

BURNHAM GRAMMAR SCHOOL



Assistant Head of Science

JOB APPLICATION PACK



Embracing Challenge

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How to apply:

Please download an application form from our website and send your completed form to:

Mrs Anjna Pankhania

Burnham Grammar School

Hogfair Lane

Burnham

Buckinghamshire

SL1 7HG

Or email to vacancies@burnhamgrammar.org.uk

<http://www.burnhamgrammar.org.uk/231/vacancies>

Please note we do not accept CVs

Closing Date: 10am on Monday 10 October 2022

Interview Date: Wednesday 12 October 2022

It is the normal practice for references to be obtained before any formal interview.

Burnham Grammar School as part of the Beeches Learning Development Trust is committed to safeguarding and promoting the welfare of its students and staff and expects all staff and volunteers to share this commitment. Successful candidates will be required to undertake an enhanced Disclosure and Barring Service (DBS) check

We encourage applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race

Thank you for the interest you have shown in this vacancy

HEADTEACHER'S LETTER

Dear Applicant

Thank you for your interest in applying for this role at Burnham Grammar School. I do hope that the information attached encourages and inspires you to make a formal application for this post.

Our diverse community of staff, students and parents believe that this is a truly unique school. Our students are bright and eager to do well. They are hardworking, but also full of personality and a joy to teach, reflecting the diversity of their backgrounds and cultures. They contribute fully to school life, are proud of the part that they play and continue to surprise me on a daily basis with their acts of kindness and their generosity of spirit. We frequently receive comments from the local community about the fantastic contribution that our students make and visitors to our school are always quick to compliment us on our caring and inclusive ethos. However, our students do not always understand or believe how talented they are. We have continued to build upon this community atmosphere, which was noted by Ofsted in March 2017:

“The learning atmosphere is very positive and pupils are confident, self-motivated, keen to learn and not afraid to make mistakes. They exemplify the school’s motto of ‘Embracing Challenge’ ”

The staff are a uniquely close-knit, supportive and considerate team and the caring ethos makes this a rewarding place to work and develop. I was pleased that Ofsted recognised that “The headteacher’s commitment to involving staff at all levels in the school’s development is nurturing a loyal and dedicated staff.” Staff opinion and involvement is highly valued and if appointed you will find that you are fully supported in successfully fulfilling your role and gain experience to help your career progression through personalised and targeted professional development. The involvement of the staff in the running of the school and in the development of key policies, and our continual efforts to support a work-life balance, have been reflected in us retaining the

prestigious Investors in People Gold Award in 2021. The successful candidate will play an active part in the further development of both learning and teaching and other aspects of school life.

You will see from our last Ofsted inspection of February 2017 that we were judged at the time to be a Good school ([Ofsted Inspection February 2017](#)). Whilst our community was pleased that Ofsted recognised the improvements that we had made in all areas in the previous five years, they were also unanimously resolute in continuing on our journey of improvement. Since this time the standard of teaching and learning has improved even further. Through our tailored CPD programmes we support many teachers on the difficult transition from good to consistent and sustainable outstanding practice. This has increased the quality of learning, which is also reflected in our significantly positive progress measures at both GCSE and A level . We are now entering an exciting stage in the school’s development with a unwavering determination to be rightfully recognised as an Outstanding school and a national beacon of best practice that provides inspirational learning experiences to every student every day , both inside and outside of the classroom.

In October 2021 we moved into our brand new school which will provide staff and students with world class facilities to inspire and support their learning and ambitions. These facilities will also provide opportunities for us to broaden our incredible extracurricular offer to students, a vital part of life at Burnham Grammar to broaden students horizons and raise their aspirations.

Not every candidate will be suited to the ethos of the Burnham Grammar learning community or able to fully contribute to our journey to be recognized as an exceptional school leading the development of practice nationally . Candidates for this post will already be exceptional and reflective practitioners or possess the qualities and desire to become exceptional.

