activities thoroughly
- Rigorous assessment of student progress, target setting and record keeping.
- Reporting of student progress through regular audits.
- Celebrating student achievement.
- Timely intervention and support for students.
- Liaising with parents/carers.
- Safeguarding
- Health and Safety
- Upholding the school’s values and implementing policies and procedures.
- Appraisal arrangements.
- Continuing Professional Development.

#### **Key Areas of Responsibility**

The post-holder will, under the Headteacher's overall direction, be expected to contribute to the work of the School in a range of ways. It is Borden Grammar School's policy to review and redistribute specific responsibilities periodically. This job description should be read in conjunction with the Statutory Requirements contained in the current version of the School Teachers' Pay and Condition Document (STPCD).

### **Teacher of Physics – Person Specification**

**Key:** The shortlisting/selection methods are shown in brackets next to the Person Specification headings.

The following key explains how these will be tested:

AF = Application Form

LOA = Letter of Application

Int = Interview

Test = Teaching/other observed activity

D = Desirable – all other criteria are essential

The school recognises that some aspects listed below may be harder for an NQT to demonstrate so a commitment to these aspects would be expected.

#### **A. Educational Qualifications (AF, LOA, Int)**

- Honours Degree in teaching subject (or related discipline)
- DfE recognised Qualified Teacher Status
- Higher Degree/Further Professional Qualifications (D)

#### **B. Professional Experience (AF, LOA, Int, Test)**

- Ability to teach all student abilities across key stages 3-5
- Ability to teach separate and/or combined science to KS4
- Willingness to contribute to other subjects at KS3-5 (D)
- Evidence and commitment to raising standards of student achievement
- Successful school-based training in secondary age range
- Experience of constructive collaboration with parents/carers
- A record of training and on-going professional development

#### **C. Professional Knowledge and Understanding (LOA, Int, Test)**

The successful applicant will need to demonstrate knowledge and understanding of:

- Effective practice and approaches to teaching, learning and assessment
- Current educational trends and developments in teaching subject/wider School matters
- Effective use of ICT in teaching
- Strategies for motivating and inspiring students, and managing student behaviour
- Understanding of the importance of Continuing Professional Development and its role in improving classroom practice
- Safeguarding & Child Protection
- Health and safety
- Pastoral care

#### **D. Personal Qualities and Skills (AF, LOA, Int, Test)**

Ideally, we are looking for someone who:

- Has a passion for teaching, a love of subject, and believes every student can succeed
- Can motivate, enthuse and inspire students through your ability to teach with imagination, vision, creativity and originality
- Can work as part of a team, and is prepared to share and pool their ideas
- Is sympathetic to the pastoral needs of pupils
- Is co-operative, flexible, responsible and committed to high standards
- Is able to contribute to the staff community/broader life of the school
- Is committed to improving and enlivening the environment of the classroom and the school, and would be prepared to contribute to the subject/school extra-curricular programme
- Demonstrates excellent communication and interpersonal skills
- Shows desire and commitment to work for this school
- Pays attention to detail and accuracy in written/verbal communication
- Possesses excellent organisational skills and can meet deadlines under pressure
- Is patient, optimistic, has a sense of humour.

*The law requires this position to have an enhanced criminal background check. This is to protect children and vulnerable adults and to safeguard positions of trust. The position is therefore exempt from Rehabilitation of Offenders Act. If your application is taken further, you will be asked to declare details of any criminal record, even convictions that are 'spent' according to the act. If you are offered the post this information will be checked against Criminal Records Bureau files. You will be provided with full information at each stage.*

Borden Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Please note Borden operates a no smoking policy.

| ACTIVITY                                | RESPONSIBILITIES  | NOTES |
|---|---|-------|
| <b>LINE MANAGEMENT</b>                  | <ul style="list-style-type: none"> <li>Responsible to Line Manager (subject teacher role).</li> <li>Responsible to Head of Year (form tutor role).</li> </ul>   |       |
| <b>CURRICULUM</b>                       | <ul style="list-style-type: none"> <li>Teach allocated classes and provide a well-planned, challenging and purposeful learning environment for students using appropriate teaching methods and resources.</li> <li>Mark and monitor students' class and homework providing constructive oral and written feedback; set targets for students' progress.</li> <li>Contribute/keep schemes of work.</li> <li>Contribute to enrichment activities which further the aims of the subject/school.</li> </ul>  |       |
| <b>STUDENTS</b>                         | <ul style="list-style-type: none"> <li>Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline.</li> <li>Undertake student supervisory duties and cover for absent colleagues in line with School procedures.</li> <li>Operate school's rewards policy</li> <li>Undertake form tutor responsibilities</li> </ul>  |       |
| <b>ASSESSMENT</b>                       | <ul style="list-style-type: none"> <li>Assess and record each student's progress, including through observation, questioning, testing and marking. Use assessment to inform interventions to secure students make good progress.</li> <li>Ensure that students make expected/better than expected progress in comparison to similar students nationally, as shown by any relevant tests, assessments and examinations</li> <li>Understand and know how national, local and school data can be used to set clear targets for students' achievement.</li> <li>Contribute to subject monitoring of the assessment of students.</li> </ul>        |       |
| <b>COMMUNICATION</b>                    | <ul style="list-style-type: none"> <li>Contribute to meetings and discussions about teaching methods, schemes of work and departmental policies.</li> <li>Keep Line Manager, Form Tutors and Heads of Year informed about the progress of students being taught.</li> <li>Attend calendar meetings as relevant</li> <li>Maintain familiarity with statutory assessment and reporting requirements.</li> <li>Prepare and present informative reports to parents and meet with them to discuss students' progress.</li> <li>Demonstrate high standards of professional conduct in all communication with students, staff and parents</li> </ul> |       |
| <b>STAFFING</b>                         | <ul style="list-style-type: none"> <li>Review own professional development/ identify training needs.</li> <li>Take part in the appraisal arrangements.</li> <li>Take part in lesson observations to share good practice.</li> </ul>   |       |
| <b>BUDGETS/ RESOURCES</b>               | <ul style="list-style-type: none"> <li>Within Science, to help: identify resource needs; develop and maintain departmental resources; keep subject areas tidy and have effective displays. Follow agreed safety procedures for the school/department.</li> </ul>  |       |
| <b>OTHER SPECIFIED RESPONSIBILITIES</b> | <ul style="list-style-type: none"> <li>Participate in existing activities which promote the school's commitment to extra-curricular activities, including enterprise.</li> <li>Contribute to School Improvement Planning and Self-Evaluation</li> <li>Respond to any reasonable request made by senior staff to support the smooth running of the school.</li> </ul>  |       |