

BEACONSFIELD HIGH SCHOOL



RECRUITMENT

Information



Teacher of Science

Application deadline:
09:00 on Monday 24
February 2025

Interview:
w/c 24 February 2025

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Thank you for your interest in applying for the position of **Teacher of Science**.

This booklet will give you an insight into who we are, what makes us tick and why we think we are an exciting and inspiring place to further your career. You will play a key role in the leadership of our successful, ambitious and Ofsted Outstanding (2024) school.

Our school is a modern, diverse, inclusive and dynamic environment, a centre of excellence in and out of the classroom, and a happy community. At the heart of everything we do is respect – personally, for each other, for the environment and, of course, for learning.

Our community is vibrant, friendly and dynamic and we are proud of the open and supportive relationships between our staff and the students. Despite being a grammar school, we are not an exam factory. Creativity is not squeezed out in the push for the traditional view of academic success and our music, drama, art and design departments are thriving.

We are rightfully proud of the supportive and caring pastoral system that complements the wealth of learning and extra-curricular activities provided by the dedicated staff. Our common goal is to help our students grow and develop into successful young adults, with a pride in their school, and in themselves.

Staff retention is high. People enjoy working here and I have often heard new staff members say how invigorating it is to work in a school where the students want to learn and are hungry for knowledge!

I hope that what you go on to read will inspire you to apply for this position.

Mrs Tina Bond

Headteacher



About us

Situated in the Chilterns, 20 minutes from central London, Beaconsfield High is a girls' grammar school that has been delivering a highly successful academic culture for more than 50 years. Currently we have 1269 students on roll from Year 7 to Year 13.

We are proud to be a centre of academic excellence – see our latest exam results on page 5 - and we are one of only 45 schools nationwide to be recognised as an ***Exceptional School***. An award which exemplifies the excellence and uniqueness of outstanding schools, including the quality and consistency of teaching that Ofsted now expects.

Students are required to achieve the qualifying score in the 11+ examination and live within the designated catchment area in order to join us, and when they do, they come to us from a variety of different backgrounds. As one of only 13 grammar schools in the area, places are in high demand.

Our students are challenged by remarkable teaching standards and benefit from the attention and respect of highly proficient, dedicated and conscientious staff.





Leadership, respect, humility and morality, creativity and physical activity are just some of the additional life skills and behaviours that are taught on a daily basis.

These and many other aspects of school life were recognised in December 2024 when we were inspected by Ofsted and subsequently rated ‘Outstanding’ in all areas. The report states that pupils *“are very proud of their welcoming and happy school”* and their *“exemplary behaviour contributes to the school’s positive culture, as do (pupils’) thoughtful and respectful relationships with others.”*

Inspectors noted that *“The curriculum is inspiring and academically rigorous”* and *“pupils, including those with special educational needs and/or disabilities (SEND), embrace the school’s high expectations and enjoy learning”*. They continued, *“they are very successful in public examinations and extremely well prepared for future learning.”*

Our Governing Body have also been awarded the prestigious **Governor Mark**, a national award supported by the Department for Education and a recognised kite mark of good practice. It provides external evaluation of the quality of governance in a school and is an opportunity to demonstrate how a governing body strives for excellence.

2024 BHS EXAM RESULTS

50%

9 - 8 grades at GCSE

73%

9 - 7 grades at GCSE

89%

9 - 6 grades at GCSE

100%

9 - 4 grades in English
and maths

A* and A grades at A-Level

48%

A* - B grades at A-Level

77%

A* - C grades at A-Level

92%

Students who have
accepted Oxbridge places

12

Students studying
medicine and dentistry

17

Our Vision and Values

Studying at Beaconsfield High School unlocks a child's future, providing the skills and aptitude to enable them to thrive in the competitive worlds of higher education and work.

Our curriculum intent is to support a happy, high achieving learning community enriched by the opportunity to discover talents and passions. We plan and build our curriculum so that academic knowledge, enrichment and life skills match the high aspirations of our learners and allow them to make the strongest progress over time. This will prepare them to be the best they can be in school, as citizens in their community and in their future.

We understand the pressures of studying in a high achieving learning environment. The reason '*happy*' is one of the first words in our Vision is because we try our hardest to help students and staff with strategies that allow them to understand why they feel so pressured and in doing so, find the skills to manage this pressure.





Student Leadership

Every day, our wonderful teachers are supporting and nurturing their students, both in classrooms and through our wide range of extra-curricular activities, providing the skills and knowledge students need to make the most of all the opportunities that lie ahead of them.

