MONK'S WALK
SCHOOL

Teacher of Science

September 2023

Candidate Information Pack



'Excellence for All'

This post

We are seeking to appoint an enthusiastic and well-qualified science teacher to help us raise standards even further. Results in science are very strong and all three sciences are popular at A Level.

The postholder will be able to teach at least one science to both GCSE and A Level, as well as one other science to GCSE.

This post is open to potential ECTs as well as experienced teachers.

A generous relocation package is available for colleagues moving house to take up this post; please see our website for details.

Closing date for applications: **noon on Monday 17 April 2023**

Key facts about Monk's Walk School

All Ability	Popular and oversubscribed	Strong ethos
For students aged 11-18 of all abilities. Over 1400 students	690 applications (246 first preference) for 236 places in Y7. 92% of parents say they would recommend the school (Parent survey June 2022)	Inclusive ethos with focus on mutual respect and good behaviour. We aim for our students to be co-operative, courteous and kind.

Academically successful	Broad Curriculum	Broad extra-curricular programme
Record outcomes at both GCSE and A Level in 2022	24 courses delivered at GCSE and 26 at A Level, including all three sciences	A wide programme of activities, trips and visits and enrichment activities

Popular and growing sixth form	Strong focus on wellbeing	Strong focus on staff development
260 in the sixth form and a member of the Welwyn Hatfield consortium.	For both staff and students. 99% of staff say they enjoy working at MWS (Staff Survey July 2022)	We are committed to staff development including Initial Teacher and Early Career Framework training.

Our school

We are a mixed school of about 1,400 11-18 year old students in Welwyn Garden City, a Hertfordshire new town on the outskirts of London. Transport links are superb – direct rail links to London in less than 30 minutes; M1, A1(M), M11 and M25 all minutes away. WGC is a pleasant place to live – it even has John Lewis! The school is situated in a greenbelt area in the prosperous northwest corner of the city. Our grounds are magnificent and the view from the school is lovely. In September 2020 we opened a new teaching block to replace one of the more rundown ones. The DfE have just agreed funding for a new sports hall for the school.

Monk's Walk is a genuinely all-ability school. The number of students with learning challenges is below the national average, with 11.6% supported at school action plus or with an Education and Healthcare Plan (EHCP). Our support for students with SEND is a real strength of the school.

We have a small number of blind or partially sighted students who receive specialist support. We also work very closely with Knightsfield School, a special school for deaf children on our campus.



Parental confidence in the school is high; there were 690 applications for 236 places in Year 7 for September 2022, with 246 of those as first preference. Each year we hear appeals for students wishing to join the school.

The school has an extremely effective behaviour policy and in general behaviour is very good indeed. Our students want to learn and our parents are, on the whole, extremely supportive. Attendance is high, although in common with most schools affected by COVID. Our aim is for our students to be co-operative, courteous and kind.

There is a genuine 'buzz' around the school and we have a very strong reputation in the city. In February 2018, the school was judged by Ofsted to be 'good' - please read the inspection letter which can be found on our website (or on Ofsted's) should you wish to apply. We were really pleased with the comments made by inspectors. We are currently 'in the window' for our next inspection although I believe Ofsted are running about 4 terms behind (would make us due in Summer 2023).

GCSE exam results in 2022 were the school's best ever results. 61% of students gained the strong basics (grade 5+ in both English and Maths) and 80% standard basics (grade 4+ in English and maths). Our attainment 8 was 55.7 and progress 8 +0.47. All well above national. Students of all abilities did better than would have been expected, given their starting points. Disadvantaged students made the progress that would have been expected given their starting points – unlike in most other schools in Hertfordshire where it is often well below.

Students with SEND did phenomenally well. To look at the school's provisional results in the league tables google 'school performance tables 2022'.

In terms of progress, disadvantaged and SEND students do better in the school than they do nationally. BAME students attain very well and have good progress, as do each of the ability groups. We pride ourselves on the fact that Monk's Walk is an inclusive school.

The school has about 260 in the sixth form and this is the largest sixth form the school has ever had. We are also a member of a consortium with four other schools which provides a wide range of opportunities for students. Monk's Walk has the largest sixth form of the five schools and currently we have 74 guest students in Year 12 and 65 in Year 13. At Monk's Walk we concentrate on providing A Level only (with the exception of iMedia), with decent numbers of students studying the facilitating subjects. Vocational programmes can be taken at Oaklands College or in other consortium schools.

A Level results in 2022 were also the school's best ever, with average point score per grade at 42.17 equivalent to B+. This is even higher than national in 2021 when grades were inflated due to lack of exams. Ignore the information about A Level in the provisional league tables – they only give you the 2019 results. We are very proud of the destinations of our sixth form students. In 2022 almost all students who applied made it to their first or second choice university, high quality apprenticeship or employment. Students access a range of universities, with over 40% accessing Russell Group in 2022. We currently have 11 former students at Cambridge University.



