



Collingwood College Recruitment Information

Teacher of Science



Dear Applicant,

Our vision for Collingwood is to be the College of first choice for all our parents and we are currently on a journey to move from Ofsted Good to Outstanding!

Collingwood College is committed to developing responsible, aspirational, independent, happy and well-rounded young people with the self-belief to reach their goals.

Our students are the focus of everything we do. We have found that by listening to students' views and offering them the opportunity to work with each other, staff and governors, they are an integral part of our relentless drive for improvement.

Collingwood College offers all students an inclusive, flexible and stimulating educational experience. With a strong emphasis on personal development and a very wide range of leadership opportunities and extra-curricular activities, we are able to offer challenges that motivate and appeal to all individuals.

Our academic performance is consistently high and in recent years students have achieved excellent results at pre and post 16 level. In 2025, the Sixth Form, an impressive **90%** of those students studying 'A' levels have gained three 'A' level grades with 75% gaining at least two 'A' levels. Furthermore, a third of the cohort achieved the top grades, A* - B across **all** qualifications with over 10% of entries at 'A' level at A/A*.

At GCSE, almost **70%** of entries were graded at 9-4. The core subjects are a strength with nearly 70% of our students have achieved 9-4 grades in both English and Maths. We were delighted that **20%** of the entries were graded 9-7 and our most able students gained an impressive number of top grades, 9-8 across all their subjects.

Most importantly, nearly all our students in Year 13 and Year 11 gained the necessary grades to progress on to their next destination.

Students at Collingwood, who attend well, whatever their starting point, **make great progress.**

This continued level of success is down to the hard work of our students and their teachers.

We believe that our staff are the foundation upon which the success of the College depends and recognise that our employees are the most important asset of the college.

We empower our employees to utilise their talents and skills to make a positive and significant contribution to the quality of teaching, learning and personal development that the College provides for its students.

We look forward to receiving your application for this post.

Yours sincerely



Miss Karen Watling
Principal

Teacher of Science

Required for January 2026 Full time (part-time considered)

Early applications are encouraged, and we reserve the right to close the vacancy early if a suitable candidate is found.

To apply: Please complete the application form available from www.collingwoodcollege.com vacancies.

Closing Date: 24 November 2025

For more information: Please contact HR 01276457600 or email hr@collingwood.surrey.sch.uk

Suitable candidates may be interviewed before the closing date and Collingwood College reserves the right to withdraw the position if an early appointment is made.

Collingwood College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS check.

Teacher of Science

Are you passionate about Science and eager to inspire the next generation of scientists?

Collingwood College is seeking a dedicated and enthusiastic Teacher of Science to join our thriving department. Whether you're an experienced educator, an Early Career Teacher, or returning to the profession after a career break, we welcome your application.

Our Science Department is a vibrant and collaborative team of 14 teachers and 6 experienced technicians, delivering high-quality education from KS3 to A Level.

We offer:

- Combined and Single Science GCSEs
- A Levels in Biology, Chemistry, Physics
- AAQ in Medical Sciences at KS5

We are committed to:

- High expectations and strong academic outcomes
- Innovative and engaging teaching practices
- Supporting SEND and Pupil Premium students
- Stretching and challenging gifted and talented learners

Enrichment Opportunities

We offer a wide range of extra-curricular activities including:

- Science Club with Crest Awards
- Gardening Club maintaining our Eco-Garden
- STEM-focused trips and events
- Annual STEM Festival featuring professionals from diverse STEM careers

This is a fantastic opportunity to join a forward-thinking department that values creativity, professional development, and student success. If you're enthusiastic about Science and committed to making a difference, we'd love to hear from you.

Why Join Collingwood College?

Collingwood College is a vibrant and inclusive secondary school committed to our core values of Achievement, Perseverance, Integrity, Inclusiveness, and Aspiration. We offer a supportive working environment, opportunities for professional growth, and the chance to make a meaningful impact on student outcomes.

Safeguarding and Recruitment

Collingwood College is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to clearances including:

- Enhanced DBS clearance
- Verification of qualifications and fitness to work
- Two satisfactory references

We reserve the right to interview and appoint before the closing date if a suitable candidate is found.

Probationary Periods

All posts are subject to a probationary period. For support staff this is 6 months. Collingwood College's Probationary Policy is available upon request.

Remuneration and Benefits

Collingwood College has its own generous pay scale and the financial package offered will be commensurate with the responsibilities of the post and the experience of the person appointed.

All new staff appointments are subject to verification of fitness to work, receipt of two satisfactory references, qualification verification, clearance from the Disclosure and Barring Service at Enhanced level as well as other checks relevant to the role.

Access to other benefits including:

- Outstanding facilities, including free on-site parking
- BUPA Healthcare cash Plan
- All Collingwood College teachers up to the age of 75 are eligible to belong to the Teacher's Pension Scheme and will automatically become members unless they opt out. Further information can be found at www.teacherspensions.co.uk Member of the Teachers' Pension Scheme
- 24/7 Employee Assistant programme for staff and their families via our BUPA Healthcare Cash Plan
- Green Commute Initiative (Cycle to Work)
- Blue Light Card or Discount for Teachers
- Flexible Special Leave of absence policy

Training and Development

At Collingwood we are committed to providing a well-structured staff development programme to enhance personal and team development. All new staff received the following training:

- Collingwood College Company Induction
- Safeguarding and Prevent Training
- Mandatory and Compliance Training including Fire Awareness and Health and Safety at Work
- Training linked directly to the job role, which may be delivered by other colleagues or external trainers

In addition, staff can have:

- An opportunity to access other training as detailed in the termly training calendar
- An opportunity to access training outside the college linked directly to your role or career aspirations
- Other on-line training relevant to the role.