HEADTEACHER'S LETTER

We are, of course, proud of our examination results but students' education at Burnham Grammar goes far beyond the academic. The exceptional and diverse range of extra-curricular opportunities and activities inspires and develops students' characters and resilience and exposes them to a range of unique experiences and challenges. We are passionate about the wider development of each individual student to ensure that they positively contribute to their communities now and in the future. This outstanding practice is reflected in us achieving a number of national awards such as the Music Mark Award, Gold Kitemark for Sport, the International School Award and winning the Stonewall School Award.

We welcome applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race and want members of staff who have interests and expertise that goes beyond the classroom and physical boundaries of the school. With 61 different first languages spoken by students we are a very diverse school and would want our staff to reflect this diversity.

Quite simply Burnham Grammar School is an idyllic learning community where the relationships and teamwork between staff and students are fostered with care and the key strength of the school. We provide the support and reassurance for our students to develop the resilience and mindset to strive to be their very best. Our school aims are summarised by the overarching motto :

“Embracing Challenge”

Our students are constantly challenged and supported to volunteer answers at the edge of their understanding and learn from their mistakes to ensure that they fulfil their potential at each key stage and have the confidence and resilience to aspire to and achieve their dreams.

I do hope that you will decide to make an application to join us and that we will have the opportunity to welcome you to our learning community and meet you in person. To hear more about working at Burnham Grammar please use this link <https://www.youtube.com/watch?v=YVRCUBLEUBk>.

Yours sincerely



Dr A Gillespie
Headteacher

BENEFITS OF WORKING AT BGS

- Enthusiastic, motivated and intelligent students
- An outstanding culture & ethos where students & staff enjoy & achieve
- A socially and culturally diverse school community
- End of Term Socials – Christmas/Summer cricket etc.
- Friday treats
- Free lunch provided on INSET Days for all staff
- Generous Pension Schemes for staff – TPS for Teachers and LGPS for Support staff
- Day off for Religious observance e.g. Diwali, Eid, Vaisakhi, Hanukkah etc.
- CPD opportunities for all staff
- Gold IIP Award & IIP Champion reflects personalised and nationally recognised CPD
- Free Parking

BENEFITS OF WORKING AT BGS

- Free tea/coffee for all staff
- State of the art facilities in our brand new building
- A bespoke induction programme for all staff joining the school, tailored to individual requirements such as for those new to the teaching or working in schools.
- Cycle to work scheme

Employee Assistance Programme (EAP) provider, Health Assured which is available to ALL employees free of charge and offers:

- Emotional Support with Relationship and family issues or worries
- Loss, including loss of job, friend or family member through bereavement
- Financial concerns, budgeting, borrowing or tax credits
- Work life & Health including Stress Management

JOB ADVERT



Burnham Grammar School

"Pupils are confident and proud of their school and are keen and resilient learners." (Ofsted March 2017)

Assistant Head of Science

MPS/UPR + London Fringe + TLR2bi (£3,844pa)

Permanent, Full Time

We are looking for a committed and enthusiastic teacher to lead this very successful department

Required for January 2023

**11-18 Mixed Grammar School
NOR 1269
(6th Form 363)**

"The learning atmosphere is very positive and pupils are confident, self-motivated, keen to learn and not afraid to make mistakes. They exemplify the school's motto of 'embracing challenge' " (Ofsted March 2017)

Lead school in small MAT

2022 A Level:
89% A*-C grades
73% A*-B grades
45% A*-A grades

2022 GCSE:
95% grade 5-9
68% grade 7-9
46% grade 8-9
23% grade 9

78% of students achieved 5 or more grade 7-9 at GCSE

We are offering you:

- State of the art facilities in our brand new building
- A diverse community of enthusiastic, motivated and intelligent students
- An outstanding culture and ethos where students and staff enjoy and achieve
- A socially and culturally diverse school community
- Personalised & effective CPD as evidenced by the school's IIP Gold (2014, 2017 and 2021) & Champion status.