We do not pursue academic achievement at the expense of the wider development of the individual, however. Form tutors, heads of year and heads of house all have important roles in the social, personal and academic support of individuals. Our house system is strong, providing a range of all-ability competitions and activities for mixed age groups. Recently we have become the first school in the country to have a recycling machine with the credit going as house points. All members of staff are allocated a house, except me who has to try to stay impartial of course.

Unfortunately, some schools are making cuts in creative subjects such as Art, Music, Drama and PE and even some DT specialisms. At Monk's Walk, these subjects are strong as we see these areas providing important learning opportunities for our students. All of these subjects are running at GCSE and A Level. Science subjects are among the most popular subjects at A Level.

We have a full orchestra (as well as other musical groups), thriving Art, Music, PE and Sport and an outstanding Drama department. Members of other departments involve themselves in extra-curricular activities in Music, Sport and Drama.

Knightsfield School (a special school for deaf children) is co-located with Monk's Walk School. We have an outstanding partnership arrangement; at key stage 3 Knightsfield students join classes in Art. A few students are also integrated into GCSE groups. Knightsfield students join

ours for lunch every day in our canteen in B Block. One of our music teachers teaches at the school.

The school became an academy in September 2012. The decision to convert was purely pragmatic and trustees have no intention to make changes to teachers' pay and conditions beyond those made as part of national agreements.

Induction, training and continuing professional development have a very high priority in the school. All staff have an induction programme on joining the school.

Safeguarding at Monk's Walk

Safeguarding at Monk's Walk takes precedence over any other activity in the school. It's vitally important to us that students feel safe in school so they can learn and thrive. As part of the recruitment process, we will ask about safeguarding students and obviously questions about candidates' suitability to act as tutor. References will be sought and an enhanced criminal records check will be undertaken for this position.

Being an ECT at Monk's Walk

If you are an ECT you would be offered the opportunity to spend 3 weeks with us in July and be paid for it. The three weeks gives you the chance for a really comprehensive induction programme. You will meet and observe some of your teaching groups and find out about your form. If you are a Year 7 form tutor, you will also take part in the transition day when Year 6 come up to the school. You will get to know the senior leadership team, your head of department and the members of your teaching team. Simple things, such as learning about the school's management information system and having a log-in, as well as becoming familiar with the staff and the school's facilities, will help you to have a flying start to your career when September comes. Hopefully, being familiar with the school will help you to have a restful holiday, free of any concerns, so that you can have a proper rest after your teacher training!

We also offer the full two-year ECT induction programme, offering a blend of face-to-face and online training for ECTs and their mentors, based on the Education Development Trust's DfE accredited provider materials. This provides training on key aspects of teaching such as assessment and behaviour for learning, as well as providing a local network of support with other ECTs in similar subject areas through the Alban Teaching School Hub. Additionally, all staff have access to a bespoke CPD programme which has learning and teaching at its centre. We know too that there is much to take on board when starting at a new school and provide a bespoke programme of six well-timed training sessions for ECTs and those new to the school to ensure that you are supported and fully informed about the procedures of the school.

Monk's Walk School's 'coaching culture' ensures that all ECTs are supported by experienced and trained instructional coaches, as well as by their Heads of Department and department colleagues. We provide opportunities to observe other colleagues, both within and across departments, as well as provide opportunities, Covid-permitting, to visit other schools.

Monk's Walk School is a fantastic place to start your teaching career. In the words of one of our previous NQTs (ECT): "I joined MWS as an NQT (ECT), and felt fully supported not just by my department, but by the staff as a whole. Everyone is so friendly and always willing to help if you need it. The school has a great atmosphere and ethos. This filters through to the students' behaviour and general attitude to learning, which has always been fantastic." Angelina Sordillo (DT teacher)

The Science Department

The science department is our largest and one of our leading departments. The school was formerly designated a specialist school for science.

There are 13 teachers in the science department, assisted by four laboratory technicians. Science staff are supported by the Head of Department, Gemma Hazon, heads of subject and a key stage 3 coordinator. We have access to 10 laboratories, four preparation rooms and a science staff workroom. All science teaching takes place in a laboratory and all teachers have their own laboratory base. All laboratories have access to networked computers.

The department makes use of a range of tailor-made resources at key stage 3, following the Exploring Science curriculum. Science lessons are well structured with a range of activities and opportunities for practical investigation and rigour. In Year 7, students are taught in mixed ability form groups with a considerable amount of in-class support provided by the school's SEN team for these groups. Setting begins in Year 8 and the two halves of the year are split into teaching groups, broadly setting pupils according to their current attainment and progress pathways. Students in year 9 are again taught in sets according to their current attainment and progress pathways and are taught initially a transition unit in Biology, Chemistry and Physics to bridge the gap between key stage three and four knowledge. They are then taught key concepts in each of the sciences to help prepare them for their science GCSEs. In Years 10 and 11 we teach the Edexcel suite of GCSE examinations with students taking either the separate science or combined science pathway.

