



Highworth
Grammar School



Job Application Pack

Teacher of Science

Required for September 2026

March 2026

Maidstone Road, Ashford, Kent, TN24 8UD

Our School Motto



Our school motto is: *Ad Caelestia Sequere... Reach for the stars*
and so, Highworth aims to develop students who are:

Reflective, creative
& innovative

Eager for life-long learning

Aiming to achieve their
full potential

Considerate,
confident, independent individuals

Happy in a caring,
respectful community

Our motto of 'Reach for the Stars' embodies the daily working life of the whole school community; students are encouraged to see learning as a lifelong activity. A key feature of our motto is happiness which is achieved through excellent student behaviour in lessons; clear policies and guidance; strong leadership; and enthusiastic community spirit. It is important that both staff and students feel confident, happy and valued.



Welcome

Highworth Grammar School combines a tradition of academic excellence with extensive pastoral support. The school has been educating students from the Ashford community for over a century and we are now a thriving school with over 1500 students and 140 staff. Students at Highworth love learning and are highly motivated. We care about our students and they care about each other which creates a happy and supportive learning environment.

Students at Highworth are given rewards for creativity, problem solving, achievement resilience and team work. We value the development of a full range of skills to offer students the best preparation for future challenges. Working here allows staff to share this balanced approach to education; embrace new ideas; and sustain a sense of enjoyment in their own learning.

Whilst the school is academic we recognise and fully support the creative aspects of the curriculum and are proud of the many opportunities provided for achievement in music, D&T, and the arts. We believe this is crucial in our ethos in encouraging our students to be independent, creative and highly motivated lifelong learners.

Our A Level and GCSE results and performance measure page can be accessed using this link:

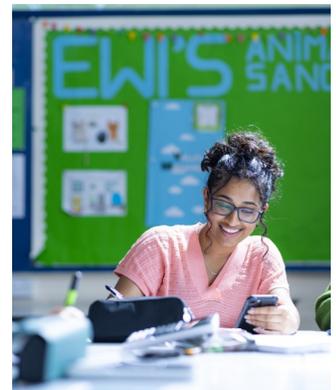
<https://www.find-school-performance-data.service.gov.uk/school/136379/highworth-grammar-school>

If you feel your outlook matches ours and you want to be part of a thriving school community, we would love to hear from you.

Duncan Beer
Headteacher

Features of the School

- Broad and balanced curriculum fully supporting a range of subjects
- Caring, supportive and committed staff
- Commitment to professional development
- High academic standards with a large proportion of outstanding lessons
- Vertical tutoring
- Regular Learning Community events
- Student representation on Governing Body
- Strong ethos of peer support and student leadership
- Large and vibrant Sixth Form
- Cloud storage and software provided by Google
- Laptop for every teacher
- 44 mobile laptop trolleys
- Purpose built sports hall
- 3 Performing Arts studios
- Music Technology suite and recording studio
- D&T suites with latest technology
- Research into use of new technologies/pedagogy
- Cover supervisors to minimise staff cover
- 10 day timetable with five one hour lessons per day. Current maximum teaching time for full time teachers is 45 out of 50 teaching periods



Students

The school has a wide catchment area, taking students from over 40 primary schools, many of which are situated in small villages within the Kent countryside.

Entry at age 11 is by the Kent Education Committee Selection Procedure, which aims to identify the top 25% of the ability range.

Students also transfer to our school at 16+ from other schools. There are minimum entry requirements to join the school at Sixth Form

Staff

We are fully committed to the professional development of all our staff.

All new teachers and ECTs follow a well informed and structured induction programme.

All staff are encouraged to pursue personal goals and the school fully embraces interest in pastoral and pedagogical innovation.

Every member of staff takes part in the annual performance development scheme which also embodies our motto of 'Reach for the Stars'.

Job Description

Science at Highworth

The Science department consists of 16 teachers and 4 technicians working in 10 laboratories and 5 prep rooms. All labs have data projectors and class sets of Chrome books are available.

Key Stage 3

The Collins AQA KS3 scheme is used as a starting point for our delivery of the KS3 Programme of Study in Year 7 and Year 8. There is a strong emphasis on practical work. There are 6 periods per fortnight in both Year 7 and Year 8 and students are taught in Community groups at KS3.

Key Stage 4

Year 9 is a transition year which prepares students for the KS4 curriculum by enhancing their practical and investigative skills before embarking on the GCSE course. There are 3 periods per fortnight in Year 9 for each Science. Classes are taught by subject specialists and, timetabling permitting, each class will have one teacher per subject.

