



**The Waldegrave Trust**  
Waldegrave School, Fifth Cross Road, Twickenham, TW2 5LH  
TEL: 020 8894 3244, FAX: 020 8893 3670

September 2022

**Teacher of Science**

**Full time**

**Permanent Contract**

**Main Pay Scale / Upper Pay Scale for Outer London, depending on experience**

**Starting date: 1 January 2023**

Dear Applicant,

Thank you for your interest in the above post based at Waldegrave School. We are looking to appoint an enthusiastic and passionate science specialist with the ability to teach either Chemistry and/or Biology to A Level, along with other science subjects to KS3 level. They will be able to convey their knowledge and love of the subject to our students. We are proud of our excellent Science Department at Waldegrave. All three sciences are very popular at A' level and many students go on to continue the study of the subjects or related subjects at university. You will be a key member of the Science department which consists of thirteen science teachers supported by three science technicians. It is a well resourced department with a wide range of physical and on-line resources. We welcome applications from either experienced or newly qualified teachers.

Waldegrave is an outstanding and over-subscribed comprehensive school for girls aged 11 to 16, with a successful co-educational sixth form. We are a school whose aim is that everyone enjoys learning, feels valued and experiences success. We are a positive, supportive community with an active PTA, engaged student parliament and strong governing body.

We are a Google School and whilst maintaining the rigour of traditional learning we embrace the use of new technology to support this. Utilising this technology is also a key part of how we can work more collaboratively and improve communication as a school, supporting more flexible approaches to working. Behaviour for learning is strong and underpinned by clear policies and support for staff and students. Our inclusion and well-being teams are excellent and provide integrated support, care and understanding.

We value our staff and are committed to running a school in which staff can grow and progress in their careers. Having previously been a National Teaching School, Waldegrave is an active member of the Wandsworth Teaching Hub. We have strong links with Higher Education Institutions and staff at all levels in school support new entrants to the profession. Staff looking to further their own careers are encouraged and supported to participate in NPQ programmes. Our values, combined with enthusiasm and hard work, have proved to be successful in terms of our students consistently

achieving outstanding results, an Ofsted “outstanding” rating (2018) and a keen student body and alumni who are proud to be Waldegrave students. In 2016 Waldegrave School was awarded ‘Comprehensive School of the Year’ by The Sunday Times and in 2019 achieved accreditation as a World Class School.

This pack includes the job description and person specification as well as information about the school. Further information can be found on our website. We will use the person specification as the basis for the selection criteria. We value the diversity of our school community and our curriculum; we are committed to ensuring our staff recruitment and development processes are reflective of this.

I hope you will decide to apply. We prefer you to apply electronically via the TES or eteach websites, alternatively, you can download an application form from the jobs page of our website [www.waldegrave.richmond.sch.uk](http://www.waldegrave.richmond.sch.uk).

**Closing date for applications is noon on Sunday 25 September 2022 with interviews taking place on Wednesday 28 September. However, we reserve the right to interview and appoint before the closing date so early applications are recommended.**

The Waldegrave Trust is committed to safeguarding and promoting the welfare of students; We expect all staff to share this commitment and an enhanced DBS disclosure will be sought.

May I wish you every success and thank you for the time and effort I know you will put into your application.

Yours sincerely



Elizabeth Tongue  
Headteacher

## **Please read these notes before completing the application form**

It will help us if you follow these instructions:

- You can apply electronically via the TES, Eteach or via the jobs page of our website, [www.waldegrave.richmond.sch.uk](http://www.waldegrave.richmond.sch.uk)
- Please include everything you wish the panel to consider on the form rather than in any separate document or covering email. Only applications submitted on the school's application form will be considered.
- Please give the full name and title of both your referees, and ensure that the full address, telephone numbers and email addresses are included. Your referees will be contacted if you are short-listed.
- If you are short-listed we will contact you by email.
- You will be asked to sign a hard copy if you are appointed.
- Waldegrave Trust is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment. All our staff are required to complete a DBS (Disclosure Barring Service) check and declare previous convictions.
- We are fully committed to equality of opportunity and aim for our staff to reflect the school community. It will help us to monitor the success of our recruitment strategies if you complete the ethnic monitoring information page of the application form. The information you provide will be treated as confidential and will not be made available to the short-listing panel.

