



# Teacher of Science

Information for candidates

January 2026

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

# Introduction from the Headteacher



Dear Candidate,

Thank you for your interest in working at The Skinnners' School.

The Skinnners' School was opened in Tunbridge Wells in 1887.  
The current roll is **1123**, with **316** in the Sixth Form.

Skinnners' aims to achieve academic excellence for all its pupils, whilst at the same time developing their independence as learners. We also believe very strongly in learning outside the classroom, through co-curricular and extra-curricular activity. We are thus preparing our pupils for life beyond school and want them to play a significant role in their communities and in society as a whole.



We cherish our own community and value the excellent relationship between pupils themselves and between pupils, staff and parents. We are committed to being a sustainable school and to our collaboration with other schools in our vicinity.

Please browse our [website](#) to read more about the history of the school, see our academic record, read our latest news and more.

**Edward Wesson**  
**Headmaster**  
**The Skinnners' School**

# Our Values



## **The Skinnners' School is place of learning.**

Students acquire not only qualifications, but a respect for scholarship and learning, as things worthwhile in themselves. We intend that they will also develop an appreciation of human achievement in the arts, humanities, languages, science and literature. Students must be diligent and open-minded, and they must develop the ability to think critically, to respect evidence, to distinguish between opinions and prejudices and to make balanced judgments of their own. Through involvement in our varied extra-curricular programme every boy should develop and grow intellectually, culturally, physically and spiritually and emerge as a well-rounded, flexible, articulate and collaborative individual.



**Skinnners' is a caring school.** No young person will learn effectively unless he feels happy, safe and secure. At Skinnners' we try to address the particular needs of every pupil through a comprehensive pastoral system. We value everyone as unique and we work together to develop self-respect, self-discipline and self-understanding. We aim to make responsible use of our talents and opportunities, strive for wisdom and knowledge and take responsibility for our lives.

**Skinnners' is a community.** We respect others for themselves, not for what they have or what they can do for us. We believe that the capacity to form strong relationships is the foundation of a happy and fulfilled life. As such we strive to show others they are valued, to earn the trust and loyalty of others and to work together cooperatively. We do not tolerate bullying, violence, theft or abuse.

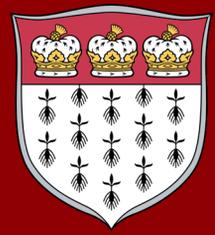
## **Skinnners' is at the heart of a wider community.**

We learn to take on our responsibilities as citizens. We respect and celebrate diversity. We promote opportunities for all. We place truth, integrity, honesty, loyalty and goodwill at the heart of what we do. The ethic of service is more highly valued by us than that of self-interest. We believe that from those to whom much is given, much is expected.

These values underpin our work and relationships at Skinnners' School; they are at the foundation of all that we do as the hub of the community.



# Skidders' Academies Trust



Skidders' Academies Trust is a collaborative Trust of six high-performing schools in Kent and London working together to improve outcomes for all our students.

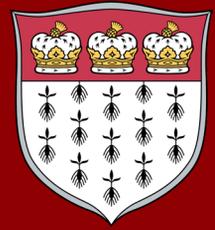
The Trust builds on the longstanding collaboration and shared values across the family of schools supported by The Skidders' Company, one of the Great Twelve Livery Companies of the City of London. The Company is a major not-for-profit organisation with a well-established reputation for philanthropy dating back some 700 years. Education is a core charitable purpose and its

schools aspire to provide all their young people with the opportunity to make the most of their talents and fulfil their potential.

Skidders' Academies Trust's mission is to provide it's young people with the opportunity to make the most of their talents and fulfil their potential. To do that they ensure that each school has first-class teaching, management and leadership, and are supported and held to account by high-quality governing bodies.



# Skinner's Academies Trust: Professional Development



Skinner's Academies Trust is committed to investing in our people and as such offer a high-quality suite of professional development opportunities for all of our teachers. All teachers and leaders at the Trust demonstrate a commitment to being a reflective practitioner, open to learning and motivated to keep getting better.

