

ENFIELD GRAMMAR SCHOOL



INFORMATION FOR CANDIDATES



TEACHER OF SCIENCE

JOB ADVERT



Teacher of Science Main Pay Scale M1 – UPS3 (Outer London)

Would you like to work at a school that has a prestigious past, a wonderful present and a beautiful future? Would you like to work at a school that was established 450 years ago with the responsibility of teaching poor children in the local area to read and write. Would you like to work at a school that has built upon this moral ethos, successfully educating and preparing boys for the world that awaits? If so, we'd like to meet you.

This is an excellent opportunity to join and further strengthen an established and successful Science Faculty, either as an NQT or experienced practitioner. We are seeking to appoint an outstanding classroom teacher with strong practical skills who has the ability to enthuse and engage pupils. Science is taught within a forward thinking and creative team and we welcome applications from new teachers and experienced colleagues.

The faculty is well resourced and has a good team of teaching and technical staff that are all passionate about science education. We have been fortunate to have had a significant sum of money bequeathed to us which has allowed us to update a significant amount of our equipment to further enhance the experience of the pupils. The Science faculty has a good mix of experienced and novice teachers that work well as a dedicated team.

Enfield Grammar School is an 11-18, 6 form entry, boys' comprehensive and is heavily oversubscribed every year. We are a Specialist Sports College and converted to Academy status in August 2011. We provide a secure learning environment for our pupils in a combination of modern and historic buildings. The school is situated in the town centre with easy access to London and greenbelt countryside and has its own large and attractive playing fields.

If you share our vision and have the drive and determination to make a positive contribution to the success of our students, then please do come and visit us. Please call (020 8363 1095) or email applications@enfieldgrammar.com to arrange a time to see the school and the department.

Alternatively for more information about the School please visit www.enfieldgrammar.com.

The school is committed to safeguarding and promoting the welfare of children and young people and anyone applying to work in our school is expected to share this commitment. Any appointment is subject to a satisfactory Enhanced with Barred List check through the Disclosure and Barring Service (DBS).

For an application form (CVs are not acceptable) and information booklet please download the details from the school website: www.enfieldgrammar.com

Closing date for applications: **Tuesday 21 May 2019, 12 noon**

All applications should be emailed to applications@enfieldgrammar.com or submitted via TES

Intended Interview date is Thursday 23rd May 2019

Start Date: September 2019 (earlier if appropriate).

LETTER FROM THE HEADTEACHER



Dear Applicant

May I thank you for your interest in this post. I hope that the information provided, alongside the school website, is sufficient to enable you to make your application.

Ideally, we'd love you to visit us to see us in action. We then would be confident you would apply to join us. If you would like to visit then please contact Mr B Doyle, Head of Science, who will be pleased to be of assistance.

Your written application is an important part of the selection process and you are strongly advised to give careful consideration to the job description and person specification when completing your application form.

I recognise that preparing an application is a time consuming process. Consequently, I should like to thank you in advance for submitting your application. If you are not successful in being shortlisted for interview, may I wish you every success in the future in your search for a suitable job.

Please do not hesitate to contact Mr B Doyle, Head of Science, should you require further details.

Yours sincerely

A handwritten signature in black ink, appearing to read 'C Lamb', written in a cursive style.

C Lamb
Headteacher

ABOUT THE SCHOOL



Enfield Grammar is a successful school with a strong tradition and excellent reputation. We were rated 'Good' in our recent Ofsted inspection (September 2018) and continue to strive to improve outcomes for students. We take great pride in our comprehensive CPD programme that allows all staff to develop their practice and expand their skill set.

Enfield Grammar School is rightly proud of its fine traditions and examination achievements. We are also a school which is intent on ensuring that the breadth and quality of education will, as far as is possible, equip all of our pupils to meet the rapidly changing demands of the future.

We are a Specialist Sports College and converted to Academy status in August 2011. The School has achieved the 'NACE Challenge' and 'Investors in People' awards. There is a strong commitment to supporting staff development.

The School is based on two sites. The Upper School is a mixture of original 16th and more recent 20th Century buildings and is situated just off the Market Square in the centre of Enfield Town. The Lower School, some five minutes' walk from the Upper School, is a 17th Century listed building which houses Years 7 and 8. The school roll is approximately 1100 boys, of whom some 210+ are in the Sixth Form.

The School has a strong commitment to extra-curricular activities of all forms and it is expected that all potential members of staff would be willing to support this commitment. As a comprehensive school dedicated to serving the local community, as it has done since 1558, we admit 180 boys each year, representing the full range of ability from diverse ethnic and cultural backgrounds.



SCIENCE DEPARTMENT



The Science Department at Enfield Grammar School is a successful and committed team. Our aim is to make Science interesting, stimulating and enjoyable. This is achieved by teaching through a range of styles and activities to encourage thinking skills and encourage our pupils to be active learners. We have four dedicated technicians, who make the emphasis on practical learning possible.

The Science Faculty is committed to Assessment for Learning, gives the pupils frequent opportunities to demonstrate their skills and tests them summatively at least once per half term.

Years 7 and 8 follow a general Science course linked to Exploring Science and are taught by one teacher for three lessons per week. Key Stage 4 has nine lessons across the two-week cycle separated in three lessons each of Biology, Chemistry and Physics and may be taught by one, two or three different staff.

At present, at KS5, we have two sets in Year 12 and Year 13 for Biology, Chemistry and Physics, where pupils are taught five lessons over the two-week cycle and have one or two different teachers per subject.

We are proud of our pupils who perform consistently well. This reflects the hard work of both teachers and pupils.