High numbers of students take A Level Sciences. Currently we have four groups studying Biology and two in both Chemistry and Physics across Year 12 and 13. Student's study Edexcel at key stage 5 in all sciences.

The science department strives to provide a wide range of extra-curricular opportunities for student's at all key stages. Numerous external trips are used to enhance the curriculum and are always well attended by our students.



The department's results overall are very good. At GCSE in 2022, 9-5 were 100% in biology, 98% in chemistry and 97% in physics. Science combined results were also strong, with 67% at 9-5 and 81% for 9-4. At A Level, the results at all grades were well above national average for all three sciences.

Job description

Post Title: **Teacher of Science**
Job Grade: **Teachers' Pay Scale**
Responsible to: **Gemma Hazon, Head of Science**

Job Purpose

- To support the school in keeping all students safe

- To raise standards of achievement in Science
- To teach designated classes according to the requirements of the school timetable
- To ensure that the school aims are put into practice and lead the drive for continuous improvement
- To contribute to the wider teams within the school
- To ensure that the school is a disciplined, well-ordered place for purposeful learning to take place

As a teacher in the school

- Support the school in keeping all students safe, adhering to the school's requirements on safeguarding at all times.
- Teach designated classes according to the requirements of the school timetable
- Contribute to the school's ethos, ensuring that it is a disciplined, well-ordered place for purposeful learning
- Prepare and teach lessons of a high standard so your students make expected or above expected progress
- Follow designated programmes of study, carry out all assessments and marking, recording, reporting and target setting in line with departmental and school policy.
- Set prep in line with school and departmental policy
- Ensure that your students' behaviour is conducive to learning.
- At all times ensure that your students are subscribing to school policies in terms of behaviour, appearance, academic work and social interaction and follow the guidelines given in the staff handbook if any student is infringing these policies
- Undertake duties as required
- Act as a form tutor

Person specification

1. **Educational Qualifications**

- Honours degree in appropriate subject
- DfE recognised Qualified Teacher Status
- Strong academic profile
- Higher Degree (D)

2. **Professional Experience**

- Ability to teach one science to A Level and at least one other science to GCSE
- Proven track record in raising standards of student achievement
- Experience of constructive co-operation with parents (D)
- A portfolio of training and continuing professional development

3. **Professional Knowledge and Understanding**

- Safeguarding policies, procedures and practices
- Strategies for raising student achievement
- Effective practice and approaches to teaching and learning
- Current educational trends and thinking

4. **Personal Qualities and Skills**

Ideally, we are looking for someone who:

- Is robust and resilient.

- Has the ability to think strategically with imagination, vision, creativity and originality
- Is reflective, self-critical, motivated and ambitious
- Is a self-starter, plans well and then sees things through
- Enjoys working with a highly effective team
- Can come up with good ideas based on previous experience or research
- Has an eye for detail, including high standards of literacy
- Is hard-working and willing to give of their time
- Has a strong track record of effecting improvement in themselves and others
- Can lead, motivate, enthuse and inspire staff and students, and win the confidence of parents
- Is an effective communicator and presenter
- Has passion and believes that every student can succeed at Monk's Walk School
- Can plan and organise
- Has a good work/life balance

That's all! (D = desirable, all other essential)

Monk's Walk is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. A Disclosure and Barring service check will be sought as part of the school's pre-employment checks. If you are invited to an interview, you will receive more information.

Your role in our future

Monk's Walk School is a thriving, vibrant, learning community where our aim is to bring the best out of everyone. It is a very good school with the ambition and plans to be even better.

We are not complacent though – we know all schools have room for improvement! We set ourselves high standards and ambitious targets to enable us to reach our goal.

I hope this information has given you a flavour of our school. Please read the Ofsted report and visit our website and Facebook page – Monk's Walk School Official - for more information. If you feel you can contribute to leading Biology for the school and would like to join us, then please apply.

If you would like to talk about the post in a bit more detail before applying, please contact Tim Albone; Tim is Assistant Headteacher and is the senior leader with line management responsibility for the science department. His e-mail address is TAlbone@monkswalk.herts.sch.uk.

How to apply

I really hope the information we have provided makes you want to apply to join us.

Please apply, using the application form on our website. You should also write a letter of application. In your letter of application, please can you explain how you demonstrate that you fulfil the requirements of points 2, 3 and 4 on the person specification (pages 7 and 8 in this pack). Shortlisted candidates are likely to be able to show how their work has impacted on students' achievements, experiences or attitudes – all in about 2 sides of A4!

The deadline for us to receive your application is noon on **Monday 17 April 2023.**

We look forward to hearing from you.

Kate Smith
Headteacher
March 2023