We know that great professional development will lead to great impact in our schools. The pillars of our offer are designed to offer opportunities to all our staff, to support our vision for an excellent education in all our schools and to have a clear impact on outcomes for all our pupils.

## **Chartered College of Teaching Membership**

All teaching staff are given full membership to the Chartered College of Teaching. This gives them access to a range of resources including research papers, articles, lesson videos and the quarterly journal, *Impact*; and opportunities to participate in CCT courses or become a Research Champion.

## **Research-Led Networking Opportunities**

The Trust-wide Research Circle meets online each half term to explore an education-based text. It offers teachers from across the Trust with a passion for evidence-informed practice the opportunity to debate a range of research and its implications for classroom practice and student outcomes.

Copies of the book are free to members.

## **Development for Teachers**

The Purposeful Practice Programme is designed to empower teachers to understand, some of the highest leverage classroom strategies that can be utilised to secure great outcomes for young people. Each module builds on the last with a key focus on formative assessment strategies and modelling and utilises analysis of classroom videos.

## **Development for Middle Leaders**

Our bespoke Middle Leadership Programme is a 10-month course designed and delivered internally for those at the start of their leadership journey. Throughout the course we explore evidence and

good practice around effective leadership, use of data, managing teams and how to implement improvement. All participants are allocated a mentor who supports them throughout the course and get to visit each Trust school over the duration of the year.

## **Subject-Specific Collaboration**

We have established Subject Communities for English, Maths, Science and MFL, enabling improvement at subject level the Trust through collaboration between subject leads and shared good practice. This gives heads of department an exciting chance to experience and learn from a range of practice across all our schools. The groups are facilitated by senior subject experts.

## **SLT Community of Practice**

All senior leaders across the Trust can join the SLT Community of Practice, giving them the opportunity to share good practice in school improvement. Leaders participate in visits to Trust schools, hear from external experts and provide professional and supportive critique to one another.



# Science at Skinners'



## SCIENCE AT SKINNERS'

The Skinners' School is currently seeking an enthusiastic and able teacher of Chemistry to join a very strong department from January 2026.

- The role would ideally suit a Physics specialist with the ability to teach Chemistry to GCSE, or a Chemistry specialist. We can accommodate a fixed term contract (to July 2026) or someone looking for permanent employment, and can consider part-time as well as full-time applicants (the part-time allocation would be a minimum of 0.6).
- Experienced teachers and ECTs with good curriculum knowledge are all welcome to apply.
- A willingness to contribute to the extra-curricular life of the school will be a distinct advantage.
- The salary will be commensurate with the qualifications and experience of the successful applicant.

The Science department at Skinners' achieves consistently excellent results across all Key Stages. The department comprises 14 expert teachers and three very capable and supportive technicians.

We teach an integrated science course in Years 7 and 8. In Year 9, all pupils begin the GCSE Separate Science course (Edexcel). At GCSE 70% of grades at 9-7 is the norm in science.

The Sciences remain a very popular choice for boys at A level, attracting two to four groups in each of Physics, Chemistry and Biology every year. Results at A level are excellent: last summer 85% of Chemistry grades were A\*-B, along with 70% of Physics grades. Of the class of 2025, over 50 students have gone on to read science related degrees at Russell Group universities.

The Science department has its own staff room where a considerable amount of information about teaching, learning and student progress is shared. All teaching takes place in spacious labs which are on a rolling programme of refurbishment. We are currently adding an 11<sup>th</sup> lab (to be completed by Christmas 2025).

