



MONK'S WALK

SCHOOL

Teacher of Science

September 2022

Candidate Information Pack



'Excellence for All'

This post

We are seeking an enthusiastic colleague to join us as a teacher of science from September 2022. This is a full-time permanent post which offers the opportunity to teach in a vibrant and forward-looking science department. Biology, Chemistry and Physics are popular options at A Level and the ability to teach Chemistry or Physics to A Level would be an advantage, but not essential. This post is open to both experienced teachers and potential ECTs. A TLR is available for a suitably experienced candidate. The school offers a generous relocation package for teachers moving to take up post – details are on our website.

Closing date for applications: **noon on Monday 16 May 2022**

Key facts about Monk's Walk School

All Ability

For students aged 11-18 of all abilities. Over 1380 students

Popular and oversubscribed

690 applications (246 first preference) for 236 places in Y7. 96% of parents say they would recommend the school (Parent survey June 2021)

Strong ethos

Inclusive ethos with focus on mutual respect and good behaviour. We aim for our students to be co-operative, courteous and kind.

Academically successful

Great outcomes at both GCSE and A Level.

Broad Curriculum

24 courses delivered at GCSE and 26 at A Level, including all three sciences

Broad extra-curricular programme

A wide programme of activities, trips and visits and enrichment activities

Popular sixth form

252 in the sixth form and a member of the Welwyn Hatfield consortium.

Strong focus on wellbeing

For both staff and students. 98% of staff say they enjoy working at MWS (Staff Survey July 2021)

Strong focus on staff development

We are committed to staff development including Initial Teacher and Early Career Framework training.

Our school

2019 exam results are given as an illustration rather than the centre assessed grades awarded in 2020 and 2021

We are a mixed school of about 1,380 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.

Monk's Walk is a genuinely comprehensive school, although the intake profile is changing – the prior attainment of students coming into the school is rising. 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. 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 once again 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.

GCSE exam results in 2019 were strong. In the basics, 47% of students gained a strong pass in English and Maths and 76% a standard pass. This puts us well above the national average. Our attainment 8 was 52.5 and progress 8 +0.11.

In terms of progress, disadvantaged and SEN 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. Girls' and boys' attainment until 2019 had been exactly the same, in 2019 boys fell behind a bit so we are working on that. We pride ourselves on the fact that Monk's Walk is an inclusive school.

The school has about 252 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.

Sixth form results are good and improving, but our ambition is for them to be even better. In 2019 our average point score per entry was 34.09, at national. We are very proud of the destinations of our sixth form students. In 2021 all students who applied made it to their first or second choice university, high quality apprenticeship or employment. Students access a range of universities, including six to Cambridge in 2021.



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. Last year we became 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.

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 work as teacher. 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.

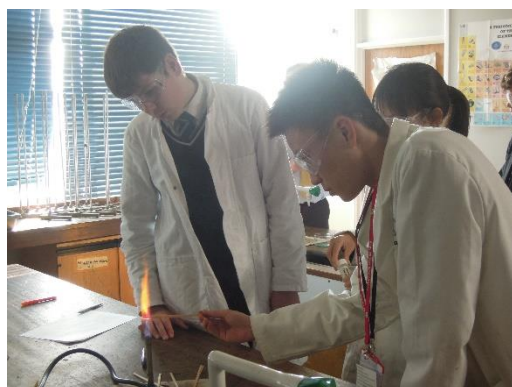
There are 12 teachers in the science department, assisted by five laboratory technicians. Science staff are supported by the Head of Department, Gemma Hazon, three heads of subject and a key stage 3 coordinator. We have access to 10 laboratories, four preparation

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 2019, 9-4 were 98% in biology, 97% in chemistry and 95% in physics. Science combined results were also strong, with 60% at 9-4. At A Level, the results at A*-C were above national average for Biology and Physics, but very slightly below in Chemistry.