Students are encouraged to collaborate with others and view mistakes as the perfect learning opportunity. This promotes problem-solving skills, resilience, and self-belief, all of which are vital skills for a future beyond Beaconsfield High School. This, along with engaging lessons and approachable teachers, means students have the confidence to step outside their comfort zone and learn beyond the curriculum.

Our school community is committed to providing each student with the opportunity to speak out on topics they feel passionate about and think critically about new topics they may not have encountered before.

Most of all, Beaconsfield High School is a happy, inclusive, and uplifting community that allows every student to reach their full potential by equipping them with the vital skills needed and the support required to achieve and exceed their goals.

Rithika – Head Girl



February 2025

Dear Applicant

Thank you so much for showing interest in our school and the Teacher of Science post. We are extremely proud of our school, our students and our staff. We are excited about our intention to appoint a new, dynamic and inspirational member of the Science team and look forward to hearing how your skills, attributes and experience can match our needs.

Beaconsfield High School is a happy and high-achieving grammar school in the delightful town of Beaconsfield. The school is oversubscribed, our students do incredibly well academically at both GCSE and A-Level, and make good progress each year that they are with us. We are currently ranked 7th in The Times' best secondary and grammar schools in the Southeast, with a national rank of 37th. In December of 2024, Ofsted designated the school as 'outstanding' in all areas. The vast majority of our students go on to higher education, but we pride ourselves on being 'remarkable' and support our students on increasingly diverse pathways, ensuring excellent careers provision.

In school our 'remarkable' practice is seen in our approach to performance management, which operates in accordance with the ethos of our school: professional trust; it is a process focused on development, not judgments. We are a school dedicated to innovation and research-informed practice; we have expert teachers excited by their professional development and this makes the school an inspirational place to work. Year on year in our staff surveys, 100% of our staff tell us they are proud to work here. As a result, our young people benefit from staff who are energised and creative and inspire them to reach their potential; our Progress 8 last year was 1.03.

We have spent much time and thought over the last few years on our flexible working offer for staff. This is an ongoing process, and we are excited by potential future opportunities. Already we are very accommodating to part time work, give enhanced PPA, and allow PPA to be taken off-site. We also have flexible meeting time and employ cover supervisors, and over-staff in order to limit cover requirements for teachers. We have sensible and evidence-based feedback processes to make marking manageable for teachers. Our staff leave of absence policy is applied generously, and formal and informal flexible working requests are considered. Being an Academy, we are also able to ensure that school holidays are generous.

Science Faculty Information:

The Science Faculty is currently staffed by a team of 4 Biology, 5 Chemistry and 5 Physics specialist teachers, supported by a fantastic team of 4 experienced technicians. With 11 laboratories embracing cutting edge technology, the opportunities are there to really develop best practice and inspire a future generation of scientists.

This successful Faculty is one which continually aspires to improve. The team comprises of experienced and dedicated teachers, who work hard to develop and improve further the quality of the lessons they deliver. The Faculty has an office in which each member of staff has their own desk and which provides an excellent working atmosphere and aids collaboration.

Students study 'Science' in Year 7, with one teacher for all science disciplines, before studying Biology, Chemistry and Physics separately from Year 8 onwards. Students are taught in mixed ability tutor groups in Year 7, 8 and 9 before being placed into one of two bands in Years 10 and 11. All our departments do very well; the Science Faculty have many strengths and are keen to enhance the high standards already in place. We have a strong provision for STEM within the school and our pupils have the opportunity to enrich and further develop their passion for science. At our school, there is so much positive energy, achievement and 'buzz'. Our staff give generously of their time to enable the students to have wonderful and enriching experiences, such as languages trips, history trips, ski trips, sports tours, music tours, Duke of Edinburgh expeditions, to mention but a few. Sporting achievements are outstanding, with national medals being won by several of our teams; hundreds of our students take part in the Duke of Edinburgh scheme and many students take part in debating competitions, mock trials, young enterprise competitions, drama productions, music concerts ... the list is endless.

We believe that students should feel cared for, and we work very hard to support their wellbeing through a strong pastoral care framework, and our life skills ethos, called 'Getting Life-Ready'. We recognise that happy and confident young people are far more successful in all that they do. There is something for everyone at our school and the ethos and atmosphere is one of acceptance and mutual respect.

We have a rolling programme of building development and maintenance, to ensure excellent facilities for all. We have invested over £3,500,000 in refurbishing some of the older parts of the school to include a new staffroom, drama studio and cafeteria.

