

Merstham Park School

Taynton Drive, Merstham, Redhill, Surrey RH1 3PU



Head of Science Faculty

Main / Upper Pay Range
TLR 2:3 (£8,279)

Start Date: 1 September 2025

Please note that we reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a good level of response. Therefore, we recommend you submit your application as early as possible



About Merstham Park School

At **Merstham Park**, our **ethos** is simple - **igniting a passion** for learning. We are **proud** to be a **values driven** school which encourages its students to **embrace** these **values** in all that they do. This approach provides all students with the **opportunity to exceed their** potential. We have a team of **passionate** staff who are **committed** to providing all of our students with the very best educational **experience**. We **recognise** the importance of academic **success** whilst **embracing** our wider role in **preparing** our students for their adult life beyond the formal examined curriculum.

Learning is central in our ability to succeed and prepare students effectively for tomorrow's world. We encourage our students to strive to achieve beyond their potential, allowing their academic achievements to open doors for them, while gaining a secure understanding of the skills required to be responsible citizens in our modern world.

We offer a broad and balanced curriculum that is tailored to meet the needs of our students. As a school we encourage each student's particular abilities to ensure that no child slips through the net. We provide our students with outstanding resources and support in every aspect of school life from small class sizes, to well planned responsive lessons, to staffing and subject specific expertise. In September 2022 we opened our brand new state of the art building that encompasses facilities that benefit both our students and the community as a whole. Our new build is tailored to enable our students to develop unique skill sets in a truly first class educational setting through the creation of inviting, interactive and inspirational learning environments.

Our school is committed to the safeguarding of children, so all appointments are subject to a satisfactory enhanced DBS check. Only applications made on our School Application Form will be considered; we do not accept CVs or unsolicited testimonials. It is our policy to always request references prior to an interview.

Thank you for your interest in working at Merstham Park School and I look forward to welcoming your application.

Cullum Mitchell
Head of School



A Values Driven School

Our vision here at Merstham Park is simple:

*We are proud to be a **values driven** school that works closely with our **community**. We broaden students' **aspirations** by providing a **culturally rich** learning environment where all students are **valued, safe and successful**.*



At Merstham Park School we pride ourselves on being a values driven school. This means we not only have a list of values on our website but we encourage our students and indeed staff to embody them in all that they do. The five values that we model at Merstham Park are:

Our School Values



INCLUSION

- We strive to meet each child's needs through a personalised, bespoke curriculum
- We respect each other for our unique characteristics and embrace equality for all
- We actively strive to support those members of our community who need our support

COLLABORATION

- We promote leadership skills in our students through involving them in all aspects of school life
- We promote teamwork and recognising the power of working together
- We encourage our students to be independently minded whilst respectful of others within the community

RESILIENCE

- We inspire a 'can do' attitude in our students to support them to overcome challenges
- We prepare and equip our students for their future, encouraging them to grow, learn and flourish
- We promote courage and resilience in all members of our community

RESPECT

- We promote an understanding of others views and show consideration towards them
- We value our learning opportunities and approach them positively
- We demonstrate respect to all members of our community

SUCCESS

- We encourage all our students to achieve their aspirational goals
- We have high expectations of our learning community
- We promote the celebration of shared successes

Igniting a passion for learning

KS3 Science at MPS

Please see below an example of the curriculum offer for Y7 at MPS.

SCIENCE
18



AIMS OF THE COURSE

At Merstham Park, we will encourage our students to ask questions that are important to their lives and equip them with the skills to find out the answers. In Science, we will ensure that our students have the correct atmosphere to ensure that they will make informed decisions, allow all learners to learn and feel that they are able to take the risks associated to develop a true understanding of their scientific world.

Our students are active learners and the skills involved in science help to develop key skills that will stay with the students long after the scientific knowledge has gone.

The key stage three curriculum is designed to give a broad understanding of all three sciences and develop practical skills. This will give students the best start to the GCSE science courses.

NUMBER OF LESSONS PER FORTNIGHT:

6

CONTENT/SKILLS/KNOWLEDGE

YEAR 7 AUTUMN TERM

- Cells
- Particles
- Forces

YEAR 7 SPRING TERM

- Reproduction
- Atoms, elements and compounds
- Space

YEAR 7 SUMMER TERM

- Variation and interdependence
- Mixtures
- Energy transfers
- Electric Circuits

HOW CAN PARENTS HELP?

