



JOHN HAMPDEN
GRAMMAR SCHOOL
High Wycombe



September 2022

Candidate Information Pack

Teacher of Physics

Full Time, Permanent

Main Pay Range or Upper Pay Range

Closing Date: 9 am Thursday 23 March 2023

Interview Date: w/c Monday 27 March 2023

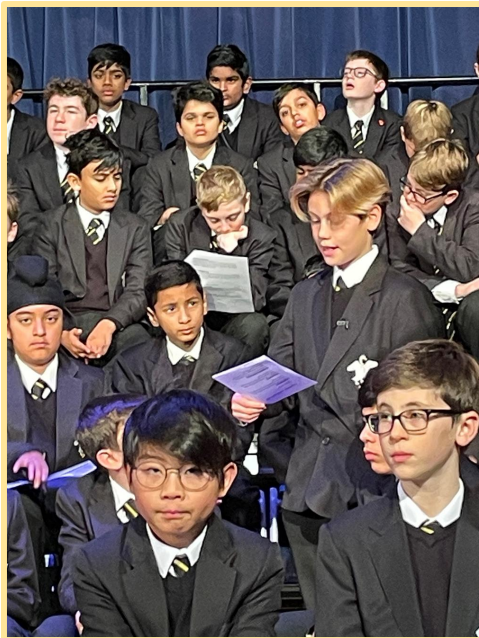
Start Date: 1 September 2023

Applications will be reviewed upon receipt and shortlisted candidates will be invited to attend an interview so early application is advised.



Welcome from Headteacher Miss Hartley

Welcome to John Hampden Grammar School – a thriving, innovative boys Grammar School where everyone can **#BeMore**. We are a friendly and caring community of over 1200 boys and 125 staff who all support each other to be the best we can be.



John Hampden really is a special place to work and this was recognised in our Outstanding Ofsted report in September 2022.

The report noted that our boys are

“ambitious, confident, happy and kind” and *“they behave exceptionally well and display exemplary character”*.

In addition *“teachers challenge and nurture all pupils”*

and *“Leaders have designed a rich and ambitious curriculum for all year groups and for all pupils, including for those with special educational needs and/or disabilities (SEND).”*

We are not an 'exam factory' and recognise that a student's mental wellbeing and happiness contributes to their overall success.. The JHGS staff, parents/guardians and Governors are committed to ensuring that every student exceeds his potential whilst having the time of his life, making memories, and building skills to equip him to be successful through his future years. Our website (<https://www.jhgs.bucks.sch.uk/>) will provide you more information about JHGS and our [YouTube channel \(John Hampden Grammar School\)](#) shows highlights of school events.

I look forward to receiving your application to join JHGS.

Miss Tracey Hartley,

Headteacher

Our History and our Future

John Hampden Grammar School was established in 1893 in the centre of Wycombe as the Schools of Science and Art to support the local furniture industry, before becoming a technical school and finally a grammar school in 1970 shortly after moving to its current site.

Staff are supported in their roles through Department Heads, and SLT links, with wellbeing at the heart of staff satisfaction and the positive morale which we pride ourselves on. A comprehensive CPD programme allows for staff members to grow personally and professionally and broaden their skills in their specialist areas allowing them to #BeMore in ways individual to them and their personal and department goals.

John Hampden is a wonderful place to work. Recent investment of over £4 million in a new state of the art teaching block, and with plans for the expansion of the canteen the school never stands still.

You will be joining a fast paced, challenging and supportive school with clear leadership and direction and common goals.

