

# The Skinners' School

## Appointment of Head of Chemistry



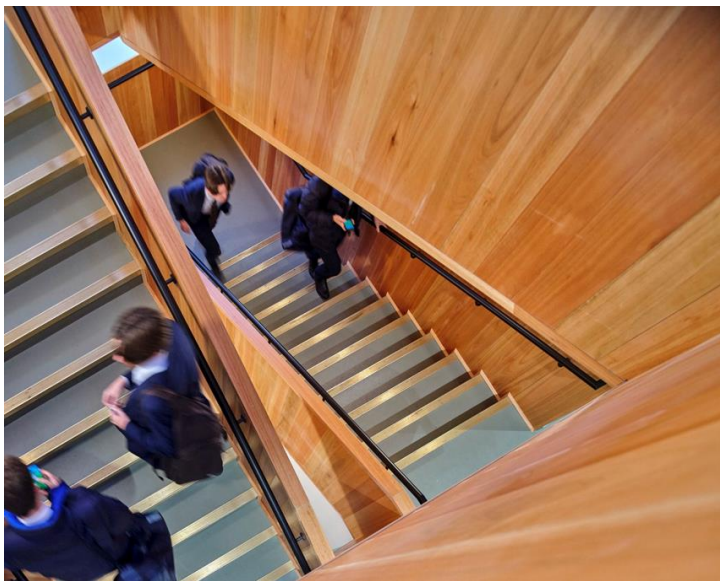
## ABOUT SKINNERS'

Skidders' School was founded in 1887 and is a thriving boys' grammar school. There are currently 1119 pupils, 325 of whom are in the Sixth Form. A friendly and hard-working community, the school is amongst the highest achieving in the country, both academically and in terms of extra-curricular provision. Pastoral care is also a real strength.

## ADMISSIONS

The School is significantly over-subscribed and has an excellent reputation in both Kent and Sussex. It admits 160 boys (five forms) at age 11. Entry is achieved via the Kent 11+ examination, with an entry qualification that is higher than the Kent County Council 11+ pass. Once they reach our qualifying score, pupils are given places based on distance lived from the school (although we also offer a sibling preference). The current 'catchment' of the school is approximately 11 miles.

Nearly all Skidders' students stay after Year 11 to enter the Sixth Form and are joined by a small number of students from other schools. Pupils are required to achieve a total of 50 points over their best 8 GCSE grades in order to enter the Sixth Form.





## HISTORY

Skidders' is one of the Skidders' Company's family of schools – the others being Tonbridge School, Judd School, Skidders' Kent Academy, Skidders' Academy, Skidders' Kent Primary School and the Marsh Academy. The Skidders' Company, one of the original twelve London livery companies, provides a rich seam of support, governance and tradition.

Since the construction of the original school buildings in 1887, considerable development has taken place in recent years in order to accommodate an increasing school roll. The Leopard building (1994) houses Mathematics, Design Technology and ICT. The Beeby building (2002) created specialist accommodation for Modern Languages, and the Byng Hall renovation of 2008 provided a wonderful theatre for Music and Drama. A £2.5 million Sports Hall complex was opened in September 2012, dramatically increasing the range of sports available. In November 2020 we opened the £4.5 million Mitchell Building: a Sixth Form Centre, School Library and new premises for the English department.

## ACADEMIC ACHIEVEMENT

Examination results at Skidders' are excellent. At A Level, 80% of grades are at A\*-B. Students thus access the top universities in the country: last year over 95% went to the top 30 universities or top 10 courses rated nationally; typically, a dozen go to Oxford or Cambridge. At GCSE, typically around 70% of grades are 9-7, with 95%+ progressing to our Sixth Form.

Our goal is to help each pupil develop his talents and interests to the full. The curriculum is thus aimed at giving a broad education, leaving specialisation as late as possible. At Key Stage 3 this includes an integrated STEM curriculum. At GCSE and A Level there is a wide range of options, with students typically taking 11 GCSEs (including three separate sciences and a modern language) and either 3, 4 or occasionally 5 A levels. A growing number of students also undertake the Extended Project Qualification in the Sixth Form.

In February 2014, Skidders' converted to academy status, but remains closely tied to the ideal of being a leading Kent grammar school.



## **PASTORAL SYSTEM**

Skidders' has a reputation as a friendly and supportive community. The responsibility for general welfare and progress lies with teams of Form Tutors. Heads of Year work closely with Form Tutors to ensure every pupil is known and supported. Good relationships between students, staff and parents are at the heart of all we do and are a key element in our success.