Job description

Post Title:	Teacher of Science
Job Detail	Full time, permanent
Job Grade:	Teachers' Pay Scale plus generous relocation package for teachers moving house to take up post (see website for details)
Responsible to:	Gemma Hazon, Head of Science

Job Purpose

- To support the school in keeping all students safe
- To ensure that students fulfil their potential in the classes you teach
- To oversee pastoral care and support the progress of your tutor group, if appropriate
- To contribute to the effectiveness of the teams in which you work (departmental, year group, house)
- To support the school's aim of providing an enjoyable educational experience for its students.

PRINCIPAL ACCOUNTABILITIES:

Planning, Teaching and Class Management

- To prepare and teach lessons of a high standard so your students make expected or above expected progress
- To contribute to the department's extra-curricular and enrichment programme
- To follow designated programmes of study
- To set prep in line with school and departmental policy
- To ensure that your students' behaviour is conducive to learning.

Monitoring, Assessment, Recording, Reporting

- To follow designated programmes of study, carry out all assessments and marking, recording, reporting and target setting in line with departmental and school policy.

Pastoral Duties

- 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 pupil is infringing these policies
- To adhere to the school's requirements on safeguarding at all times.

Other Professional Requirements

- Work as a team member within the department, sharing ideas and resources and asking for guidance and help from fellow teachers when necessary
- Participate in all CPD activities that will improve your professional performance
- Take part in the school's appraisal process and enter into a professional discussion with your line manager about your strengths as a teacher and any areas which are in need of improvement
- Address any areas of weaker performance, taking advice from your line manager and actively engaging in any actions that might be suggested
- To maintain, at all times, the reputation of this great profession and of the school.

Resource Management

- To take a shared responsibility to ensure the accommodation in which teaching takes place is vibrant and conducive to learning
- To ensure that all department resources used are kept in good order and any defects are quickly reported to the Head of Department.

This job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time without changing their general character or the level of responsibility entailed.

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.

Person specification

1. Educational Qualifications/Training

- Honours Degree in a science specialism
- DfE recognised Qualified Teacher Status
- A portfolio of training and continuing professional development
- Successful school-based training in secondary age range

2. Professional Experience

- Ability or potential to teach at key stage 4 and either chemistry or physics to A Level (D)
- Proven track record in raising standards of student achievement

3. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- Safeguarding students
- Effective practice and approaches to teaching, learning and assessment
- Current educational trends and thinking
- Current developments in teaching subject
- Effective use of ICT in teaching
- Strategies for motivating and inspiring students

4. Personal Qualities and Skills

Ideally, we are looking for someone who:

- Can lead, motivate, enthuse and inspire students, and win the confidence of staff parents and trustees
- Has the ability to think strategically with imagination, vision, creativity and originality
- Is reflective, self-critical, motivated and ambitious
- Has passion and believes that every student can succeed at Monk's Walk School
- Is an effective communicator and presenter
- Can plan and organise effectively
- Possesses excellent inter-personal skills
- Can make tough decisions
- Is resilient
- Has a life outside school
- Has a fantastic sense of humour!

That's all!

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 and like most good schools, we know we need to keep on improving to provide the best for our students.

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 the high standards of teaching and learning in science and would like to join us, then please apply.

How to apply

I really hope the information we have provided makes you want to apply to join us. If you would like to discuss the position or visit the school before applying please contact Tim Albone, Assistant Headteacher. Tim is the SLT member with line management responsibility for science. His email is TiAlbon@monkswalk.herts.sch.uk or he can be contacted by phone at the school.

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 (page 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 two sides of A4! I am interested in appointing someone who is, or has the potential to be, a highly effective practitioner.

The deadline for us to receive your application is **noon on Monday 16 May 2022**. Please e-mail your application to: recruitment@monkswalk.herts.sch.uk, marked for my attention.

We look forward to hearing from you.

What happens next

We will shortlist for this post and then we will contact shortlisted candidates by telephone or e-mail to invite them for interview. We reserve the right to ask candidates for an earlier interview if appropriate. We will ask referees of shortlisted candidates to complete our reference form, a copy of which can be found on our website for your information.

Kate Smith
Headteacher
May 2022