Our Ethos

Quit Ye Like Men

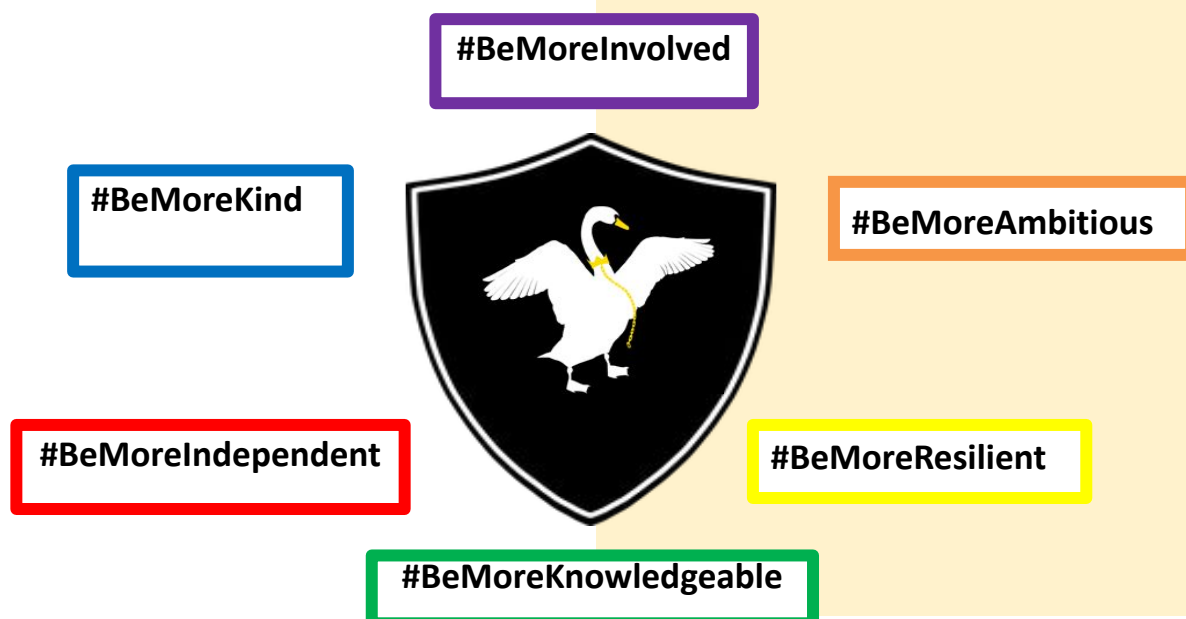
The School's motto, '*Quit Ye Like Men*' is adapted from 1 Corinthians 16.

We believe our motto is just as relevant today as ever as we prepare and equip the next generation of gentlemen to enter the world beyond school. Our motto can be summarised as:

- **Be aware of your actions**
- **Follow your principles**
- **Be courageous and strong**
- **Everything you do should be done with love**

#Be More

#BeMore is how we aim to give the boys the skills and aspiration to succeed in life. The #BeMore taglines are embedded in our teaching and rewards system and are visible around school.



Exam Results

We achieved our best ever set of GCSE and A level results in summer 2022. Attainment at A level was considerably up on the last actual A level results in 2019: A* 8.3% up to 19.8%, A*-A up from 29.4% to 46%. Students secured their Oxbridge places and many went on to study Engineering related degrees, Business and Economics as well as more unconventional course choices included Ancient History, Film Production, Game Design and Development and Football Business and Finance. We have students starting degree Apprenticeships with Goldman Sachs, Williams Formula 1 and Dyson.

Our GCSE results were excellent: 25.6% of results were Grade 9, 50.5% were Grades 9-8 and 89% were grades 9-6. There were outstanding results in Biology (31.4% grade 9, 55.1% grade 8 or 9), Geography (36.0% Grade 9, 67.5% Grade 8 or 9), Mathematics (50.0% grade 9, 70.0% grade 8 or 9), and chemistry (35.9% grade 9 and 60.3% Grade 8 or 9).



Alumni

We have an active alumni group and recent and more established alumni regularly return to the school to give University and early career talks continuing their strong bonds within the JHGS community.

We value all of our alumni and also have many old boys that have gone on to make a name for themselves internationally including Sir Terry Pratchett, Kenton Cool, Alex Sobel MP, Simon Burnett and Liam Ansell to name a few.



You can #BeMore at JHGS

Why you will enjoy being part of our school community

Staff Development and Opportunities

- Excellent induction programme including a buddy system
- Professional support for ECTs provided by experienced teams of staff in school and out
- Well designed, sequenced and resourced curricula developed collaboratively by creative and innovative department staff
- Excellent in-house and external CPD opportunities
- Positive Behaviour Policy and an outstanding Pastoral Team
- Highly experienced SEND department to help and support you and the boys
- The opportunity to go on or lead Educational Visits in Britain and abroad. Recently staff have been to India, Valencia, Porto, Berlin, and Austria
- Many staff have gained internal and external promotions

Wellbeing and Social

- Welcoming, friendly and supportive colleagues
- Feedback and marking policies maximising student progress whilst managing staff workload
- Additional non contact hours for all teachers
- Supportive and appreciative parents
- School canteen open from 8am serving a range of hot and cold food, salads, sandwiches, cakes/ desserts
- 20% discount on membership to Wycombe Sports and Leisure Centre opposite
- optional Mindfulness and HIIT sessions for staff
- Access to Education Support: An Employee Assistance Programme
- “Prosecco(chocolate)” moments awarded termly
- Staff Social Events; book club, parties and meals, 5- a-side football and HiiT sessions, tea, coffee and cakes in the staffroom.

Financial and Practical

- Membership of the Teacher Pension Scheme
- Long service awards
- Childcare Voucher scheme
- Free parking on site
- Good local transport connections; just off Junction 4 of the M40. The train takes 30 minutes to central London and 33 minutes to Oxford Parkway
- Cycle to Work scheme

...and don't forget our students! They're the ones who will make you laugh every day and give you memories of JHGS that you'll treasure!



