



# SCIENCE TEACHER

Information Pack for Candidates

**THORPE HALL**  
SCHOOL



Thorpe Hall School is a non-selective, independent day school for boys and girls aged 2 to 16. It has exceptional facilities, competitive fees and excellent results. School life is happy and positive with a variety of opportunities for students and staff to be challenged, supported and successful. There are many promotion opportunities and staff career development is a strong area of focus in the school.

## NURSERY 2-4

## PREP SCHOOL 4-11

## SENIOR SCHOOL 11-16

- Top 25% of all schools in England for 'Value Added' scores
- 2021 - Highly Commended Tes (Times Educational Supplement) Senior School of the Year
- 2021 - Winner of the Tes (Times Educational Supplement) Community Initiative of the Year Award (Whole School)
- 2020 - Finalist for the Tes (Times Educational Supplement) Wellbeing Initiative of the Year Award (Whole School)
- 2019 - Winner of the ISA Award for Excellence & Innovation in Pupils' Mental Health & Wellbeing (Whole School)
- Dedicated studios for Art, DT, Food Tech and ICT
- Affiliated Forest School and Beach School Status
- Professionally equipped 200-seat Theatre
- New £2.1m Sports Centre supporting a strong and diverse sports programme
- Extensive co-curricular programme including many local, national and international trips and excursions



# OVERVIEW

Set in 11 acres of semi-rural land, the school extends to four buildings:

**The Young Building:** Senior School (KS3 & 4) and Nursery

**The De Rusett Building:** Preparatory School (Reception, KS1 & 2) and Senior School Library

**The Norris Building:** housing practical and creative subjects, Food Technology, DT, Film Studies, Art Studio and The Cunningham Theatre (210 seats)

**The Seaglass:** completed in 2018, Sports Hall (4 badminton courts)  
Fitness Suite, Dance Studio, Music department, Conference Room

There are over 440 students on roll, with three to five forms of entry in the Senior School and one to two forms of entry in the Preparatory School. The Nursery and Pre-Nursery are full.



# VISION

As a fully inclusive, co-educational school, we are proud to celebrate our students' excellent all-round achievements, and the enormous value we add to their learning, from Nursery to GCSE.

We challenge our pupils to outperform, whatever their ability. We seek out individual talents and actively encourage the best in everyone. At Thorpe Hall School, all students are motivated to enjoy a myriad of new and exciting opportunities and experiences. We pride ourselves on the individual attention we offer every child, whatever their age and whatever their needs.

Staff are experienced, self-motivated and dedicated to deliver the very highest standards in and outside the classroom. The school website will give you a sense of our expectations and aspirations, and we encourage you to refer to our mission and values – this will give you a real sense of the Thorpe Hall School experience.

## Our Mission

To create collisions with opportunities for all learners so that they can dream with their eyes open, achieve their ambitions and positively impact the world.

## Our Values







# GOVERNORS

The school is a charitable trust, which works in conjunction with a limited company which owns and runs the buildings and site. The Governors are trustees of the charity and directors of the company. All surpluses are reinvested in the school and there are therefore no dividends or directors' fees payable. The current Governing Body has a balance of long-serving and more recent members. There are two enthusiastic parent governors and the Chair, himself, has two children at the school. The Board meets three to four times a year, with sub-committees for Health and Safety, Finance, and Education and Personnel.

# MANAGEMENT STRUCTURE

The Senior Leadership consists of the Headteacher, Head of Curriculum (Senior School), Head of Pastoral (Senior School), SENDCo and two Co-Heads of Preparatory School. The SLT also attend Governors' Meetings along with the School Business Manager. In the Senior School Heads of Department and Subject Leaders oversee the academic aspects of their subjects, and in September 2023 the school will appoint Faculty Heads who will oversee groups of subjects across all age ranges. Candidates who apply may also wish to indicate if they would like to be considered for a Faculty Head or other leadership position.