We would welcome a hardworking and enthusiastic teacher, who enables pupils to enjoy practical work and develop their thinking skills.

JOB DESCRIPTION



Purpose of the job:

The teaching of students, and the associated pastoral duties in respect of those students, in accordance with the aims and objectives of the school.

Responsible to: The Headteacher and Governing Body

Main Duties and Responsibilities

This post is subject to the current conditions of employment of teachers contained in The School Teachers' Pay and Conditions Document.

Planning

- Identify clear teaching objectives and specify how they will be taught and assessed.
- Set tasks which challenge students and ensures high levels of interest.
- Set appropriate and demanding expectations.
- Set clear targets for students building on prior attainment.
- Identify SEN, disadvantaged and gifted students.
- Provide clear structures for lessons, maintaining motivation, pace and challenge.
- Select and prepare and organise resources with the help of support staff where appropriate.
- Make effective use of assessment and ensure coverage of the scheme of work/programme of study.

Teaching and Learning

- Establish a purposeful learning environment where students feel secure and confident.
- Teach clearly structured lessons which interest and motivate students.
- Organise teaching and learning time effectively.
- Organise and manage the physical teaching space, tools, materials, texts and other resources safely and effectively with the help of support staff where appropriate.
- Set high expectations for students' behaviour and manage students' behaviour constructively.
- Use ICT effectively.

JOB DESCRIPTION



Teaching and Learning continued

- Provide homework and other out-of-class work that consolidates and extends work carried out in class.
- Work collaboratively with other colleagues.
- Evaluate teaching in order to improve effectiveness.
- Consult with subject leader and Line Manager about professional development.

Monitoring and Assessment

- Make appropriate use of a range of monitoring and assessment strategies to evaluate students' progress towards planned learning objectives.
- Monitor and assess students' work giving constructive feedback to support students as they learn including student response to feedback.
- Set targets for progress.
- Assess students' progress accurately, using, as appropriate, National Curriculum, requirements of Awarding Bodies, etc.
- Record students' progress and achievements systematically.
- Use records as a basis for reporting on students' attainment and progress orally and in writing for parents, carers, other professionals and students.

PERSON SPECIFICATION



KEY: I = INTERVIEW / A = APPLICAITON

	Essential	Desirable	How tested
ATTAINMENT			
- Qualified teacher status	X		A
- Degree which includes a substantive element for Science	X		A
KNOWLEDGE OF			
- Science to GCSE	X		A, I
- Science to 'A' level		X	A, I
- the National Curriculum in Science	X		A, I
- ICT and the learning of Science	X		A, I
UNDERSTANDING OF			
- the issues concerning raising the attainment of boys		X	A, I
- the issues regarding the teaching of Science to both able students and students with SEND		X	A, I
- the needs of a diverse comprehensive school community		X	I
- the AFL agenda in Science	X		
ABILITY TO			
- co-operate effectively with colleagues	X		I
- support the school policy of recording and reporting	X		A, I
- accept advice and feedback and act accordingly	X		I
- form effective relationships with students and staff	X		A, I
- employ effective strategies of classroom control and management	X		A, I
- perform clerical and administrative tasks efficiently	X		
COMMITMENT			
- determination to raise the achievement of all students	X		I
- has high expectations for all	X		I
- willing to teach all ages and abilities (up to at least GCSE)	X		I
- to contribute to curriculum development	X		I
- to support the school's equal opportunities policy	X		I
- to contribute to extra-curricular activities		X	A, I
QUALITIES			
- enthusiasm for Science	X		I

IF YOU ARE CALLED TO INTERVIEW



Our intention is to inform the chosen candidate of their success on the day of the interview.

For this reason, we would ask all candidates to bring the following with them:

1. Original certificates to support your qualifications.
2. Your DfE registration number.
3. Immigration details and work permit (if applicable).
4. Identification documents to support your Enhanced with Barred List check through the Disclosure and Barring Service (DBS).
5. Three most recent salary slips.

Closing date: 12 noon, Tuesday 21 May 2019

COMMITMENT TO SAFEGUARDING



Enfield Grammar School is committed to safeguarding and promoting the welfare of children, and safe recruitment of staff is central to this commitment. We will ensure that our recruitment practices are robust, and that our selection procedures prevent unsuitable people from gaining access to children. All adults who work with or on behalf of children and young people in our school must be competent, confident and safe to do so.

All posts working with children should be aware of, and share the commitment to safeguard and promote the welfare of children and young people when applying for jobs within Enfield Grammar School.

This commitment is expressed through the following requirements:

Recruitment

Failure to adhere to the following requirements means that an applicant will not be employed to work at Enfield Grammar School.

- Applicants will be required to undertake an enhanced DBS (Disclosure Barring Service) check if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
- Applicants are required, when completing an application for a post within the school, to supply full education and employment history since leaving secondary school, with explanations for any gaps.
- An applicant's personal commitment to safeguarding children and young people will be explored through the interview process.
- Successful applicants must show proof of identity and qualifications certificates, along with various other pre-employment clearances before a firm offer of employment is made.
- Prior to taking up post, applicants will be expected to sign the School's Code of Conduct, which commits them to upholding the highest standards in public life, both in the way they undertake their professional duties, and in their personal conduct.

Employment

Failure to adhere to the following requirements may result in summary dismissal:

- To participate in induction processes, professional line management and annual appraisal, where the employee's ability to safeguard children, young people or vulnerable adults through professional involvement and personal conduct will be guided and assessed.
- To undertake mandatory training, including child protection training, as appropriate to their duties.
- To familiarise themselves with all relevant policies and procedures, produced by the School, including procedures for managing allegations against staff.