Department Information

Science Department

JHGS is a very successful oversubscribed selective school for boys. Categorised as “Outstanding” by Ofsted, we are looking for a colleague who wishes to work in a positive, friendly and caring environment with well-motivated and able pupils. An established centre of academic excellence, we have an exceptional record in sport, music, community involvement and offer a comprehensive range of extra-curricular activities.



TEACHER OF PHYSICS

This is an exciting opportunity to join the hugely successful physics department at John Hampden Grammar School. Starting in September 2023, the role would suit a dynamic and committed ECT or experienced teacher looking for a new challenge working with our incredibly talented and motivated students. There are 11 Science Labs, 12 highly experienced Science colleagues and 4 Lab Technicians, all willing to share resources and work collaboratively.

KS3 YEARS 7-8:

- 2 hours per 2 week cycle/KS3 National curriculum

GCSE YEARS 9-11:

- 4 hours per 2 week cycle/course Edexcel 1PH01

A level:

- 8 hours per 2 week cycle, shared between 2 teachers/course OCR A H556

GCSE and A level results in 2022:

GCSE:

%	9	9-8	9-7	9-6
2022	36	61	72	92

A LEVEL:

%	A*	A*-A	A*-B	A*-C
2022	36	48	64	70

Extra Curricular and Educational Visits:

Olympiads, KS3 Science Club, Med Soc, Science Clinic, Engineering Society, Science Newspaper, Lunchtime lectures, EPQ projects.

If you feel you have the skills and commitment to support us in getting the best from our students, then we would love to hear from you - a relocation allowance may be available for candidates who apply directly.

Job Advert

Teacher of Physics

Salary: Teachers Main or Upper Range dependent upon experience. A Recruitment and Relocation allowance can be considered for suitable applicants who apply directly, not via an agency.

This is an exciting opportunity to work in a supportive and dynamic department in an Outstanding school. You will teach physics at all levels including GCSE and A Level (with support provided to those new to KS5).

This is a high achieving department which works collaboratively. The post would suit either an experienced practitioner wanting a new challenge or an ECT wishing to work with a group of vibrant teachers passionate about physics. We are looking for an applicant who can start in September 2023.

You will:

- Be an outstanding teacher, passionate about your subject
- Have the knowledge, experience and ambition to teach across the secondary age range
- Lead by example and act as a positive role model to students
- Be a reflective and innovative practitioner, keen to use technology to maximise learning opportunities
- Be committed to the development of young people
- Have effective communication skills with the ability to inspire students
- Have a positive, can-do attitude
- Be committed to safeguarding and promoting the welfare of children

We offer:

- Motivated and ambitious students who will work hard and achieve highly
- A friendly and supportive team of teachers and support staff
- Exceptionally well-resourced facilities
- A commitment to professional development
- Judged Outstanding in every category by Ofsted September 2022

Salary: Teachers Main or Upper Pay Range dependent upon experience (a recruitment and relocation allowance may be available for candidates who apply directly).

If you feel you have the skills and commitment to support us in getting the best from our students, then we would love to hear from you. Interested candidates are most welcome to visit the school and visits can be arranged through the school office (office@jhgs.bucks.sch.uk) or look at the videos on our website.

Job Description

Salary: Teachers Main or Upper Pay Scale

Reports to: Head of Physics

Key Functions:

- To plan, develop and deliver high quality lessons that enthuse pupils with a desire to learn and understand physics
- To foster enjoyment and satisfaction in the study of physics by pupils
- To develop the subject of physics across all Key Stages
- To maintain and build upon the Teachers' Standards ensuring that all pupils can meet their potential
- To safeguard and promote the welfare of all pupils

Key Accountabilities:

Teaching and Learning:

- Manage pupil learning through effective teaching in line with the department's scheme of work and JHGS policies
- Ensure consistency and progression in all teaching
- Use a variety of methods and approaches to match lesson objectives to student needs ensuring equal opportunity for all pupils
- Set homework in accordance with JHGS homework policy and encourage pupils to take responsibility for their own learning
- Support individual learning by planning work with appropriate challenge and monitoring and reviewing pupil outcomes regularly
- Work with Head of Department and colleagues to improve the quality of teaching
- Set high expectations for all pupils to deepen their knowledge and understanding and to maximise their achievement
- Use positive behaviour management techniques in an environment of mutual respect that allow pupils to feel safe and secure and promotes pupil self-esteem
- To perform the duties of a form tutor as directed by the Senior Leadership Team.