## Job Profile – Teacher of Science

Key Purpose	To assist in promoting high standards of teaching of Science
Accountable To	Head of Department for Science
Accountable For	Student progress and achievement in Science

<b><u>Key Accountabilities</u></b>	<b><u>Key Tasks</u></b>
Teaching and Learning	<ul style="list-style-type: none"> <li>• To have clear understanding of the aims of the Science curriculums and to be able to articulate these to all stakeholders</li> <li>• To prepare appropriate resources in order to deliver the curriculum effectively to meet the needs of <b>all</b> learners</li> <li>• To contribute to the development of schemes of work</li> <li>• To mark work using assessment for learning techniques so that <b>all</b> students make progress</li> <li>• To set and mark homework in line with the school's policy</li> <li>• To track student progress with accurate records that ensure you can implement appropriate targeted intervention strategies</li> <li>• To ensure that the learning environment is stimulating through the display of students' work and other appropriate materials</li> </ul>
Student well-being	<ul style="list-style-type: none"> <li>• To support all students to feel valued members of the school community</li> <li>• To keep a register of attendance at each lesson and to follow up non-attendance and lateness</li> <li>• To support positive behaviour, maintaining firm but clear discipline and rewarding students in accordance with the school behaviour policy</li> <li>• To ensure that students' individual needs are supported</li> <li>• To support the pastoral care of students in the role of form tutor</li> <li>• To contribute to the safeguarding of students and to child protection using the procedures outlined in school policies</li> <li>• To ensure that the school health and safety policy and risk assessments are followed</li> </ul>
Wider Professional Responsibilities	<ul style="list-style-type: none"> <li>• To promote equality and challenge discrimination</li> <li>• To ensure clear communication with parents, carers and all other stakeholders through the completion of interim grade sheets, student profiles, attendance at Parents' Consultation Meetings, and any other report as necessary</li> <li>• To implement relevant school policies</li> </ul>

	<ul style="list-style-type: none"> <li>• To contribute to the wider life of the school through engagement with extra-curricular activities</li> <li>• To have regard for the safety of students in line with the school's Health and Safety policy and routines, such as fire drill</li> <li>• To attend regularly and punctually</li> <li>• To keep subject knowledge up to date through wider reading, engagement with subject specialist networks, external and school based training</li> <li>• To work collaboratively and engage professionally in dialogue about teaching and learning</li> <li>• To contribute to own professional development through performance review and observation</li> <li>• To attend and contribute to school meetings as per the calendar</li> </ul>
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## Person Specification - Teacher of Science

	Essential	Desirable
<b>Qualifications:</b>		
Qualified teacher status	✓	
Graduate in main teaching subject	✓	
<b>Experience</b>		
Teaching or teaching practice in a secondary school	✓	
Outstanding teacher	✓	
KS3 and 4 teaching experience	✓	
KS5 teaching experience in one science subject		✓
<b>Knowledge, Skills &amp; Abilities</b>		
Up to date knowledge of all aspects of the National Curriculum as it relates to your subject/s	✓	
Excellent classroom practitioner	✓	
Ability to enthuse students through excellent teaching	✓	
Good organisational and administrative skills	✓	
Ability to use data and assessment for learning to monitor progress and raise achievement	✓	
Excellent Interpersonal relationship skills	✓	
High level ICT skills including the use of interactive teaching software	✓	
Experience using Google Classroom		✓
Ability to use a range of teaching styles appropriately	✓	
Ability to enthuse students through excellent teaching	✓	
Ability to use ICT to support innovative and effective teaching & learning	✓	
<b>Qualities</b>		
Enthusiasm for teaching and learning and for your subject	✓	
Commitment to continuous professional development of yourself and others	✓	
A willingness to contribute to extracurricular activities	✓	
Be able to relate well to students and parents / carers and have a commitment to positive and healthy outcomes for young people	✓	
Be able to listen effectively and be sensitive to others	✓	
A demonstrable commitment to the safeguarding of students and child protection	✓	
A demonstrable commitment to equal opportunities	✓	
<b>Other</b>		
An excellent record of attendance	✓	
A commitment to working as a team	✓	
Commitment to the school's ethos, aims and its whole community	✓	

*To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not specifically referred to above.*

## **School Information – Waldegrave School**

Waldegrave is a successful and over-subscribed comprehensive school for girls aged 11 to 16. In 2014 Waldegrave opened a co-educational sixth form which has gone from strength to strength.

The wider success of Waldegrave has been recognised in many different ways:

- Graded “outstanding” by Ofsted 2018.
- 80% of students achieved A\*-B at A level in 2022
- 90% of students achieved at least 5 good passes including maths and English at grade 4 +; 54% of all grades were at Grade 7 or above in 2022
- World Class School Award (2019, 2022)
- Sportsmark Award, Silver Artsmark, Healthy Schools Award, Eco Schools Award

### **Staffing**

The school has a staff of 89 teachers, 38 technicians and curriculum support staff, 19 administrative staff and 4 premises staff. School lunches, grounds maintenance and cleaning are provided through competitive contracting. There is a strong commitment to training and professional development, and the work/life balance of all staff.

### **Students**

There are 1081 students on roll, plus a further 387 enrolled in the sixth form. In recent years the number of applicants for places at Waldegrave has greatly exceeded the planned admission number. The students come from a wide range of religious, cultural, social and ethnic backgrounds. Approximately 18% of the students are from homes where English is not the first language, and there are 43 home languages other than English spoken amongst the students. The number of students in receipt of the pupil premium grant is approximately 8%.

### **Student Academic Achievement**

We are very proud of our results at Waldegrave and we will continue to aim to achieve the very best results possible. Our results have been consistently high year on year but we have students of all abilities and we celebrate the progress of every student. Click [here](#) for further information on our exam results.