We want from you:

- Excellent interpersonal and team building skills
- To be an outstanding classroom practitioner
- The ability to engage and inspire our students
- Commitment to developing the highest standards of Learning and Teaching
- Innovative and dynamic leadership
- The ability to teach A level in at least one of: Biology/Chemistry/Physics
- A track record of securing outstanding student progress

"The personal and social aspect of the curriculum is particularly strong and helps pupils to stay safe, prepare for examinations and to become responsible citizens of the future" (Ofsted March 2017)

Closing date for applications: 10 am on Monday 10 October 2022

Please download an application form from our website or telephone the school for more information: 01628 604812. Applications should be sent to Mrs A Pankhania by email or post. Please note we do not accept CVs.

As part of the Beeches Learning Development Trust, Burnham Grammar School is committed to safeguarding & promoting the welfare of its students & staff & expects all staff & volunteers to share this commitment.

Successful candidates will be required to undertake an enhanced Disclosure & Barring Service (DBS) check.

JOB DESCRIPTION

Job Description for Assistant Head of Science

THE ROLE OF 2ND IN DEPARTMENT

A. Name

B. Job Title – 2nd in Science (Subject lead depending on specialism and in charge of Science Department KS3)

C. Job Purpose - To lead, develop, support & hold accountable members of the department to ensure high standards of teaching & learning and the development of staff & students.

D. Accountable - To the head of department and senior leadership of the school for the effective discharge of all duties.

To assist with the effective teaching, learning and support of the school's students in the department.

To assist with enabling the staff of the department to identify and address their continuing professional development needs, providing opportunities for cascading new learning to other colleagues, as appropriate.

For evaluating all factors in the department contributing to student achievement at a particular key stage and intervening appropriately to promote success.

E. Responsibilities

1. School improvement and school self-evaluation

Lead the department in relevant school improvement and school self-evaluation activities, with specific attention to the service to students in the department.

Lead departmental preparation for inspections by OFSTED and other accredited bodies. Contribute to whole school preparation as appropriate, in consultation with the senior leadership team.

Co-operate with internal Departmental Reviews for their department.

Contribute to the creation of a three-year Departmental Strategic Plan and Vision and a one-year Departmental Improvement Plan. Review and evaluate these plans with the line manager as directed in the line management schedule.

Monitor the quality of department members' report writing and assessments for a particular key stage.

Assist in the completion of monthly line management proformas which includes the one-year Department Development Plan and results analysis.

2. Teaching and learning and student development

Ensure that departmental teaching and learning practices and schemes of work clearly reflect the principles and guidance in the Learning and Teaching policy.

Stay abreast of recent subject developments and plan, enact and evaluate, at least annually, all courses, appropriate syllabuses, materials, schemes of work and revision programmes.

Ensure that the department's schemes of work and lesson materials have clearly identified aims and objectives which are shared with the students for a particular key stage. **Specifically this will be KS3 and KS5 Subject specific A level depending on specialism.**

Ensure that the department's curricular provision includes citizenship, cross-curricular themes and spiritual, moral, social and cultural dimensions.

Lead the provision of varied methods of teaching and learning, appropriate to the abilities and aspirations of the students and which enable them to take maximum responsibility for their own learning.

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JOB DESCRIPTION

3. Student assessment, reporting and support

Assist in the monitoring of assessment by teachers within the department at least twice annually to ensure that it, and the work sampling process itself, follows departmental and whole school policies and offer guidance to teachers on improvement where necessary.

Assist in ensuring that all members of their department are abiding by the whole school Feedback Policy and the Marking Code as well as any additional departmental feedback requirements

Meet the published data standards to analyse student performance and value-added data in the subject.

Explore trends in achievement and progress according to age, gender, ethnicity, socio-economic background, Pupil Premium and ability for a particular year group.

Take responsibility for the allocation of students to particular classes in the subject, in consultation with the curriculum manager and according to school policy and practice for a particular key stage.

Ensure the effective and efficient provision of a programme of formative and summative student assessment, consistent with the whole-school assessment and Learning and Teaching policies.

Ensure that key assessment of students' performance and progress grades are standardised within the department and that a timetable for such work is communicated to relevant staff for a particular key stage.