Science is all around us, and not limited to experiments in a laboratory. Encourage children to think about why things happen and look for evidence in every day matters. Visits to museums or exhibitions can link to the science they study, alongside time spent in nature. Watching documentaries together is a great way to introduce scientific discussions at home.

Staff Welfare

The welfare of our staff is of the utmost importance. The list below details some examples of how we support the wellbeing of all of our colleagues.

Culture and Values

- A core focus on Learning and Teaching: it is the most important thing we do
- A culture of distributed leadership
- Trust: a leadership team that trusts you and is not 'Ofsted focused'
- Transparency: autonomy is given to teachers - no random 'check-ups'
- A school that values everyone and firmly believes that a culture of positive relationships should be the bedrock of an organisation; we want you to love teaching and our students to love learning
- A history and culture of staff development within a caring multi academy trust, including opportunities to collaborate and progress within GLF - taking on a wider role across the Trust
- Expectation of 7am-7pm communication etiquette with no replies expected outside of these hours
- All meetings calendared to one day of the week so you are not meeting every day after school

Learning and Teaching

- No written reports; we want you planning great lessons not doing paperwork
- No formal lesson plan formats or rules about submitting them
- Well planned meetings which focus solely on key school topics
- Designated PPA time: your time is precious and we want to protect it
- Low Stakes observations that focus on development and enhancing teaching practice
- Chromebooks supplied for every teacher with full access to Google Drive and Apps
- Fully research based Learning and Teaching strategy - not just the latest 'gimmicks'
- A sensible marking policy in which the entire book does not need to be marked
- Number of data drops carefully considered and calendared appropriately to support staff

Training and Development

- Comprehensive CPD: we invest in your professional learning
- Senior and Middle Leader programmes to develop teachers into future school leaders
- Regular career development opportunities, both pastorally and academically, in a growing forward thinking school
- An appraisal system focused on professional learning and developing high quality teaching; all within an embedded culture of collaboration and sharing best practice
- A comprehensive development programme for trainee teachers and NQTs
- Frequent external CPD and training through our MAT programmes
- Career development meetings with the Head regularly offered
- A culture of coaching - staff collaborate, support and develop one another

Staff Benefits

- A designated Staff Association to ensure staff feel valued and supported, also allowing opportunities to give critical feedback
- Access to an external counselling and support service for mental health and well being
- Staff offers and discounts through the 'Wider Wallet' scheme
- Vehicle collection and drop off offered by a local garage if you choose to MOT your car with them
- One fully paid emergency family day per year if needed
- Staff social events and a variety of whole staff celebration evenings throughout the year
- MA offered with contribution to funding

Teacher Tapp Staff Survey



- Do your school leaders listen and respond to staff concerns?
 - 87% all or most of the time (MPS)
 - 49% all or most of the time (similar schools)
- I feel I am supported by my senior leadership team:
 - 94% agree (MPS)
 - 82% agree (similar schools)
- I have confidence in the decisions made by the leadership team at my school:
 - 97% agree (MPS)
 - 76% agree (similar schools)
- My school treats all employees fairly:
 - 94% agree (MPS)
 - 71% all or most of the time (similar schools)



State of the Art New Build



Merstham Park School is a new 6FE (900 pupil) Secondary Free School (aged 11-16) and is part of the GLF family of schools. In September 2018, the school opened in temporary accommodation on the site with one year group and then moved to its state of the art new build facilities in September 2022.

The school's motto is 'igniting a passion for learning' and the school aims to encourage every single student to succeed. This is achieved through the delivery of a broad and balanced curriculum with clearly considered curriculum intents. The curriculum supports the needs of the community and provides opportunities for the development of both locally and globally focused enterprises.