For New Qualified Teachers we have developed a specific training programme to support you through your induction year.

JOB DESCRIPTION

Teacher of Science

All teachers will be expected to meet the appropriate Teacher Standards

REPORTS TO:	Head of Science
QUALIFICATIONS:	Qualified to degree level or professional equivalent Qualified to teach and work in the UK
JOB PURPOSE:	Within the framework laid down by current legislation, the School Teachers' Pay and Conditions Document and the Contract of Employment the post holder will: • provide a quality of teaching and learning provision that can be judged to be at least 'good' (according to the Ofsted evaluation framework) and ensures all students make at least good progress; • be accountable for the attainment and progress of all students who are taught by the post holder; • supervise and guide the work of any support staff (including Learning Support Assistants (LSAs) and Higher Level Learning Support Assistants (HLTAs) who are assigned to work with post holder's classes/students; • to provide pastoral support and guidance for all students in the post holder's care, classes or form group;
DIRECT INVOLVEMENT WITH:	Senior staff, teachers of Science, support staff, parents/carers and students
KEY RESPONSIBILITIES	Teaching of KS3 Science and KS4 Biology/Chemistry/Physics
1.	To set clear learning objectives and plan for and teach students of all abilities within each class
2.	Use data, including prior attainment, to plan lessons and learning materials to establish a purposeful working atmosphere and providing challenging and inspirational learning experiences which motivate and support all students to make at least good progress
3.	To have high aspirations and set challenging targets for all students
4.	To set high expectations for students behaviour, learning, motivation and presentation of work by
5.	To work in collaboration with Learning Support Assistants assigned to any teaching group/student within the group
6.	To promote and develop literacy and numeracy skills throughout teaching and learning activities so that literacy and numeracy do not present barriers to learning
7.	Set work for students absent from school for health or disciplinary reasons

8.	To ensure that teaching room, resources and equipment are maintained in good order with particular regard to Health & Safety and security of property
9.	To ensure that Health and Safety policies and practices are in place and are observed and, where appropriate, that risk assessments are carried out as necessary
10.	To ensure that a stimulating learning environment is maintained in the classroom including provision of a high quality of display
11.	To liaise with Technician to ensure appropriate practical equipment is available to support planned activities

OTHER RESPONSIBILITIES

Assessment Recording and Reporting	1. To record students' attendance and attainment 2. To mark, assess and return students work in line with College policy, providing constructive oral and written feedback with clear targets and guidance for future improvement 3. To attend Parents' Evenings, Academic Review Days and appropriate individual meetings to keep parents/carers informed as to attainment and the progress of their child towards targets 4. Be familiar with information relating to students who have additional needs and use this to ensure all students are supported appropriately
Pastoral Responsibilities	1. To take responsibility for promoting and safeguarding the welfare of children and young persons 2. To participate in the pastoral organisation of the school as a form tutor, if required 3. To be the first point of contact for parents/carers in the assigned tutor group 4. To promote good attendance and punctuality and monitor in accordance with the College's Attendance Policy providing support/intervention for those who find it hard to maintain high standards 5. To deliver 'Thought for the Week' to the form group 6. To attend and contribute to assemblies as required
General Professional Responsibilities	1. To attend meetings as part of the agreed meeting cycle 2. To undertake professional development appropriate to identified need 3. To support and implement all relevant teaching and learning area policies 4. To carry out specific break duties as timetabled

PERSON SPECIFICATION

CATEGORY	ESSENTIAL	DESIREABLE	EVIDENCE
Qualifications and Training	QTS or Recognised equivalent	Good Honours Degree	Application Form Letter of Application
Experience	Teaching experience with the age range and/or subject(s) applying for	Experience teaching Physics and/or Biology to at least GCSE	Application Form Interview
Skills, Knowledge and Aptitude	Create a stimulating and safe learning environment. Establish and maintain a purposeful working atmosphere. Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies. Assess and record the progress of pupils' learning to inform next steps and monitor progress. Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom. Teach using a wide variety of strategies to maximise achievement for all children including those with special educational		Letter of Application Interview Lesson Observation

	needs and high achievers and to meet differing learning styles. Encourage children in developing self-esteem and respect for others. Deploy a wide range of effective behaviour management strategies, successfully. Communicate to a range of audiences (verbal, written, using ICT as appropriate). Use ICT to advance pupils' learning and use common ICT tools for their own and pupils' benefit.		
Personal Attributes	Demonstrate a commitment to: -equalities -promoting the school's vision and ethos -high quality, stimulating learning environments -relating positively to and showing - respect for all members of the school and wider community -ongoing relevant professional self-development -safeguarding and child protection		Letter of Application Interview Lesson Observation Presentation (if requested)