Ensure that accurate and up-to-date records of student achievement and attendance are kept within the department and on SIMS.

Ensure the identification of students who are experiencing difficulties and that appropriate support and direction is given to them, monitored, evaluated, altered where necessary and communicated to the HOH as appropriate.

Assist with co-ordinating and moderating Controlled Assessment and ensure that examination board directions are known by all relevant staff and followed.

4. Finance and resource management

Order and allocate materials and equipment as appropriate and maintain an up-to-date inventory of equipment and resources using school procedures only and at all times.

Advise the senior leadership of the school on the staffing, resource and accommodation needs of the department.

Contribute to the annual analysis of the staffing needs of the department according to the current staffing policy of the school and work with the timetabler to plan staffing and accommodation allocation in the department.

5. Personnel

To deputise for the Head/Director in their absence.

To performance manage one or more staff in the department.

Contribute to the process of appointing staff to the department and follow the Safer Recruitment Policy.

Contribute to the programme for the departmental induction of new staff.

Contribute to the identification and support of career development and continuing professional development and training for members of the department.

Ensure adherence to school policies by members of the department.

6. Liaison within and outside school

Assist in ensuring all members of the department follow the school Communications Policy.

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JOB DESCRIPTION

7. General Duties

Participate in appropriate meetings with colleagues, students, parents and governors relative to the role.

Carry out a share of supervisory duties in accordance with published rosters.

Comply with and promote school policies and procedures.

Abide by and actively promote the school's Child Protection Policy and Procedures and Safe Working Practice for the Protection of Children and Staff in Education Settings.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The above responsibilities are subject to the general duties and responsibilities contained in the statement of School Teachers' Conditions of Employment.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time and have regard to section 52 and other relevant sections of the School Teachers' Pay and Conditions of Document 2020.

As part of the Beeches Learning Development Trust, Burnham Grammar School is committed to safeguarding & promoting the welfare of its students & staff & expects all staff & volunteers to share this commitment. Successful candidates will be required to undertake an enhanced Disclosure & Barring Service (DBS) check.



PERSON SPECIFICATION

Assistant Head of Science		
Qualifications	Essential	Desirable
A good honours degree in a relevant subject	✓	
A teaching qualification together with Qualified Teacher Status (QTS)	✓	
An infectious passion for your subject and subject knowledge sufficient to challenge able students and achieve high outcomes	✓	
A good understanding of curriculum developments in the specific subject area	✓	
Evidence of participation in relevant professional development or further study		✓
Previous Work Experience		
Experience of holding a TLR and of leading a team		✓
A record of consistent and successful teaching resulting in high levels of attainment and achievement for students at each key stage taught	✓	
Experience of teaching KS3, 4 and 5 Science	✓	
Experience of working in a socially and culturally diverse school community		✓
Professional Knowledge Skills & Experience		
Have the flexibility to employ a range of teaching styles and activities to inspire and engage all students to ensure effective learning and progress	✓	
Awareness of the strategies available for improving the learning & achievement of all students and particularly high ability students	✓	
A confident & competent user of ICT to support all aspects teaching and learning	✓	
A willingness and commitment to ensure that current and future ICT, and other resources and new technologies, can be used to enhance the quality and experience of student's learning	✓	
The skill to monitor and strategically develop practice to ensure that students understand how to improve and are consistently supported in doing so through teacher, self and peer assessment across the department.	✓	

