



Orleans Park

RECRUITMENT PACK

Vacancy Head of Physics

Deadline 10am on Friday 10 October 2025



Head of Physics

Required for January 2026

MPS/UPS (Outer London) plus TLR2b £5,882

Full Time, Permanent contract

Orleans Park is a successful and oversubscribed 11-18 mixed comprehensive that serves its local community in Twickenham with over 1,350 students. The dedicated staff work hard to ensure students are successful and leave as responsible citizens and confident individuals.

We seek to appoint a motivated, committed and well-qualified Head of Physics. This is an exciting opportunity to join our largest and one of the school's most successful departments. Students achieve highly and are incredibly enthusiastic about the field of science resulting in a significant number continuing to study at least one science subject at A-level. STEM subjects are an integral part of the curriculum and we are relentless in providing exciting STEM based learning opportunities in lessons and the wider curriculum.



What's it like to work at Orleans Park? Click the icon to find out.

The successful candidate will:

- Be able to develop, plan and deliver effective and high-quality learning experiences to all students
- Be a newly qualified or experienced teacher who is enthusiastic, influential and committed to working in pursuit of success for the academy and its learners



To see a short film about our school, click the icon.

Applications are shortlisted for interview as they are received so early application is encouraged and we reserve the right to commence the interview process and close the vacancy prior to this date.

Closing date for applications: 10am on Friday 10 October 2025

Orleans Park is committed to continuing to make diversity, equity, and inclusion part of everything we do. Ensuring that we are always recruiting, retaining and promoting a diverse mix of colleagues who are representative of the diversity in our local communities gives us a great opportunity to have access to a broad range of ideas and allows us to provide an outstanding education to our young people and an outstanding place for people to work.

In line with the statutory guidance document Keeping Children Safe in Education (2025) the school will conduct online searches after the shortlisting process for any candidates who accept an invitation to interview.

The appointment is subject to satisfactory pre-employment clearances including references, medical clearance and an enhanced DBS Disclosure. Orleans Park is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We are an equal opportunities employer.





The Department

Responsibility Resilience Respect

The department currently consists of 13 full-time specialist teachers, one part-time teacher and three science technicians.

The science department currently has ten well-equipped laboratories, two preparation rooms and a science staff workroom/office. All classrooms are equipped with interactive whiteboards, visualisers and a wide range of science software is available.

At KS3 students study a course based on the 'Activate Science' scheme of work.

In Years 7, 8 & 9 students are taught in mixed ability groups. Year 7 & 8 students have 6 x 60-minute lessons per fortnight and in Year 9 students have 7 x 60-minute lessons per fortnight. In Year 9 students start their GCSE Science course.

At KS4, all Year 10 & 11 students have 10 x 60-minute periods per fortnight in Science. Around 50% of GCSE students study the AQA Separate Science course with the other 50% studying AQA Combined Science (Trilogy)

GCSE Astronomy has also recently been launched by the department providing a group of 30 Year 10 & 11 students with the opportunity to study after school with examinations to be taken at the end of Year 10 & 11 respectively.

The results in the recent 2024 GCSE examinations were exceptional, with 90% of students achieving a level 9-4 in Combined Science and 100% of students in Separate Science. 72% of Separate Science students achieved a level 9-7 in each Science GCSE.

Biology, Chemistry and Physics are offered at KS5, and are popular with students. There are two classes of each science in Year 12 due to the high demand for places. There is one class of Chemistry and two classes of Biology and Physics in Year 13. A significant number of these study more than one science and a large proportion go on to study science related degrees at university. Students studying Sixth Form Science have 9 x 60-minute lessons per fortnight. The results in the 2024 A Level examinations were also excellent, with Physics on ALPS 3, Biology on ALPS 5 and Chemistry on ALPS 5.