Job Description

Monitoring, Assessment, Recording, Reporting and Accountability:

- Be responsible for the processes of identification, assessment, recording and reporting for pupils in your lessons
- Track pupil progress, monitoring achievement and take appropriate action on pupil outcomes
- Assess pupils' work regularly and use results to inform future planning and teaching

Subject Knowledge and Understanding:

- Have thorough and up-to-date subject knowledge and understanding
- Keep up to date with research and development in the subject area
- Contribute to the effective use of subject resources
- Keep up to date with technological advances and use this to enhance teaching and learning

Professional Standards and Development:

- Be a role model to pupils
- Be aware of JHGS policies
- Establish effective working relationships with teaching and support staff
- To attend relevant virtual Parents' Evenings
- In conjunction with your manager, take responsibility for personal professional development
- To attend staff meetings and INSET training as directed
- Use 'gained time' to revise teaching and learning materials in readiness for the new academic year
- Maintain a portfolio of evidence to support the JHGS Appraisal Review process

Job Description

Health and Safety:

- Be aware of the JHGS Health and Safety policy and act in accordance with it
- To take responsibility for personal Health & Safety ensuring that all accidents and near misses are reported.
- Have an understanding of visits' procedures and the relevant actions to take when planning activities

Other Responsibilities:

- To be aware of and to execute effectively the postholder's responsibility for promoting and safeguarding the welfare of young people with whom he/she is likely to come into contact
- To ensure the development and progression of equality within the sphere of responsibility of this post and the fair and equal treatment of all colleagues and clients
- To maintain confidentiality at all times
- To take time to read notices, keep to deadlines and carry out duties to the best of your ability.

Whilst every effort has been made to explain the main duties and accountabilities of the post, each individual task undertaken may not be identified hence this is not an exhaustive list of duties. Employees will be expected to comply with any reasonable request from the Headteacher or Head of Department to undertake work of a similar level that is not specified in this Job Description.

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post-holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post-holder's professional responsibilities and duties.

John Hampden Grammar School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS disclosure will be requested for the successful candidate in accordance with Safeguarding Children and Safer Recruitment in Education legislation.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree in physics (or related) • QTS (prior to commencement of employment) 	
Knowledge / Skills	<ul style="list-style-type: none"> • A passion for teaching physics and ability to deliver physics as a core and examination subject • An enthusiasm for teaching and a genuine interest in promoting physics within school and community contexts. • Understanding of self-evaluation • Willingness to be involved in extra-curricular activities • Evidence of sound skills in ICT/digital learning and an awareness of how to maximise its use to aid learning • Attention to detail • Ability to prioritise workload and show initiative in dealing with day-to-day situations • Problem solving skills including the ability to apply diplomacy and tact when appropriate • The ability to remain calm and composed under pressure • Excellent interpersonal skills with the ability to communicate effectively with pupils, parents, staff and the wider School community 	<ul style="list-style-type: none"> • The ability to offer a second subject at KS3 level and or beyond • Ability to effect change • Evidence of helping students fulfil their academic potential • Innovative approaches to learning

Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Teaching (or teaching practice) in a secondary school 	<ul style="list-style-type: none"> • Experience of teaching in a British secondary school system • Teaching (or teaching practice) in a single sex grammar school
Personal Qualities	<ul style="list-style-type: none"> • A firm belief in the potential of every pupil • Patient with a good sense of humour • Willingness to learn new skills and undertake training as required • Reliable team player who is willing to make a full contribution to the department • Ability to see change as an opportunity • A commitment to high standards in personal work • Smart personal appearance • Understands and is willing to uphold the values of John Hampden Grammar School 	

Working with children and young people

In addition to the candidate's ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with young people
- Ability to form and maintain relationships and personal boundaries with young people
- Emotional resilience in working with the challenges that teenage boys can present

How to apply?

Applications will only be accepted from candidates completing a JHGS Application Form in full, available from the school's website (<http://www.jhgs.bucks.sch.uk>) or online via TES.

CV's may be submitted in addition to the application form in order to supply any additional background information.

All information within your application will be treated in confidence..

Completed application forms can be:

- Sent by email to: hr@jhgs.bucks.sch.uk
- Or posted to:

Miss Tracey Hartley
Headteacher
John Hampden Grammar School
Marlow Hill
High Wycombe
Buckinghamshire HP11 1SZ

Safeguarding

JHGS is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake a criminal record check through the Disclosure and Barring Service (DBS). Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

Equal Opportunities

JHGS is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation.

Key dates

Closing Date for applications: 9 am Thursday 23 March 2023

Interviews: w/c Monday 27 March 2023

Start date: 1 September 2023

The school reserves the right to close the vacancy at any time, so early application is advised.

Tel: 01494 529589

Email: HR@jhgs.bucks.sch.uk

Our website: <https://www.jhgs.bucks.sch.uk/>

Follow us on Twitter [@JHGSHW](https://twitter.com/JHGSHW)

Instagram [@johnhampdengrammarschool](https://www.instagram.com/johnhampdengrammarschool)

Linkedin: <https://www.linkedin.com/school/john-hampden-grammar-school>