As part of your application, please write a letter (no more than two sides, font 11) explaining how your skills, creativity and passion for effective teaching in Science would best meet the requirements of the job description and personal specification.

The closing date is Monday 24th February 2025 at 9am with candidates invited to interview to be informed on this date. Interviews will be scheduled for the same week. If you would like to visit our school before the deadline, please contact Sarah Rivers, HR and Recruitment Officer, via email recruitment@beaconsfieldhigh.school . Please do not worry if you are unable to visit as this will not form part of the recruitment process.

This is a remarkable school, and we will provide you with a vibrant, exciting opportunity to develop your teaching skills in a school dedicated to excellence.

Yours sincerely

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

Tina Bond
Headteacher

Teacher of Science Job Description



Job title	<p>Teacher of Science</p> <p>Ability to teach Chemistry, Biology or Physics KS3 – KS5 (Biology/Physics more desired)</p> <p>ECTs welcome to apply</p>
Salary range	Main/Upper Pay Scale
Line management	Reports to the Head of Science Faculty and Head of Department
Purpose of the role	
<ul style="list-style-type: none"> ● To enable all students to achieve their full potential (social, physical, emotional and intellectual) by developing in them relevant skills, competencies, attitudes, concepts and knowledge. ● To use professional judgement and skill to help students acquire the confidence to tackle all aspects of learning throughout their lives. ● To seek to enhance the self-esteem and self-fulfilment of students through a supportive, encouraging, yet challenging approach to learning. ● To follow direction as established by the Head of Department and/or Head of Faculty 	
Subject Specific Responsibilities	
<ul style="list-style-type: none"> ● A passion for science and a commitment to high achievement. ● Energy, enthusiasm and the ability to engage, motivate, challenge, inspire, and stimulate curiosity and interest in science. ● Highly knowledgeable about science (qualified with a degree in Related Science) and a variety of strategies for engagement, instruction, and assessment. ● Experience of delivering and implementing practical work. ● Knowledge of and training in laboratory preparation and safety. Understand how to successfully manage the Health and Safety Risks during practical work to ensure that both students and staff are working safely in the laboratory. ● An individual that is analytical and curious by nature, dedicated to scientific methods, teaching students to make observations, collect and record data, and draw conclusions. ● Demonstrate patience and resourcefulness, encourage problem-solving and discussion on Science and STEM. ● Experience of using a variety of teaching methods to enable students to understand challenging concepts in Science. ● Ability to use current Windows based packages including Microsoft Word, Excel, Outlook and PowerPoint, software relevant to Science. ● Full commitment to the aims and ethos of the Science Department and STEM throughout the School. 	

General Teaching Responsibilities

- To prepare, teach and assess work at KS3, KS4 and KS5 in accordance with school and departmental policy. Ability to teach KS5 is a requirement although support can be provided.
- To keep appropriate records of assessment of designated groups.
- To use a wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes.
- To set targets with students using baseline and other assessment data and to review performance on a regular basis.
- To work collaboratively with others to contribute their own particular talents and skills to contribute to school improvement.
- To support actively the aims and policies of the school.
- To take responsibility for their own professional development.
- To care for the school environment and take responsibility for their own teaching rooms.
- To have a concern for the academic and general welfare of students in their care during specific lessons.
- To make a contribution to the broader life of the school.
- To be a form tutor, if required

Safeguarding and Promoting the Welfare of Children and Young People

- Ensure a safe and supportive school culture that promotes the wellbeing of staff and students;
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school;
- Promote a culture of inclusion within the school so that views are valued and taken into account.
- Compliance with GDPR Legislation.

Health and Safety requirements

- To ensure compliance with working practices within the department to ensure that all Health and Safety procedures are being adhered to; awareness of site specific risks, also how to deal with emergencies and reporting of accidents and/or incidents.
- To complete all training procedures relating to Health and Safety.
- To ensure that practical area, tools, equipment, computer software and materials relevant to the subject area are kept in an operable and safe manner, and ready for use by staff and students.
- To ensure any third parties / visitors to the department are aware of on-site procedures and site specific risks.
- To consider all duties under health and safety law when planning departmental trips outside of school, both in UK and abroad. Also to ensure that all staff are aware of the requirement for written consent being obtained for all activities that need a higher level of risk management or take place outside school hours.