### **Curriculum**

The curriculum at KS3 and KS4 is broad, balanced and differentiated so that the needs of individual students are met. Students are placed into eight all-ability tutor groups in years 7 to 11 and these form the basis of teaching groups. The vast majority of teaching is mixed ability and there is very little setting at any age. Homework is set regularly and seen as an important extension to the curriculum. We offer a wide range of extra-curricular activities such as orchestras, choirs, sports clubs, drama club, science club and sixth form lectures. Productions and musical events are a part of the school calendar. Careers education is an important part of our curriculum and all students in KS4 have a work experience placement. In our thriving and over-subscribed co-ed sixth form we offer an academic curriculum of A level subjects.

## **Pastoral System and Student Voice**

The pastoral system at KS3 and KS4 is based on a year group support structure. Students are in tutor groups of approximately 27 students and form tutors have the first responsibility for the welfare, progress and attendance of their group. They are led by a Head of Year and Head of KS3 or KS4.

In KS3 and 4 there are a range of forums that provide an opportunity for students to voice their ideas and to influence any aspect of school life: A Head Girl and her Deputies lead a team of senior prefects and perform duties on behalf of the whole school. We have an active school parliament, with sub-committees including Ecotopia and Diversity & Inclusion, who contribute to on-going improvements to the school. The school also operates a house system which provides opportunities to gain leadership skills and also for students to come together and participate in competitive competitions and charity events or sometimes just for some fun.

Sixth form students are in tutor groups of approximately 24 students and tutors are led by Heads of Year and Head of Sixth Form. Student leadership roles include that of Head Girl and Head Boy who are elected to carry out responsibilities in relation to the sixth form. Sixth form students participate in volunteer work and, under the usual school arrangements, some would run clubs or provide support for individual students, or in lessons in the main school.

## **Site and Buildings**

The school is set in spacious and attractive grounds; we have our own playing fields within the 14.5-acre site. The school has received significant investment over the past in a new sixth form block, dining room and sports hall, and a refurbished performing arts centre. There are well-equipped specialist facilities. There are twelve science labs, several ICT suites and class sets of laptops available to book. We continue to invest in our facilities for staff and students.

## **Wellbeing**

We take staff wellbeing seriously and have an Employee Assistance Programme which offers free counselling and advice. Waldegrave are a member of the Cycle to Work Scheme and have an active Staff Association who are there to help support staff as well as organise social events. There is a small gym on site that staff can use as well as weekly yoga classes. Being located in the greenest London borough we frequently have a staff cycle to work or enjoy jogging or walking around nearby Bushy Park in their leisure time.

We know that being part of a supportive and collegiate community is essential to all of our wellbeing. We have a friendly and welcoming staff. The staff association regularly organise events to bring staff together and whole school and departmental events are very popular.

Tea and coffee facilities are freely available to staff. The food in our canteen is excellent and normally includes main dishes, salads, pasta and noodle pots and grab and go items for all dietary needs.



Our staff lanyards make life easier as they can be used to access school, to purchase food and for the photocopiers.

### **Diversity, Equality and Inclusion**

Waldegrave is committed to promoting and celebrating a diverse, equal and inclusive community - a place where we can all be ourselves and succeed on merit. We do not discriminate against any employee or applicant for employment because of race, colour, sex, age, national origin, religion, sexual orientation, gender identity and/or expression or disability. We offer a range of family friendly and inclusive employment policies, flexible working arrangements and embrace staff feedback.

At Waldegrave, each of us contributes to inclusion - we all have a role to play. Our culture is the result of our behaviours, our personal commitment, how we collaborate and the ways that we courageously share our perspectives, encourage others to do the same, listen with patience and respect, and embrace open dialogue. We all thrive when we get this right.

### **The Science Department at Waldegrave**

There are currently thirteen teachers (across biology, chemistry and physics) and three knowledgeable technicians within the dynamic department. Waldegrave Science has eight fully equipped labs as well as another three state of the art labs in the Sixth Form.

The department promotes a culture of teaching and learning to develop the scientific interest, knowledge and skills of our students. Addressing, tackling and overcoming educational challenges within the department is a key focus; often promoting deep discussions on strategies to best move forward. Department members are able to share expertise, resources and skills to support each other in achieving common goals. Rapport amongst science staff is at the heart of departmental successes.

Key foci of the Science Department at Waldegrave currently include:

- Improving classroom based practice using observation cycles; namely assessment feedback, student engagement with practical work and classroom expectations.
- Assessment for Learning (AFL) to promote self reflective and resilient learners who are able to make mistakes on which to build.
- Curriculum development to address the skill work expected from the current GCSE and A-level exams.
- Departmental training during meeting time to ensure consistent student experiences
- Cross curricular work - maths, DT, English.
- Promoting 'women in STEM', equality, diversity and inclusion in the science curriculum and STEM subjects as careers.
- Use of extra-curricular activities, in school events and visits are used to enhance students' enjoyment of Science.
- Staff well-being: working towards a better work-life balance.