The teachers in the department are enthusiastic and inspire students. There is a very active and popular Science Club for Year 7 & 8 students run by the Science department alongside numerous STEM events and activities throughout the year. The department is also very proactive at inviting outside speakers into school, organising trips and visits making use of a number of very useful contacts in industry and higher education. This has included a mobile planetarium being invited to school in recent years and celebrating events such as Space Week and Science Week. These are marked by topical lessons, presentations by guest speakers (for example video chats with Virgin Galactic in California) and competitions and last year students were thrilled to see samples collected from the Moon by Apollo astronauts. The department runs a healthy outreach programme to the local primary schools that is extremely popular and well attended. The team also runs a significant number of additional science sessions before school, after school and in school holidays for students at KS4 & 5 to ensure that they reach their full potential in public examinations.

The department's energy, enthusiasm and commitment to the students are exceptional.



The Post

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| Title of post | Head of Physics |
| TLR payment | TLR2b |
| Subject area | Science |
| Core purpose | To support the Head of Department in raising standards of teaching, learning, attainment and achievement within the Department, with specific responsibility for Physics. |
| TLR criteria | <p>The post :</p> <ul style="list-style-type: none"> a) is focussed on teaching and learning b) requires the exercise of a teacher's professional skills and judgement c) requires the teacher to lead, manage and develop a subject or curriculum area d) has an impact on the educational progress of students other than the teacher's assigned classes or groups of students e) involves leading, developing and enhancing the teaching practice of other staff |
| Responsible to | Head of Science |
| General responsibilities | |
| 1. Strategic | <p>1.1 To lead the development of the subject, in line with the strategic development of the school.</p> <p>1.2 To support and promote school improvement, as expressed in the school aims, policies and improvement plans.</p> <p>1.3 To be involved in the target setting process for the Department and the contribution it makes to the achievement of whole school targets.</p> <p>1.4 In the absence of the Head of Science to represent the Department at Curriculum Committee and other meetings, as appropriate.</p> |
| 2. Operational | <p>2.1 To lead the day to day management of Physics, ensuring the effective deployment of resources.</p> <p>2.2 To support the Head of Department in ensuring that the administration and management of the Department is efficient and effective, with all Department staff being fully aware of all appropriate procedures and other administrative matters.</p> <p>2.3 To develop and promote extra-curricular opportunities for students.</p> |
| 3. Teaching & learning | <p>3.1 To ensure the delivery of an appropriate, comprehensive and high quality curriculum, in line with all statutory requirements and in support of the school improvement agenda.</p> <p>3.2 To lead curriculum development of Physics within the Department.</p> <p>3.3 To be aware of current developments within the subject area and teaching and learning generally, seeking to place the Department at the leading edge of performance and practice.</p> <p>3.4 To implement strategies for raising and maximizing achievement within the Department.</p> <p>3.5 To ensure that Physics is delivered in an effective manner, using new and emerging technologies as appropriate.</p> <p>3.6 To liaise with other staff regarding the progress of individual students and groups.</p> <p>3.7 To liaise with parents, as necessary and in accordance with school policies, regarding the progress and performance of their children.</p> |

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| 4. Staffing & resources | <p>4.1 To promote teamwork and effective working practices within the Department.</p> <p>4.2 To contribute to the day to day management of staff within the Department.</p> <p>4.3 To support the Head of Department in making arrangements for classes when staff are absent, ensuring appropriate work is provided and supporting staff covering classes.</p> <p>4.4 To ensure that Physics is appropriately resourced and that capitation and other sources of funding are used to promote both the efficient day to day running of the Department and the raising of student attainment.</p> |
| 5. Monitoring & evaluation | <p>5.1 To assist with the monitoring of work of members of staff working within the Department, particularly in Physics.</p> <p>5.2 To observe staff teaching within the Department, reporting on the observations to the member of staff observed and Head of Department.</p> <p>5.3 To work with the Head of Department in monitoring the work of students through, for instance, scrutiny of class and homework, assessment data and dialogue.</p> <p>5.4 To contribute to the school's self-evaluation procedures, including Department reviews.</p> |
| Specific responsibilities | |
| To be responsible for the planning, delivery and monitoring of Physics. | |
| Additional responsibilities | To undertake such additional responsibilities as may, from time to time, be considered to be reasonable and required by the Headteacher. |

