



## Welcome

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Thank you for your interest in the post of Teacher of Chemistry at The John Warner School. I appreciate the time that it takes to apply for teaching positions and hope that the details in this pack provide you with all the information you need.

At The John Warner School we **ignite** a lifelong passion for learning, to **discover** and develop potential, allowing all to **flourish** in an ever-changing world.

At The John Warner School we are proud to belong to a school that has provided a first-rate education to young people in Hoddesdon since John Warner built a school for children of all classes and religious beliefs in 1841. Our school today is founded on the basis of excellent teaching and the encouragement of hard work. We are passionate about creating the best learning opportunities for our students, the best professional development for our staff and the best engagement with our community.

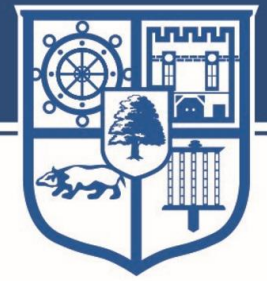
This is an exciting period in the school's history where we are undertaking a number of school improvement initiatives. Over the coming years we will build a school where:

- Students make exceptional progress;
- Students access an exciting, challenging and relevant curriculum;
- Students are supported by a caring, committed and capable pastoral system;
- The well-being of all members of the school community is given priority;
- We have truly great teaching, learning and assessment;
- Staff enhance their practice through a personalised, relevant and ongoing training programme;
- We enjoy an engaging, vibrant and pleasant learning environment;
- We make meaningful connections with our local community
- We have a popular, high-performing and well-resourced Sixth Form;
- We use intelligent, responsible and focused leadership and management systems.

We are proud to belong to a school where we value:

- **Aspiration.** We aim high in all we do, prepare to succeed in school and in life and aim to create memories and futures together.
- **Creativity.** We believe that we are creative, love learning and thinking deeply and acknowledge the importance of education for education's sake.
- **Participation.** We learn from each other to make a positive impact on our school, family and world, broaden our skills beyond the classroom and promote community links through charitable works.
- **Respect.** We create a mutually respectful atmosphere, we respect ourselves, others and our surroundings and we form positive relationships in an environment that is free from prejudice, bullying and harassment.
- **Endeavour.** We believe hard work leads to success, strive to achieve our targets, goals and ambitions and develop resilience to thrive in an ever-changing world.

The school benefits from a superior environment for learning. In addition to our state-of-the-art sports centre, which is one of the largest attached to any school in the country, we have benefited



from £18 million worth of development which means that students now benefit from having some of the best learning resources and accommodation in the country. This means that students who attend our school benefit from a superb indoor environment as well as a landscaped external environment that provides them with opportunities for relaxation, sport and socialising. Most recently the school has opened new centres for humanities, modern foreign languages, art, technology, mathematics, English as well as a new library. Together these facilities mean we are able to offer a modern and integrated campus to support the work of the staff and learning of the students.

In 2016, The John Warner School joined with The Cranbourne Primary School and Roselands Primary School to form The Hoddesdon School Trust. Together we are committed to excellence in all that we do and we offer unparalleled opportunities and experiences to all of our pupils and staff. We focus on high expectations, enthusiasm and aspiration within a culture of tolerance, respect and care. Across the trust we provide a platform for life opportunities in education, recreation and leisure; broadening horizons to create memories and futures together.

Thank you for considering The John Warner School.

**Jeremy Scott**  
Headteacher





## Faculty of Science

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The Science Faculty is housed in its own modern block of rooms. Facilities are excellent and include all the latest technology aids for teaching. The faculty comprises of 14 members of teaching and support staff.

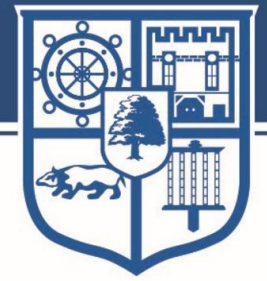


The successful candidate will join a large and successful team in a faculty which offers outstanding professional opportunities. Science at all levels is highly popular with large groups of post-16 for Biology, Chemistry and Physics. The successful candidate will be required to deliver the highest quality science teaching to our students, enthuse our student

with a lifelong interest in scientific matters, ensure that our students fulfil their potential in examinations, thoroughly equip our students for today's technological world and enable our students to be fully aware of the implications of Science so that they can make judgements on environmental and social issues.

Chemistry at John Warner is a popular subject at all levels with large numbers of student opting to continue study post 16. The department organise an annual visit to the Large Hadron Collider at CERN which is always well attended. Students choose to continue chemistry in many forms at degree level at many prestigious Russell Group universities. We follow the AQA specifications at both GCSE and A Level.