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PERSON SPECIFICATION

Ability to communicate proactively and appropriately to a high standard with staff, students, parents and governors	✓	
Ability to interpret student data in order to modify schemes of work to ensure personalised support	✓	
A commitment to their department contributing to the wider education and support of all pupils as outlined in the school aims	✓	
People Management Skills		
The ability to work independently and collaboratively as a member and leader of a team and to contribute to its development	✓	
Understands and values the processes of planning and monitoring and evaluation as an aid to raising standards	✓	
The ability to successfully coach members of staff	✓	
Other Personal Qualities		
The presence and leadership qualities to develop departmental commitment and consistency to whole school and departmental developments	✓	
A firm and active commitment to safeguarding and child protection	✓	
A commitment to helping students identify their talents	✓	
A firm belief in the untapped potential of all students	✓	
Creativity in problem solving together with a willingness to take on or try new approaches & ideas	✓	
A willingness to support, take part in or run wider and extra-curricular opportunities for students		✓
A strong belief and recognition of the vital role and diverse skills of all members of staff	✓	
The school is fully committed to the DfE guidance on Safeguarding Children and Safer Recruitment in Education and all candidates for the post will therefore be subject to vetting procedures following Buckinghamshire Council's guidance on Safer		

DEPARTMENT INFORMATION

The Science Department

The Department

The Science department is very popular and academically one of the most successful departments in the country (achieving excellent Key Stage 3 and GCSE results, with a 97% 9-5 GCSE pass rate in Science GCSE subjects with 52% of grades 9-8 in 2022. At A2 level 40% of students attained A*-A in all three Science A level subjects with 53% A*-B in Biology, 62% in Chemistry and 60% in Physics level in 2022.

The overwhelming majority of Year 9 students opt to take Triple Science at GCSE and the majority of students in the 6th Form take at least one science course.

Department Staffing

The department is currently fully staffed with enthusiastic, highly qualified, specialist teachers, including eight full-time, four part-time teachers and three laboratory technicians. As well as the Director of Science there are two Assistant Heads of Science. This is a strong and highly performing department which offers a close knit and supportive environment.

Department Accommodation

The Science department is housed over one floor in ten specialist laboratories with state-of-the-art facilities. We have recently moved to a new building which has ensured all the laboratories are spacious and well equipped with Whiteboard walls in each laboratory to enable high quality teaching and learning. A-level specialist

laboratories have recently benefited from the award of a £100k Wolfson grant and hence can boast high quality specialist equipment that enables effective practical's to be delivered. It has also enabled students to complete extended practical projects in the summer term to support development of their Scientific skills. There is a large separate Science office with printing facilities close by. All of the Science laboratories are equipped with

Promethean interactive whiteboards. For the most part teachers have a designated laboratory for teaching and the department is well resourced with IT facilities. The majority of students have access to Chromebooks in

lessons which enable use in lessons and there are specialist IT rooms on the same floor which can be booked when needed.

Science Teaching

Pupils are taught in mixed groups in years 7 and 8. For Key Stage 4 (years 9-11) they are in mixed ability classes with an average size of 30 students.

Students study a key stage 3 curriculum in years 7 & 8 and then start their Core Science GCSE modules in Year 9.

At GCSE we follow the AQA GCSE Syllabus with the majority of students opting to take three separate science GCSEs.

Biology, Chemistry and Physics are all very well subscribed at A-level with two or more classes for each in Years 12 and 13. There are approximately 60 students studying Y12 Biology, 50 studying Y12 Chemistry and 40 studying Y12 Physics at present. Most students continue to study these subjects at A2.

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DEPARTMENT INFORMATION

- A-level Biology follows the AQA-A syllabus.
- A-level Chemistry follows the OCR A syllabus.
- A-level Physics follows the OCR B Advancing Physics syllabus.

Extra-Curricular

Burnham Grammar School is a Science Specialist College. We seek to provide extra-curricular opportunities to inspire students and demonstrate applications of Science beyond the classroom. The department is very active and creative in its outreach work including:

- Coordinating and hosting in-reach science lessons for local primary schools
- Summer school five day "Space Camp" for integration of New Year 7 students
- Y7 Science Induction Day (Forensic Scientist for a Day)
- Winning Lego Mindstorms robotics competition – building and programming
- Strong links to Lonza including a yearly competition, internships and DNA extraction practical sessions
- Popular KS3 Science club including entrants to Dulux Young Scientists competition
- Extended Practical projects in Y12
- Entrance to Chemistry/Biology and Physics Olympiads
- Bayer Laboratory trips for all Key stages
- Active links to Universities
- 2021 £100k Wolfson Award for laboratory conversion and high-quality A level equipment
- Diverse and exciting Science Week shows and Science Fayres

The Science department also has an active Twitter account.



