



Teacher of Science (maternity cover)

Information for Candidates

To start September 2024

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

Introduction from the Headteacher



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

The Skinners' School was opened in Tunbridge Wells in 1887. The current roll is 1121, with 318 in the Sixth Form.

Skinners' 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 Skinners' 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



Skinners' Academies Trust



Skinners' Academies Trust is a new, collaborative Trust of five high-performing schools in Kent and London working together to improve outcomes for all our students. Launched in September 2023, the Trust educates a total of 4,500 students across primary and secondary phases and both comprehensive and selective schools.

The Trust builds on the longstanding collaboration and shared values across the family of schools supported by The Skinners' 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.

Skinners' Academies Trust's mission is to provide its 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.



Job Profile



SCIENCE AT SKINNERS'

(maternity cover, September 2024 – June 2025)

The Skinnners' School is currently seeking an enthusiastic and able teacher of Science to join a very successful department on a one-year (maternity cover) contract from September 1st 2024. The successful applicant will be required to teach at Key Stages 3 and 4, but there is potential to teach A level too. This will include teaching Junior Science and a specialist subject at Key Stages 4 and 5. We particularly welcome candidates with the ability to teach Physics. This role is open to full-time and part-time applicants, though in the case of part-timers, we are likely to need four days a week.

The Science department at Skinnners' achieves consistently excellent results across all Key Stages. The integrated junior science course represents crucial preparation for GCSE courses, which start in Year 9. All students take separate sciences at GCSE; all three sciences are popular at A level. Of the class of 2024, over 50 students have gone on to read individual Sciences, Engineering, Medicine or Natural Sciences at university.

All teaching takes place in modern, spacious labs, many of which have been recently refurbished. All have digital projectors, interactive whiteboards and visualisers. There is also a suite of wireless enabled laptops solely for the use of the Science department, allowing individual or whole class work to be done using modern IT facilities.

The Science department is supported by three dedicated laboratory technicians and in addition has its own staff room where a considerable amount of information about teaching, learning and student progress is shared.

Job Profile



Teacher of Science (maternity cover)

Responsible to: Head of Science

Key relationships: Teachers and support staff

Location: The Skinners' School

Salary: Competitive

Full-time/part-time: Full-time

Main duties:

To prepare and teach lessons to the teaching groups assigned by the Head of Science 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 Science and other colleagues in the development of appropriate syllabuses, 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 to use a range of teaching methods in line with currently acknowledged best practice.

To play a role in the effective promotion of Science 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 and CPD programme.

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:

- 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
- An excellent classroom practitioner
- A passionate commitment to equality of opportunity for all students
- A firm commitment to Continued Professional Development
- A commitment to the ethos of the school

Remuneration:

A salary based on the School Teachers Pay and Conditions Document, appropriate to the qualifications and experience of the successful candidate.

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



Application and candidate selection process: our candidate charter



We want every candidate to have an informed, engaging and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

We will:

- provide you with clear, accurate and timely information;
- give you the opportunity to ask questions – and we will ensure you get the answers you need;
- respond to enquiries promptly and usually within 24 hours during the working week;
- adopt a fair and consistent assessment process;
- make sure you have all the documentation and details you need for an interview, well in advance;
- provide you with real insight about what it's like to be part of our team;
- ensure all offers are fair and equitable; and
- seek feedback on your experience at every opportunity, so we can continue to improve.



In return we ask that you:

- be honest and upfront about your experience, aspirations and motivations;
- provide open and accurate information when submitting an application;
- always give yourself the best opportunity to succeed – research who we are and how we work;
- let us know if situations change in relation to your interest – and help us understand why; and
- prepare yourself for interview and let us know how we can support you.

Our commitment to you:

- **Transparency** We will treat you with respect, honesty and fairness
- **Protecting your privacy** We will ensure your information is secure and handled sensitively
- **Understanding You** will be given everything you need to make informed decisions
- **Showcasing talent** We will provide a good opportunity for you to share your skills, experience and potential
- **Feedback** We will provide constructive feedback professionally and promptly
- **Listening** We welcome feedback and we'll act on what you have to share
- **Inclusivity** Our hiring decisions align with our commitment to create a high-quality, diverse workforce.



Safer recruitment in education: information for applicants



The Skinnners' School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

The aims of our Safer Recruitment Procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

What we will provide

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post, including safeguarding responsibilities;
- a person specification which will include a specific reference to suitability to work with children; and
- The Skinnners' School application form

All applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in employment history.



Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

References

References will be requested at the selection stage directly from the referee. They will be asked about:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children; and
- whether the referee has any reservations as to the candidate's suitability to work with children.

If the referee has any reservations, the Trust/School will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

We will also carry out online searches for all shortlisted candidates to identify any incidents or issues, related to suitability to work with children.

Pre-employment checks

- an enhanced DBS check is required for all successful applicants;
- prohibition and overseas checks will also be completed if necessary.

How to Apply



The closing date for applications is **Monday 15th April 2024 at 12 noon** with interviews shortly thereafter.

- 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 school and an application form can be found on our website [here](#).

We look forward to hearing from you



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