The candidate should have a relevant chemistry-based qualification and a willingness to teach A Level chemistry is important.



**Gemma Major**

Head of the Faculty of Science

We are committed to continuous improvement and welcome applications from candidates with drive and determination, being able to challenge and inspire students of all abilities. Such candidates will be required to demonstrate extremely high levels of dedication so as to continually challenge themselves and their team to further the achievement of our students. It is essential that candidates have a proven track record of providing high quality teaching and learning.



## Job Details

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### Teacher of Chemistry

**We are seeking to appoint an enthusiastic and inspiring teacher of chemistry. The successful candidate will be joining a high-performing faculty that consistently delivers on positive outcomes for the pupils of our school.**

**Start date:** September 2021 (July 2021 for newly qualified teachers)

**Post:** Full-time, permanent position

**Salary:** MPS/UPS dependent on experience and qualifications + London fringe

**Closing date for applications:** Wednesday, 14<sup>th</sup> April 2021

**Interviews:** Week commencing 19<sup>th</sup> April 2021

**Applications:** A letter of application to the Headteacher with reference to the person specification and a completed application form should be submitted by post or email to Mrs Maria Georgiou, PA to the Headteacher ([mag@johnwarner.herts.sch.uk](mailto:mag@johnwarner.herts.sch.uk))

**School visits:** Visits to the school can be arranged prior to making an application. Please contact Mrs Maria Georgiou, PA to the Headteacher ([mag@johnwarner.herts.sch.uk](mailto:mag@johnwarner.herts.sch.uk)) to arrange a visit.



The school is committed to safeguarding and promoting the welfare of young people and expect staff to share this commitment. Applicants must be willing to undergo an Enhanced DBS disclosure and approved references will be required for the post.





## Person Specification

Attributes	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>A good honours degree in a related subject</li> <li>Qualified Teacher Status (QTS)</li> <li>PGCE or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Professional development relevant to the role</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>Enthusiasm and a passion for teaching</li> <li>Knowledge and understanding of the subject at key stages 3, 4 and 5</li> <li>Excellent classroom practitioner who sets appropriate challenge</li> <li>Understanding and experience of using a variety of teaching and learning methods to engage and inspire pupils in and outside of the classroom</li> <li>Strong behaviour management experience establishing positive relationships and clear expectations</li> <li>Understanding and experience of using effective assessment techniques including the setting of appropriate targets and providing feedback to pupils</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching the subject across all key stages</li> <li>Evidence of research carried out to inform practice</li> <li>Ability to teach second subject</li> </ul>
<b>Skills and attributes</b>	<ul style="list-style-type: none"> <li>Strong communication skills, both written and oral</li> <li>Organisational skills</li> <li>ICT skills as applicable to role</li> <li>Effective time management</li> <li>Ability to develop positive relationships with staff, students, parents and the wider community</li> <li>Reflective practitioner</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to extra-curricular aspects of the school community</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>Committed to safeguarding</li> <li>Enthusiastic</li> <li>Positive attitude and mindset</li> <li>Creative</li> <li>Good sense of humour</li> <li>Ability to work under pressure</li> </ul>	<ul style="list-style-type: none"> <li>Ambitious</li> </ul>



## Job Description

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### Main Professional Scale Teacher

#### Core purpose

- To teach across the age and ability range, as and when experience allows, and to provide a learning environment that enables all students to make progress regardless of their starting points;
- To share the responsibility of all staff to ensure that our students are challenged, encouraged, nurtured, safeguarded and developed.

#### Main Responsibilities

- To fulfil the professional standards for a teacher;
- To plan and prepare courses and lessons;
- To teach according to their educational needs, the pupils assigned to him/her, including the setting and marking of work to be carried out by the pupil in school and elsewhere;
- To assess, record and report on the development, progress and attainment of pupils;
- To maintain good order and discipline in-line with the school's Behaviour for Learning policy;
- To commit to safeguarding and promoting the welfare of young people.

#### Other responsibilities

- To promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to him/ her;
- To provide guidance and advice to pupils on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions;
- To make records of and reports on the personal and social needs of pupils;
- To communicate and consult with the parents of pupils;
- To communicate and co-operate with persons or bodies outside the school;
- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils;
- To participate in appraisal according to the school's procedures;
- To commit to continuous professional development;
- To be a form tutor as required;
- To promote the school's vision and values;
- To promote equality and inclusivity;
- To comply with the school's Health and Safety policies;
- To participate in meetings arranged for any of the purposes described above.

Whilst this job description is current, and every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified. Employees will be expected to comply, following consultation, with any reasonable request from the Headteacher to carry out tasks and duties that are of a similar level, but not specified in the job description.