



**Recruitment Pack**

**Head of Physics**

**September 2024**

‘We have a culture rooted in high expectations for all, which cultivates a love of learning and ambition, together with a strong sense of belonging’.

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Dear Applicant,

Thank you for your interest in the post for **Head of Physics**. This is an exciting time to be working with us as we move forward to enhance our offer, so we achieve outstanding academic outcomes and close the gaps in student achievement.

We are an oversubscribed school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils”, and “teachers have strong subject knowledge and are passionate about their subjects”.

This is a key post for the school. You will be leading an area which currently has good or better results at Physics GCSE and strong results at A level and is looking to improve these and to extend further the uptake by students at GCSE and A level. The governors, Headteacher and head of faculty are completely committed to investing in whatever is most effective to improve the quality of teaching. I expect you to have a passion for Physics, and for teaching, which will engage and inspire our students. You will have excellent interpersonal skills and the highest expectations of every student and member of staff.

The successful candidate will:

- care deeply and have high ambitions for every one of our students.
- be flexible and adaptable.
- ideally have some experience of working with young people in a school or other setting
- Be organised, efficient and competent with Microsoft Office packages and quick to learn new software (e.g., Class Charts)

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer  
Headteacher



## **Staff Benefits**

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.

### **Development & Training**

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning Hub is the teacher training, professional development, and quality assurance element of our school. The Hub, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioner and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

### **Flexible and Family Friendly**

We know it can be challenging finding the right work-life balance. We want the very best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for similar schools, and we always try to accommodate if the timetable and resources permit.

It is important that staff who are parents, do not miss out on important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important moments.

As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.

### **Pensions**

Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

### **Health and Wellbeing**

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.



All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

### **Getting to work**

By public transport:

Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car:

We have on site parking. Applications will be considered on an individual basis.

Cycle Scheme:

We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

### **Discounts**

Staff are offered a Vectis card, this is a discount card offering savings across retail shops, tourist attractions and holidays. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

### **SNS Staff Association**

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.



## Head of Physics

Required for September 2024

**Inner London PayScale plus TLR 2B £5,060**

### The School

This is an exciting opportunity to contribute to a successful and popular 11-19 inner-city comprehensive school. The school is proud of all its subjects and is especially committed to creative teaching and learning. We aim for every colleague to have excellent professional development which leads to every student having an outstanding education. Stoke Newington School is actively committed to being anti-racist, and totally inclusive, by striving hard to challenge through our curriculum. We seek to inculcate and strengthen the knowledge, confidence and skills for all in our community to challenge racism.

### The Post

You will be leading the teaching and learning of Physics with a focus on A level Physics. We currently have a very good record of Physics outcomes at Key Stage 5, and last years results put us in the top 25% nationally.

We currently have two Physics groups in each sixth form year group. We will be looking to you to develop this further in terms of recruitment of students (in particular recruiting more girls to Physics A level), quality of achievement and progression to university. We currently have many extra-curricular activities to develop pupils' understanding of Physics including trips to CERN, the Royal Society and university lectures. A successful candidate would look to continue and develop programmes to engage our pupils in Physics.

You will be part of an increasingly successful Science faculty who have a strong overall record of quality teaching and high student achievement with the 11-19 age group. You will also be expected to teach some general Science at KS3 and KS4 and have input into the development of the overall Science curriculum. You will be supported throughout by a strong Head of Faculty and a leadership team who are ambitious for every student's and every staff member's success.

If you are interested in the position, please submit an A4 letter of interest by **midday Wednesday 6<sup>th</sup> December 2023**.

Interviews will be taking place on **Tuesday 12<sup>th</sup> December 2023**.

We are an equal opportunities employer committed to ensuring diversity in our workforce.

***As employers we are committed to safeguarding and promoting the welfare of children. A DBS clearance is a statutory requirement for all positions.***

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## Job Description

<b>Title of the Post:</b>	Head of Physics
<b>Allowance:</b>	Inner London PayScale plus TLR 2B £5,060
<b>Line Manager:</b>	Head of Science

### Function of the Post:

Managing and developing all aspect of Physics education within the school.  
Being a key member of the Science Leadership team.