**Mr S Duckitt**  
Headteacher



**Jade Peterson**  
Co-Head Preparatory School



**Mark Upward**  
SENDCo



**Mr R Turner**  
Deputy Head Senior  
School (Curriculum)



**Mrs R Sheern**  
Deputy Head Senior  
School (Pastoral)



**Chris Ramdin**  
Co-Head Preparatory School



# THORPE HALL SCHOOL IN FACTS & FIGURES

## GCSE VALUE ADDED RESULTS

2019 full GCSE examination cycle:	0.67
Predicted by staff in September	
2021 for July 2022:	0.54
Achieved in July 2022:	1.18z

## SMALL TEACHING GROUPS



Staff: Student  
ratio for ages  
2-16:

Average class  
sizes in Year  
7-Year 9:

Average class  
sizes in Year  
10 and 11:

1:5

18-20

12



**GRAMMAR  
PLUS**

ASPIRE & ACHIEVE



**SKILLS  
CURRICULUM**

@ THORPE HALL SCHOOL



**PATHWAYS  
TO SUCCESS**

@ THORPE HALL SCHOOL

### NEW FOR SEPTEMBER 2023

A Grammar Plus cohort (full grammar stream)  
Skills based curriculum  
Pathways to Success programme

## SCHOOL NOR SINCE APPOINTMENT OF NEW HEADTEACHER IN SEPTEMBER 2021:

Sept 21 - **404**

July 22 - **438**

Current - **445**

NOR confirmed for  
September 2023 -

**500**



“

The achievement of the pupils reflects the commitment of the teaching staff, the clear direction set by the school's leaders and the proactive and committed approach of governors.

Independent Schools  
Inspectorate

”

“

Pupils have a very strong moral code and a deep understanding of their responsibilities as members of the community in the school and in the wider world. They are courteous and respectful of others as shown by the maturity and their interactions with their peers and staff.

Independent Schools Inspectorate

”

# EXCELLENT OPPORTUNITIES FOR LEARNING



19 GCSE subjects offered



English, mathematics  
and science are set



Other subjects  
are mixed ability

All students have a GCSE flightpath from Year 7 with the Minimum Expected Grade one grade above their CAT4 predicted grade i.e. Minimum Expected Grade at Thorpe Hall School = Vale Added of +1

## Innovative subjects offered to Year 7:



Non-core are  
taught in mixed  
ability groups



Environmental  
and Ethical  
Geoscience



EPQ qualification  
(at GCSE level!)



Philosophy, sociology  
and anthropology  
covered in Humanities  
(Geography and History  
taught separately to  
Humanities)



Extensive free  
cocurricular offering



Exhaustive sport, performing  
arts and music programmes



Excellent specialist facilities  
in all subjects



# THORPE HALL SCHOOL

## WORK WITH US

### Vacancy Details

#### **Vacancy: Science Teacher (Full-time or Part-time)**

Application deadline:	8th May 2024
Interview Date:	As soon as possible
Start date:	September 2024
Term:	Full-time Permanent Position
Salary range:	M1 – UPS2 Range £30,000 - £45,394
Responsible to:	Headteacher / Head of Science

We are looking for a well-qualified, ambitious and enthusiastic Science Teacher to join our successful Science department to teach Key Stages 3 and 4. Our Science department currently consists of 4 full-time teachers. A willingness to teach some Key Stage 2 lessons would also be expected as part of our "whole school" ethos.

This is an outstanding opportunity to join this happy, developing and innovative school. The role would suit an enthusiastic, hardworking and passionate individual who wishes to share their drive and motivation with young people.

We encourage visits from prospective candidates to meet members of our school community and to experience our school at first hand. If you would like to do this please email [HR@thorpehallschool.co.uk](mailto:HR@thorpehallschool.co.uk)

#### **What can Thorpe Hall School offer?**

- the opportunity to be innovative and to develop new educational procedures and student experiences;
- the ability to develop a significantly broad portfolio;
- an exciting, challenging and stimulating place to work in a friendly and welcoming environment.

#### **Who/what is Thorpe Hall School looking for?**

- excellent leadership potential, strong management and communication skills demonstrable through your present role;
- a minimum of 3 years' successful qualified teaching experience;
- the ability to communicate a clear vision for improving standards within the department;
- a capacity for hard work and resilience; and a belief that this is at the core of success;
- a creative thinker with an ability and determination to secure high quality outcomes for all students;

- an exceptional and innovative classroom practitioner with a passion for Science and the ability to share this with students;
- a leader who places the well-being of all students first.

