



Stoke Newington School  
& Sixth Form



**Recruitment Pack**

**Science Teacher**

**September 2023**

'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 **Science Teacher**. 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 one of a strong team of teachers who are keen to develop consistently outstanding practice in teaching our diverse student intake. We expect you to be able to and keen to teach across our full range in Year 7 to Year 13. Whatever age group you are teaching, we will expect you to be planning thoroughly for the engagement and progress of every student and to be promoting the enjoyment of Science. We will expect you to be an advocate for students following degrees in Science.

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.



## Science Teacher

Required for January 2024

**Inner London Pay Scale**

### **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**

We are looking for an outstanding science teacher who is creative and dynamic in the classroom, ambitious for all students and committed to inclusion. You will be joining a successful team who provide excellent support and challenge.

We provide very well-regarded professional development opportunities for all staff. This post is suitable for EQTs or experienced teachers. Experience teaching A-level physics is desirable.

If you are interested in joining our team please apply via [the TES website](#). Alternatively, you can download an application pack from our website [the School's website](#). Please name your application file with your full name and the role you're applying for and submit via [Recruitment@sns.hackney.sch.uk](mailto:Recruitment@sns.hackney.sch.uk)

Closing date **midday Monday 12<sup>th</sup> June**

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.***

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



## Job Description

**Title of the Post:** Teacher of Science

**Pay Scale:** Inner London Pay Scale

**Line Manager:** Hannah Twomey

### Function of the Post:

To teach science, including KS3 and GCSE classes. Other subjects may also be taught as identified by the Headteacher.

To contribute to the planning, evaluation, and curriculum developments in the Science department for years 7-13.

### Main Tasks and Responsibilities:

- To always plan and teach high quality lessons and to maintain a stimulating learning environment.
- To implement the National Curriculum and relevant examination courses for science across the age range.
- To pitch teaching at a suitably challenging level for all students in accordance with school targets
- To keep clear records in accordance with department and school policy, and to assess, monitor and report on individual students work.
- To mark books at least fortnightly in accordance with principles of assessment for learning
- To help with the smooth running of the department by undertaking tasks as requested and directed by the head of department.
- To ensure all students make excellent progress through well planned, differentiated classwork and determined follow-up and support
- To ensure all students make excellent progress through setting and marking challenging homework
- To be a form tutor or co-tutor.
- To attend parents' evenings.
- To teach and lead on a range of science related after school or holiday activities and clubs.
- To attend school meetings as directed by the head of department or by the Headteacher.
- To carry out all responsibilities in accordance with the School's and the Local Authority's equal opportunities policies.

### Skills & Abilities

- Ability to work hard under pressure.
- Ability to use I.T. effectively in teaching
- Ability to be effective in record keeping
- Good communication and organisational skills.
- Good interpersonal skills and a strong ability to work collaboratively.
- Excellent creative teaching ability.
- Ability to convey enthusiasm for science at all levels
- Commitment to personal career development.
- Capacity to be a strong tutor who values and cares for each student in their form group



### **Knowledge & Understanding**

- Knowledge and understanding of the recent developments in the National Curriculum for Science and related Science examination courses
- Understanding of developing differentiated schemes of work within a mixed ability and settled context.
- Knowledge of the importance of appropriate planning, assessment for learning and homework.

### **Equal Opportunities**

- Highest ambition for the Science achievement of every student
- Understanding of the needs of different students, and the appropriate policies and strategies to support them.

### **Experience**

- Successful experience of teaching Science to students of all abilities.
- Experience of teaching A-level Physics is desired.

### **Qualifications**

- Qualified teacher status.
- Excellent degree in science or related subject





	Essential	Desirable
<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>