Head of Physics

All teachers at Orleans Park are expected to meet the National Teachers' Standards (Parts 1 and 2).

| | Essential | Desirable | Evidence From |
|--------------------|---|--|--------------------------------------|
| Qualifications | <ul style="list-style-type: none"> University graduate with a good degree Qualified Teacher status | <ul style="list-style-type: none"> Evidence of further professional development | Application form |
| Knowledge & Skills | <ul style="list-style-type: none"> Knowledge of the requirements of the National Curriculum and Key Stage 3, 4 and 5 courses An understanding of recent curriculum and teaching/learning developments Experience of curriculum design (for example, writing schemes of work) An understanding of the strategies required to motivate and enthuse all students across the ability range as part of a whole school approach to raising achievement An understanding of the processes and techniques required to assess, record and report students' learning effectively Experience of the use of student results analysis outcomes to inform practice and target improvement An understanding of the importance of, and a willingness to participate in, extra-curricular activities An ability work as a member of a team to promote coherent and agreed policies and practices A degree of ICT literacy and an awareness of its potential | | Application form/interview/reference |

Responsibility Resilience Respect

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| Relevant Experience | <ul style="list-style-type: none"> • Experience of teaching the National Curriculum in your subject at Key Stages 3, 4 and 5 • Experience of leading a tutor group • An awareness of whole school issues | <ul style="list-style-type: none"> • Experience of teaching A Level in your subject | Interview/reference |
| Equal Opportunities & Educational Commitment | <ul style="list-style-type: none"> • Energy and reflectiveness in their own practice of relating to teaching and learning and Curriculum Development • A proven commitment to inclusion • A proven commitment to curriculum access and opportunity • A proven commitment to comprehensive education • A proven commitment to professional development • To support the school unreservedly in its commitment to safeguarding and promoting the welfare of children and young people | <ul style="list-style-type: none"> • Proactive use of professional development to develop quality of teaching | Interview/ application form |
| Personal Qualities | <ul style="list-style-type: none"> • A vision of how effective student support can impact on individual and whole school achievement • Ability to lead and inspire students and staff • A firm approach to discipline, and good classroom management skills • An ability to work within, lead and motivate a close-knit team • The ability to work under pressure and meet deadlines • The ability to maintain confidentiality as appropriate • A sense of humour • An ability to generate enthusiasm for the subject they teach • A high level of personal organisation and good communication skills | <ul style="list-style-type: none"> • Some evidence of curriculum development | Interview/ application form |
| Additional Factors | <ul style="list-style-type: none"> • A commitment to personal and whole school development • Willing to contribute to the rich life of the school, including its extra-curricular offer | | Interview |



To apply for this position, you will need to complete an Orleans Park Application Form. As part of the application process, your form must include a supporting statement, which specifically addresses your own qualities and strengths in relation to the advertised role.



Click the icon to download and complete your application form.

Shortlisted candidates will be invited to tour the school and to talk to colleagues before the formal interviews begin.

Please do not hesitate to contact the recruitment team if there is anything you wish to discuss before submitting your application. You can email them at recruitment@orleanspark.school



To see how the school uses prospective candidate's personal data, click the icon.





Safeguarding Statement

Responsibility Resilience Respect

The Governors and staff of Orleans Park fully recognise the contribution they make to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our students from harm.

All staff and Governors believe our school is a place where students feel secure, are encouraged to talk, are listened to and are safe. We shall provide a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual child.

Adam Gladstone is our Designated Safeguarding Lead who has been nominated to liaise with the LADO, when necessary.

The aims of the policy are to:

- Protect young people at our school from maltreatment
- Prevent impairment to the health or development of our young people
- Ensure that all young people at our school grow up in circumstances consistent with the provision of safe and effective care
- Take action to enable all children to have the best outcomes.

We believe that everyone who comes in contact with young people and their families has a role to play in safeguarding them.

The elements of our policies are: Prevention, Protection and Support.

Click the icon to read our full Safeguarding Policy.





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