Teacher of Science Person Specification



Key:

A: Application form

C: Certificate

I: Interview/ activities

R: Reference and other employment checks

Essential		Desirable	
Qualification/experience requirements	Assessment Method	Qualification/ experience requirements	Assessment Method
<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of regular and appropriate professional development • Experience of working in secondary setting 	<ul style="list-style-type: none"> • C • A/C • A 	<ul style="list-style-type: none"> • Experience delivering GCSE and A Level Physics or Biology 	<ul style="list-style-type: none"> • A/C
Teachers should be able to demonstrate their experience, knowledge and understanding of:			
Leading teaching and learning	Assessment Method	Leading teaching and learning	Assessment Method
<ul style="list-style-type: none"> • Outstanding classroom practice in science • Using IT and digital literacy to innovate teaching and learning • Awareness of how environment can aid learning • Developing personalised approaches to understanding progress • Ensuring the very best outcomes for learners • Supporting the improvement in the quality of teaching and learning in others • Principles of effective teaching and assessment for learning in science for all types of students • Knowledge of research within teaching 	<ul style="list-style-type: none"> • A/I/C • A/I/R • A/I • A/I/R • A/I • A/I/R • A/I/R • A/I/R/C 		
Shaping the future	Assessment Method	Shaping the future	Assessment Method
<ul style="list-style-type: none"> • Contributing to the development of a shared vision • How data can inspire and improve learning • Leading by examples and motivating others • Promote a culture of inclusion • Effective management of school resources 	<ul style="list-style-type: none"> • A/I • A/I/R • A/I/R • A/I/R • A/I/R 	<ul style="list-style-type: none"> • Action planning and policy development • Leading either teams or subject areas • Departmental Improvement and self-evaluation processes 	<ul style="list-style-type: none"> • A/I/R • A/I/R • A/I/R

Safeguarding and promoting the welfare of children and young people	Assessment Method	Safeguarding and promoting the welfare of children and young people	Assessment Method
<ul style="list-style-type: none"> National and local safeguarding guidance Ensuring a safe and supportive school culture 	<ul style="list-style-type: none"> A/I/R A/I/R 		
Developing self and others	Assessment Method	Developing self and others	Assessment Method
<ul style="list-style-type: none"> Ability to work with and analyse data Working well in teams to promote change and confidence Demonstrating excellent communication and presentation skills 	<ul style="list-style-type: none"> A/I/R A/I/R A/I 		
Securing accountability	Assessment Method	Managing the organisation	Assessment Method
<ul style="list-style-type: none"> Contributing to an effective team where everyone feels valued Analysing and presenting information to secure future improvements Promoting health, safety and welfare of students 	<ul style="list-style-type: none"> A/I/R A/I A/I 	<ul style="list-style-type: none"> Working with external bodies to promote science at all key stages Managing challenge effectively Working with others to evaluate student performance 	<ul style="list-style-type: none"> I/A I I
Strengthening community	Assessment Method	Strengthening community	Assessment Method
<ul style="list-style-type: none"> Fostering a positive culture for improvement Establishing links for extending learning with the wider community Effective communication with parents and the science team in conjunction with colleagues 	<ul style="list-style-type: none"> A/I A/I A/I 		

November 2024

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.



Why work with us?

Beaconsfield High is a great place to work. Not only do we offer all the things you would expect, like excellent opportunities for career development, a great support network, a team of people dedicated to staff well-being and numerous staff training opportunities, we also offer those little extras that make life that much more enjoyable.

- **9 day fortnight**
- **Christmas and end of year socials**
- **Cakes at Break/ Birthday Club**
- **Good Eggs/ Christmas Stars** – staff nominated rewards for those colleagues who have gone above and beyond.
- **Government approved non-inset Academy Days** - non-working days in addition to inset days.
- Attend your child's primary school sports day.
- **Travel to exciting places** - we offer a number of very exciting student trips both national and international, which staff are encouraged to join.

Pupils are very proud of their welcoming and happy school. Staff 'dare' them 'to be remarkable'. Pupils understand that this does not just apply to academic results. Indeed, it is more about their character and becoming a rounded individual. Consequently, they participate enthusiastically in the many extra-curricular activities on offer. They are keen to contribute to the school community and so take on responsibilities willingly.

2024 Ofsted

There are endless opportunities here, the sky really is the limit!

Student

Not only do staff strive to get the best out of my daughter academically, her happiness and mental well-being is of equal importance. We are so proud to be part of the Becky High community.

Parent

The accreditation process has shown not only that Beaconsfield High School is an 'Exceptional School', but that it is also highly ambitious, forward looking and puts the attainment and wellbeing of students at the heart of all it does. The findings of the review demonstrate that it is held in high regard by all its stakeholders and the students themselves are its best ambassadors.

Best Practice Network





beaconsfieldhigh.school

01494 673043

enquiries@beaconsfieldhigh.school