All students start studying the AQA Separate Sciences but have an opportunity to convert to Combined Science (Trilogy) towards the end of Year 10 if that seems a more suitable route. This year we have about 50 Year 11 students who have converted to Trilogy Science, with the remainder continuing to study for the Separate Sciences. Classes are taught by subject specialists and, timetabling permitting, each class will have one teacher per subject. There are 4 periods per fortnight in Years 10 and 11.

Key Stage 5

A level Sciences are very popular. We currently offer AQA A Levels in Biology, Chemistry and Physics. There are 5 sets of A Level Biology, 5 of Chemistry and 2 of Physics in Year 12, which will continue into Year 13 as students follow a 2 year course.

Accountabilities

- To complete the tasks of the classroom teacher as set out in the School Teachers' Pay and Conditions document (extract attached for reference) having due regard for the school's aims and objectives, schemes of work/syllabi, and policies of the Governing Body.
- To work with the Head of Department to ensure students are taught to the highest standard.
- To undertake the duties of Mentor as directed by the Director of Learning and appropriate managers, when required.
- To share in the corporate responsibility for the wellbeing and discipline of all students.
- To take delegated responsibility for the implementation of the Health and Safety Act as may be agreed.
- To contribute to the school aims by providing activities that enrich the curriculum and the students' experience of learning.
- To support and implement all relevant aspects of the development plan and make a measurable contribution to whole school objectives.

Performance Development:

All staff review the Highworth Green standards and Blue standards and personal targets in their annual Performance Review.

Staff Development:

To assess development and training needs and discuss with Line Manager.

To keep personal records of all staff development activities in which you are/have been involved.

To carry out as requested from time to time any other relevant duties as may be reasonably required by the Headteacher.

Highworth is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation,, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

The post holder will be required to: promote the health, safety and wellbeing of self and others; safeguard student and staff welfare; and follow school policies and the staff code of conduct.

Person Specification



QUALIFICATIONS:

- Good honours degree
- Qualified Teacher Status
- Evidence of further relevant professional development (n/a for ECT applications)

SKILLS:

- Ability to lead, inspire, motivate and support students and colleagues
- Ability to work under pressure and meet deadlines
- Good ICT skills
- Ability to think strategically
- Ability to forge links with the wider community

EXPERIENCE:

- Evidence of successful, inspiring and innovative teaching in the secondary phase (n/a for ECT applications)
- An excellent track record of success with public examination results (n/a for ECT applications)
- Co-ordinating and collaborating with colleagues
- Teaching either Chemistry and/or Biology to GCSE
- Teaching either Chemistry and/or Biology to A Level (desirable)
- Ability to teach more than one Science subject to GCSE (desirable)

KNOWLEDGE:

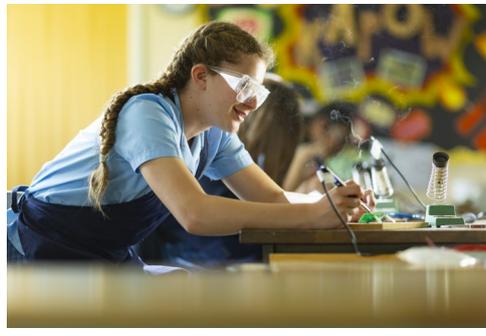
- Up to date knowledge of developments in pedagogical techniques relevant to Science
- Awareness, and practise of, best practice and research in teaching and learning, such as modeling, retrieval and scaffolding

PERSONAL QUALITIES:

- High levels of personal and professional integrity
- Personal warmth to gain the confidence of students, staff and parents
- Appropriate levels of personal presentation
- Ability to communicate concisely and sensitively, both orally and in writing, to a variety of audiences
- A passion for teaching Science

ATTITUDES:

- A willingness to share experiences and learn from colleagues
- A team player
- A commitment to child protection and safeguarding
- A reflective and flexible approach
- Positive, enthusiastic and energetic approach to teaching
- Ability to think creatively and imaginatively
- Supportive of the School's ethos
- High expectations of student attainment, personal development and conduct
- Commitment to professional development



How to Apply



Applications are made online via our vacancy portal.

We do not accept CVs.

Deadline for applications: Tuesday 24th March 2026 at 8am

Applications will be considered in the order in which they are received. Suitable candidates may be interviewed before the closing date and Highworth Grammar School reserves the right to withdraw the position if an early appointment is made.

Highworth Grammar School is committed to:

Safeguarding and promoting the welfare of young people

This post will require an enhanced disclosure from the Disclosure & Barring Service (DBS).

Creating a diverse workforce

We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Safer Recruitment:

In line with 'Keeping Children Safe in Education' recommendations, all candidates invited for interview will be required to complete a self-disclosure form and will be subject to an online search check.