## **THE SCHOOL DAY**

School begins at 8.45am. Each day has five periods, which last for one hour. School ends at 3.35pm but many activities take place at lunchtimes and after school. In addition, many sporting fixtures are played on Saturday mornings. Pupils enthusiastically take part in the extra-curricular life of the school and value it as highly as they do their academic studies.

## **EXTRA-CURRICULAR ACTIVITY**

We place great emphasis upon the development of character and potential through extra-curricular activities. A wide range of clubs and societies supports both the learning of pupils and their interests. These operate during and after the school day, with pupils immersing themselves in Chess, Eco Council, Politics, STEM and Model United Nations, to name just a few. Drama, Music and Art play a significant role in the life of the school, with concerts and a wide range of productions a regular part of the school's life.

We welcome job applicants supporting the extra-curricular life of the school.





## CCF AND DUKE OF EDINBURGH

Skidders' School has one of the largest CCF contingent of any state school in the country, including Army and Air Force sections. The attractions of Adventurous Training, Easter and Summer camps, along with rifle practice in the School's range, draw significant numbers to join. Alongside, the Duke of Edinburgh award is also very popular: pupils can graduate through Bronze, Silver and Gold Awards.



## SPORTS AT SKINNERS'

We consider involvement in team sports to be a valuable part of the pupils' education. There is a very strong fixture list every Saturday and we also achieve success in national competitions. We place an emphasis upon excellence, but also upon mass participation and team work. We often, for example, field six rugby teams for Year 7 alone. We think it is important that every pupil can say that they have represented the School competitively.

The main sports are rugby, hockey and football during the winter months and cricket, tennis and athletics during the Summer Term. However other sports include basketball, table tennis, badminton, cross-country and shooting. The Sports Hall is also equipped with a state of the art fitness suite, which is also freely available to staff at the school.



## STATEMENT OF VALUES

**The Skinners' School is place of learning.** Students acquire not only qualifications, but a respect for scholarship and learning, as things worthwhile in themselves. We intend that they will also develop an appreciation of human achievement in the arts, humanities, languages, science and literature. Students must be diligent and open-minded, and they must develop the ability to think critically, to respect evidence, to distinguish between opinions and prejudices and to make balanced judgments of their own. Through involvement in our varied extra-curricular programme every boy should develop and grow intellectually, culturally, physically and spiritually and emerge as well-rounded, flexible, articulate and collaborative individuals.

**Skinners' is a caring school.** No young person will learn effectively unless he feels happy, safe and secure. At Skinners' we try to address the particular needs of every pupil through a comprehensive pastoral system. We value everyone as unique and we work together to develop self-respect, self-discipline and self-understanding. We aim to make responsible use of our talents and opportunities, strive for wisdom and knowledge and take responsibility for our lives.

**Skinners' is a community.** We respect others for themselves, not for what they have or what they can do for us. We believe that the capacity to form strong relationships is the foundation of a happy and fulfilled life. As such we strive to show others they are valued, to earn the trust and loyalty of others and to work together cooperatively. We do not tolerate bullying, violence, theft or abuse.

**Skinners' is at the heart of a wider community.** We learn to take on our responsibilities as citizens. We respect and celebrate diversity. We promote opportunities for all. We place truth, integrity, honesty, loyalty and goodwill at the heart of what we do. The ethic of service is more highly valued by us than that of self-interest. We believe that from those to whom much is given, much is expected.

These values will underpin our work and relationships at Skinners' School; they are at the foundation of all that we do.





## SCIENCE AT SKINNERS'

We are looking for a talented and enthusiastic teacher, ready to step up to middle management, or a current Head of Department with similar skills and energy, to lead this hugely successful department. The successful applicant will also have the prospect of teaching highly motivated, artistically gifted and academically accomplished students throughout the key stages.

The Science department at Skinners' achieves consistently excellent results across all Key Stages. The Chemistry department comprises 5 expert and collaborative teachers and a superb technician.

In terms of our curriculum we teach an integrated science course in Years 7 and 8. In Year 9, all pupils begin the GCSE Triple Science course (AQA). Science results at GCSE are outstanding, with over 70% of grades at A\*-A the norm.

The Sciences remain a very popular choice for students at A level, attracting at least two groups in each of Physics, Chemistry and Biology every year. This year there are three Chemistry groups in Year 12. Results at A level are excellent: in 2019 and 2020 100% of Chemistry grades were at A\*-B.

All teaching takes place in spacious labs which have been recently refurbished. All have digital projectors and interactive whiteboards. There are also 20 wireless enabled laptops in the Science, allowing individual or whole class work to be done using modern IT facilities.