For further information on our facilities, please explore our website:

[Welcome to Merstham Park School](#)

Job Profile

Job Title	Head of Science Faculty	Responsible for:	Staff within the Science Faculty. Science Technician
Location	Merstham Park School	Travel required	No
Core purpose			
The Head of Faculty is responsible for providing effective leadership of the curriculum and members of staff within the faculty, driving improvements in teaching and learning and GCSE outcomes.			
Key Accountabilities			
Strategic leadership			
- Working alongside the senior leadership team, the Head of Faculty will be required to develop a shared vision and strategic plan, which inspires and motivates students and staff. - To be responsible for leading and developing colleagues' performance so as to maximise the progress of all students. - To lead on the development and maintenance of a robust and coherent faculty development plan in line with the school's development plan. - To create, maintain and enhance effective working relationships amongst members of the faculty and wider school community. - Set targets, monitor performance and review progress in accordance with the school's policy. - Lead evaluation strategies to contribute to overall school's self-evaluation. - Coach teachers in the faculty to ensure effective teaching and learning in order to best support student progress. - To support the school to effectively manage their faculty budget, ensuring best value principles are in place and ensuring learning resources are appropriately managed and directed at promoting student achievement.			
Learning and Teaching			
- Working with the school's senior leadership team, the Head of Faculty is to sustain effective teaching and learning throughout the school and monitor and evaluate the quality of provision and use available data to set priorities for improvement. - To ensure that teaching and learning is at the centre of the faculty's focus. - You will be required to teach within the framework of present and future policies, paying particular attention to the policies for equality, safeguarding of students, special educational needs and behaviour for learning. - Determine, organise and implement a diverse flexible curriculum that meets the requirements of the National Curriculum and GLF. - Ensure that accelerated progress for low achievers and underperformers is developed and embedded. - Promote a culture of challenge and support for all students to enable them to achieve success and become engaged in their own learning. - Implementation of a high-quality coaching and mentoring programme of support within the Faculty. - To demonstrate and articulate high expectations by setting stretching targets for all students. - To deliver high quality lessons. - Implement and support faculty strategies that secure high levels of behaviour and achievement, including homework monitoring, book reviews and learning walks.			

Embrace the school's values to ensure these are modelled by staff within the faculty and that opportunities to reinforce these are carefully planned into the curriculum.
Securing Accountability
- To account for and support the efficiency and effectiveness of the Science Faculty to the Headteacher. - To build on and develop a faculty ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes. - To lead by example, demonstrating an enthusiastic approach to the development of a personalised and innovative whole school curriculum. - Manage the technician across science to ensure they are deployed effectively. - Ensure that extra curricular provision is in place within the Faculty. - Liaise with our feeder primary schools on the transition of the subject to secondary school to ensure that progression is built into the curriculum - arrange visits from Primary schools.
Strengthening Community
Alongside the senior management team, collaborate with other schools and the wider community to share expertise and bring mutual benefits to enhance provision and promote positive relationships.
Accountability
- Accountable to a designated member of the Senior Leadership Team/the Headteacher. - GLF Schools expects its employees to work flexibly with the framework of the duties and responsibilities above. This means that the post holder may be expected to carry out work that is not specified in the job profile but which is within the remit of the duties and responsibilities.
Safeguarding
GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Person Specification

Head of Science Faculty	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Good honours degree	✓	
Evidence of commitment to continuing professional development	✓	
Evidence of further study		✓
Experience		
Teaching of subject to students at KS3 and KS4	✓	
Experience of teaching post-16		✓
Developing and maintaining good relationships with colleagues and students	✓	
Involvement in extra-curricular activities	✓	
Commitment to raising the achievement of all students of all abilities	✓	
Experience of preparing students for GCSE		✓
Experience of preparing students for AS and A2 modules		✓
Using ICT to support learning and teaching	✓	
Supporting improvements in teaching and learning	✓	
Using data to inform planning and future developments	✓	
Monitoring, evaluation and review to support improvements/improved outcomes	✓	
A successful track record of improving performance outcomes	✓	
Personal attributes		
Values aligned with the school's mission statement and GLF Schools core values	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Self-motivated and well organised	✓	
Encourages ideas, initiative and innovation in others	✓	
Highly motivated showing resilience, stamina and reliability under pressure	✓	
Inspires respects and confidence	✓	
Reflective and keen to develop yourself and others	✓	
Ability to communicate effectively	✓	
The ability to maintain and form appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the GLF Staff Code of Conduct	✓	