# JOB DESCRIPTION

## Tasks and Duties would include:

- To be accountable for the highest standards of student achievement within the department, monitoring and evaluation of student achievement and setting targets for improvement.
- Work within the school's policies and guidelines on curriculum, discipline and organisation.
- Plan, prepare and deliver creative and inspirational lessons to a range of abilities.
- Provide appropriate academic challenge to allow all pupils to reach their potential.
- Maintain records, assess and write reports on pupils' progress and development.
- Attend parents' consultation evenings to discuss progress with pupils and parents.
- Have outstanding subject knowledge and keep up to date with changes.
- To lead extra-curricular activities.
- Be an outstanding ambassador to all pupils modelling professionalism, compassion and a hard-working ethos at all times.
- Undertake pastoral duties i.e. Form Tutor.
- Contribute and enhance the curricular, extra-curricular and co-curricular activities of the whole school.
- To contribute to other areas by negotiation
- To undertake tasks which may from time to time be required, e.g. school trips.
- To be responsible for the resourcing of the department.

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

**Closing date for applications: 2<sup>nd</sup> May 2024. We reserve the right to interview and appoint earlier than the stated closing date should there be a good response to the advert and therefore encourage early applications.**

The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

*Thorpe Hall School is committed to safeguarding and promoting the welfare of children and young people. Successful applicants will be required to undertake pre-employment checks which include References, Health, Right to Work in UK, enhanced DBS and a declaration that they are not a disqualified person under the Childcare (Disqualification) Regulations 2009.*

## Science Teacher (KS3 & KS4) – Person Specification

Pay Range: M1 – UPS2 Range £30,000 - £45,394

Reports to: Headteacher / Head of Science

Responsible for: Teaching Science to KS3 & KS4

When completing your application form and personal statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

	Essential	Desirable
Qualifications:	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Relevant degree</li> </ul>	
Experience:	<ul style="list-style-type: none"> <li>• Evidence of successful classroom teaching</li> <li>• Proven record of teaching KS3 &amp; KS4 to all abilities</li> <li>• Ability to demonstrate high standards of classroom practice</li> <li>• Experience of responsibility for KS3 or KS4 Science</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in working with students in extracurricular activities</li> </ul>
Skills, aptitude, knowledge and experience:	<ul style="list-style-type: none"> <li>• Ability to motivate and encourage students across the age and ability range</li> <li>• Ability to work successfully as part of a team, sharing good practice</li> <li>• Ability to help manage change</li> <li>• Excellent ICT skills and proficient in using Excel spreadsheets</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of some aspects of whole school initiatives</li> </ul>
Teaching & Learning	<ul style="list-style-type: none"> <li>• Knowledge and experience of using a wide range of teaching and learning strategies (including successful use of differentiated material)</li> <li>• Proper use of assessment data to inform teaching and learning</li> <li>• Able to set realistic targets for students' future attainment</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement as a tutor and/or the delivery of PSHRE education</li> <li>• Willingness to be involved in the mentoring and evaluating the performance of other staff</li> </ul>
Thorpe Hall School Ethos	<ul style="list-style-type: none"> <li>• Capacity to work well with students of all abilities</li> <li>• Fully supportive of Mission &amp; Core Values of the School including the Inclusion &amp; Equal Opportunities Policy</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>• Energy and enthusiasm</li> <li>• Reliability and integrity</li> <li>• High personal standards</li> <li>• Sense of humour</li> <li>• A commitment to the ethos of the School</li> <li>• Commitment to your continuing professional development</li> <li>• Vision and creativity</li> <li>• Adaptability to changing circumstances &amp; ideas.</li> <li>• Forms and maintains appropriate relationships and personal boundaries with students</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious with a clear Professional Development Plan</li> <li>• Seizes opportunities</li> <li>• Optimistic and positive</li> </ul>
Safeguarding	<ul style="list-style-type: none"> <li>• Commitment to the safeguarding and protection of children and to the personal development of our students</li> <li>• Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety</li> </ul>	





**SMALL CLASS  
SIZES**



**INCLUSIVE  
FAMILY ETHOS**



**BROAD AND DIVERSE  
CHOICE OF GCSE SUBJECTS**



**OUTSTANDING RESULTS  
AT 11+ AND GCSE**



**AWARD-WINNING  
PASTORAL CARE & WELLBEING**



**ISA EXCELLENCE & INNOVATION  
AWARDS** - EARLY YEARS, SENIOR  
PROVISION AND PUPILS' WELLBEING



**SPECIALIST TEACHERS  
FROM PRE-PREP ONWARDS**



**EXTENSIVE  
FACILITIES**



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