MAKING AN APPLICATION

How to Apply

To apply for this position, you will need to complete our application form which you can download from our website :

<https://www.burnhamgrammar.org.uk/231/vacancies>

Completed applications should be sent to vacancies@burnhamgrammar.org.uk by the closing date and time on the job advert.

Please note only fully completed application forms will be considered and we do not accept CVs.

Shortlisting

Applications will be assessed based on the information provided on the application form and will be shortlisted if they fulfil the criteria for the role and the person specification. Shortlisting may take place before the deadline for applications has passed.

If you are shortlisted for interview you will be sent a self declaration form about any criminal disclosures. You will need to complete and return this disclosure form at least one day prior to interview. If we have not received this, we reserve the right to withdraw the offer of interview.

If you have not been contacted within 3 weeks of the closing date, you must assume that your application has, on this occasion, been unsuccessful.

MAKING AN APPLICATION

References

It is the normal practice for references to be obtained before any formal interview.

You will need to provide details of two people who have knowledge of you in a working / educational environment, paid or unpaid.

The first reference should be your present or most recent employer and a contact at your last post working with young people if you are not currently doing so.

If you are a student give appropriate school or college referees.

References must cover a 5-year consecutive period.

Interview

If you are shortlisted for interview you will be sent an invite to interview letter with all the interview details via email. Interviews will include a panel interview, a tour of the school, a student panel interview and a chance to meet members of the team informally over either coffee or lunch.

Teaching posts will include teaching a lesson and support staff roles will include an administration task relevant to the role in which you are interviewing for.

Successful Appointments

All successful appointments are subject to satisfactory references, Disclosure and Barring Service (DBS), Health Checks, proof of Right to Work in the UK and satisfactory checks on the Teaching Regulatory Agency.

PRIVACY NOTICE

Short Form Privacy Notice For Application Forms

This notice explains what personal data we will hold about you, how we collect it, and how we will use and may share information about you during the application process. We are required to notify you of this information, under data protection legislation.

Please ensure that you read this notice as well as our privacy notice which can be found at on our website under Vacancies which detail how we use your information.

Why Do We Collect This Information?

Once you have submitted an application form, the School use this information in order to take a decision on recruitment and to take steps to enter into a contract.

What Information Do We Collect?

We collect the following information from the application form in order to take a decision as to recruitment: surname, forename(s), previous surnames, preferred title, address for correspondence, home, work and mobile telephone number, email address, national insurance number, details of current and past employers, details of previous employment details including salary, details of your qualifications, details of your relationship with the Teaching Regulation Agency and your induction period (where applicable), your referees, right to work in the UK status, any disabilities, religion, gender, ethnicity and any criminal convictions. We will also collect any other information you choose to share with us during the process.

How we may share the information

We may also need to share some of the above categories of personal information with other parties, such as HR consultants and professional advisers. Usually, information will be anonymised but this may not always be possible. The recipient of the information will be bound by confidentiality obligations. We may also be required to share some personal information as required to comply with the law.

How long we keep your information

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information concerned and the purposes for which it is processed. Full details on how long we keep personal data for is set out in our data

retention policy.

Please find below the link to our vacancies page on our website where you can find the full Privacy Notice for Job Applicants

<http://www.burnhamgrammar.org.uk/231/vacancies>

Please find below the link to our vacancies page on our website where you can download our application form for completion.

<http://www.burnhamgrammar.org.uk/231/vacancies>

Please find below the link to our policies page on our website where you will find our Child Protection policy.

<https://www.burnhamgrammar.org.uk/203/policies>

We are just west of London, near Windsor & Maidenhead & convenient to the M40, M4 & M25.

Burnham station (mainline Paddington & Crossrail) is a short walk from the school.

Headteacher: Dr A Gillespie

[Investors in People Report](#)

We are proud of our development of our staff



Investors in People Gold Award in 2014, 2017 and 2021

People Gold award.

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