### Main Tasks and Responsibilities:

- To teach Physics in years 9 – 13 and general Science in years 7 – 11.
- To be responsible for subject development work, especially ensuring the quality of teaching is at least good and mainly outstanding.
- To ensure all students' achievements in, enjoyment of and engagement with Physics is maximised at each Key Stage.
- To run a programme of visits and talks in school which enhance the curriculum for students of your subjects and encourage progression, including to study your subject at university level.
- To be responsible for rigorous assessment systems in Physics.
- To identify from performance data under achieving students and strategies for rectifying gaps in attainment for groups or individuals.
- To be responsible for the line management and professional development of some colleagues in the Science faculty.
- To be responsible for the monitoring, evaluation and development of all Physics work done in the department by teachers and students.
- To contribute positively to the leadership and management and team work of the whole Science faculty.
- To be a tutor or a support tutor.
- To fulfil the requirements of a subject teacher as outlined in the Staff Handbook.
- To fulfil the role of a Head of Subject as outlined in the Staff Handbook, and, as a member of the Faculty leadership group, to contribute to whole team development and policies.
- To carry out all responsibilities in accordance with the school's equal opportunities policies.

### Skills & Abilities

- Excellent communication and organisational skills.
- Ability to lead colleagues through gaining commitment and strategic planning and delivery.
- Excellent interpersonal skills and high level ability to work collaboratively. This should lead to the professional development of staff, to the achievement of subject aims and to the efficient running of the teaching of Physics.
- Excellent creative teaching ability.
- The highest expectations of every student and staff member.
- Commitment to personal career development.
- Ability to organise whole school/year-based activities.
- Ability to think and plan strategically and manage change.
- Ability to work hard under pressure.
- Ability to use I.T. effectively.



### **Knowledge & Understanding**

- Knowledge and understanding of the curriculum including recent developments in Physics and Science education.
- Knowledge and understanding of the school's development plan and the role to be played by a subject leader and colleagues in the team.
- Understanding of developing differentiated Schemes of Work including homework and assessment opportunities.
- Knowledge of strategies for supporting teachers and improving teaching and learning.

### **Experience & Qualifications**

- Experience of teaching Physics to students of differing abilities at across the 14-19 age range.
- Collaborative methods of teaching and working with colleagues in the preparation, assessment, and monitoring work.
- Managing change and managing people.
- Leading on some aspect of achievement and curriculum development.
- Using IT to raise achievement and as a management tool.
- Experience as a form tutor and/or pastoral work.
- Qualified teacher status.
- Excellent degree in Physics.

### **Equal Opportunities**

- Understanding of the different social backgrounds of students.
- Understanding of the needs of different students, and the appropriate policies and strategies to support them.
- Understanding of the needs of bilingual students.
- Commitment to equal opportunities across all groups of staff





	<b>Essential</b>	<b>Desirable</b>
<b>Pastoral Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a school or similar establishment.</li> <li>• Understanding of basic principles of health and safety in a school environment</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to relate well to children and adults.</li> <li>• Experience of working amongst pastoral teams.</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills and good standard of numeracy and literacy skills.</li> <li>• Ability to build and form good relationships with young people, colleagues, other professionals and parents/carers.</li> <li>• Ability to work constructively as part of a team, understanding school roles and responsibilities including own</li> <li>• Initiative and ability to prioritise one's own work and work under minimal supervision.</li> <li>• Proficient in the use of IT, including word-processing, spreadsheets, databases and internet systems.</li> <li>• Ability to absorb and understand a wide range of information.</li> <li>• Ability to self-evaluate learning needs and actively seek learning opportunities.</li> <li>• Ability to adhere to, and interpret, working procedures and policies in a school environment.</li> <li>• Efficient and meticulous in organisation and record keeping.</li> <li>• Ability to deal with confidential data/issues appropriately.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of how students learn and barriers to learning.</li> <li>• Knowledge of positive behaviour management and restorative justice strategies</li> <li>• Knowledge of Equal Opportunities and approaches to inclusion.</li> <li>• Knowledge &amp; understanding of Child Protection and Safeguarding procedures.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Organised, reliable, committed and trustworthy.</li> <li>• Able to work flexibly to meet deadlines and respond to unplanned situations.</li> <li>• Desire to enhance and develop skills and knowledge through CPD.</li> <li>• Commitment to the highest standards of child protection.</li> <li>• Recognition of the importance of personal responsibility for Health &amp; Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to the school's ethos, aims and its whole community.</li> <li>• Warm and welcoming whilst always completely professional</li> <li>• Robust, resilient and positive!</li> <li>• Sense of humour</li> </ul>