# Job Description



**Reporting to:** Head of Physics / Chemistry

**Location:** The Skinners' School

**Salary:** Competitive

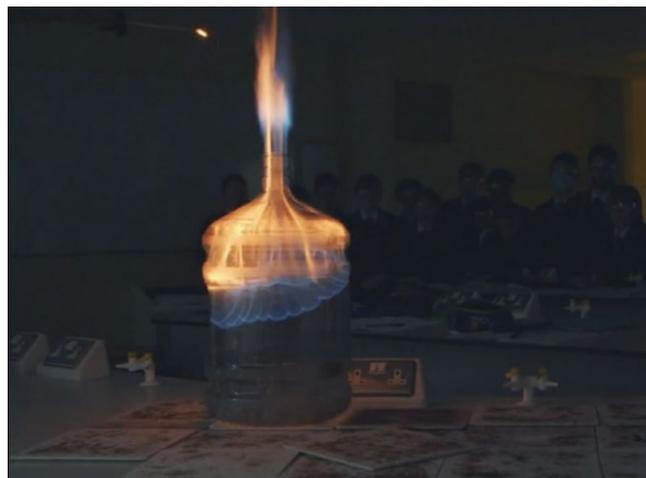
**Full-time/part-time:** Full time and/or part-time

## Main duties:

- To prepare and teach lessons to the teaching groups assigned by the Head of Department using methods appropriate to the age and ability of each individual student.
- To undertake assessment of student progress, setting targets and monitoring performance in line with school and departmental policies.
- To participate with the Head of Department and other colleagues in the development of appropriate specifications, materials, schemes of work and lesson plans, which should engage, stimulate and challenge students of all abilities, and should cater for all learning styles.
- To set and assess meaningful homework on a regular basis according to the school homework policy.
- To maintain an up to date knowledge of the subject, and use a range of teaching methods in line with currently acknowledged best practice.
- To play a role in the effective promotion of Science in general at

Open Days/Evenings and other events, and in the development of effective curriculum links with partner schools and the community.

- To ensure effective communication /consultation as appropriate with the parents of students.
- To participate in the school's ITT, ECT and CPD programmes, where appropriate.
- To maintain the highest standards of behaviour within the school community, based on mutual respect between students and staff.
- To play a full part in the life of the school community, to support its distinctive ethos and to actively contribute to the wider life of the school by organising and participating in appropriate extra-curricular activities.



# Person Specification



Person specification:

- Strong subject knowledge
- An excellent classroom practitioner
- Dynamic, professional, positive and resilient
- High expectations of self and students
- A capacity for sustained hard work
- Ability to work both independently and as part of a team
- Strong organisational and interpersonal skills
- A passionate commitment to equality of opportunity for all students
- A firm commitment to Professional Development
- A commitment to the ethos and extra-curricular life of the school

*The Skippers' School is committed to the safeguarding of children; all employees will receive safeguarding training and need to follow the Safeguarding Policy.*



# Explanatory Notes



## Safeguarding Children and Young People

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

- Candidates should be aware that all posts within the Trust involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post.
- Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.
- The Trust will undertake all checks in line with safer recruitment as outlined in Keeping Children Safe in Education.

## Interview Process

On the advert has closed, shortlisting will take place, and candidates will be invited to interview.



## Conditional Offer: Pre Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of Right to Work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory Enhanced DBS Check
- Verification of Professional Status (where relevant)
- Satisfactory Online Check
- Where the candidate has worked abroad or been a resident overseas in the previous five years, such checks and confirmation as required in accordance with statutory guidance.

## How to apply?

The closing date for applications is **Wednesday 8<sup>th</sup> October 2025 at 12 noon** with interviews place soon afterwards.

- Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification
- Further information about the role and an application form can be found on our website [here](https://www.skippers-school.org.uk).

For more information about this position, or to have a confidential discussion about the role, please contact Wendy Dray on **01892 520732** or via email [wendy.dray@skippers-school.org.uk](mailto:wendy.dray@skippers-school.org.uk)

**We look forward to hearing from you**

*We reserve the right to withdraw from this recruitment process at any given point.*





**The Skinnners' School**  
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