The Science department is supported by three dedicated laboratory technicians and it also has its own staff room where a considerable amount of information about teaching, learning and student progress is shared.

The successful applicant will be an outstanding teacher with excellent subject knowledge supported by a good honours degree in Chemistry or a related subject. The ability to form good working relationships with colleagues and students is essential.



## **JOB DESCRIPTION**

### **General:**

Exercise the professional duties outlined in the School Teachers' Pay and Conditions document.

- The teaching of all aspects of Chemistry at all Key Stages.
- The management and leadership of the Chemistry Department.

### **Specific:**

#### **Leadership**

- Lead and monitor high quality teaching and learning for all students of Chemistry; this includes lesson observation, work scrutiny and pupil voice
- Develop a creative, energetic and enthusiastic environment in the Department that encourages pupils to learn.
- Create operational and strategic development plans for the Department in consultation with the Deputy Head (Academic).
- Use assessment data, including CATs, KS3, GCSE and GCE indicators to help planning for the future and to gauge current performance.
- Support new members of staff and in particular newly qualified teachers when they join the Department.
- Keep abreast of academic and educational development, and teaching and learning techniques, leading change where necessary.
- Make presentations to Heads of Departments' and Governors' meetings demonstrating initiatives and ideas being developed within the Department.
- Take advantage of CPD opportunities as deemed appropriate for the leadership of the Department in ways that are consistent with the School Improvement Plan and the Department Development Plan; advise on professional development to support the needs of the Department, or where training is required to effect change in teaching and learning.
- Supervise and support the work of student and trainee teachers.
- Assist the Headmaster in interviewing and appointing new members of the Department.
- Embrace collaborative work with our partner schools.
- Liaise with your line manager from the Leadership Group regarding departmental developments and academic monitoring.

#### **Management of the Department**

- Maintain, review and alter as appropriate, the Department's Schemes of Work and Assessment Policy on an annual basis, or when deemed necessary; ensure the Head and Deputy Head (Academic) are informed of proposed changes.
- Determine the most appropriate public examination specifications for the Department at GCSE, AS or A Level, as appropriate, and ensure that the Examinations Officer is informed of any alterations.
- Initiate and chair departmental meetings to ensure the effective coordination of teaching and learning within the Department.
- Participate in Heads of Department meetings and ensure that members of the Department are aware of all decisions.
- Manage the performance of teachers within the Department in line with whole school policy, through agreeing appropriate performance management targets.
- Support departmental colleagues with student disciplinary issues within the department.
- Market the Department at Open Evenings etc. to help recruit and retain pupils.



- Make sure pupils have the opportunity to be involved in extra-curricular and enrichment activities such as workshops, visits and trips that actively encourage learning in the subject.
- Take responsibility for the setting and marking of internal school examinations and those portions of external exams that are internally assessed in your subject; this includes ensuring consistency across the Department in all areas of assessment.
- Liaise with the Exams Officer regarding entries, withdrawals etc.
- Deploy your teaching time, and that of your Department, in collaboration with the Head and Deputy Head (Academic), for the purpose of constructing the timetable.
- Control the annual departmental budget, obtaining best value for money when spending the Department's allocation of funds.
- Oversee the work of the Chemistry technician, ensuring that practical work is efficient and dynamic and that books, apparatus and equipment are stored and maintained.
- Ensure the Department adheres to School Policies with regard to Health and Safety regulations.
- Adopt whole school policies and national strategies within the subject area.

## PERSON SPECIFICATION

- An outstanding teacher of Chemistry (the ability to teach Physics to a high level an advantage)
- Dynamic, professional, positive and resilient
- High expectations of self and students
- The ability to lead, inspire and manage others
- The ability to work collaboratively with other middle managers
- A capacity for sustained hard work
- Strong organisational and interpersonal skills
- A passionate commitment to equality of opportunity for all students
- A firm commitment to Continued Professional Development
- A commitment to the ethos and wider life of the school

## APPOINTMENT PROCESS AND HOW TO APPLY

Candidates should submit a completed application form, including details of key achievements and responsibilities, along with a covering letter which fully addresses the competencies outlined in the job description and person specification.

Completed applications should be emailed to the Headmaster's Secretary, Mrs Wendy Dray at [wendy.dray@skimmers-school.org.uk](mailto:wendy.dray@skimmers-school.org.uk)

The closing date for applications is **12pm on Monday 10<sup>th</sup> May 2021.**

Candidates will be invited for interview shortly after.

