

**Belong. Aspire. Achieve.**



## **Teacher of Science (suitable for ECT)**

Start Date: **September 2024**

Please return completed application forms to  
[joinus@eggars.hants.sch.uk](mailto:joinus@eggars.hants.sch.uk).

*No CVs will be accepted.*

Deadline for applications is: **09:00 Friday 1 March; interviews thereafter.**

We are seeking to appoint an enthusiastic, and talented Teacher of Science to join our outstanding Science Department, which has superb facilities including interactive touch screens and a very talented and enthusiastic team of Science teachers. This post is suitable for a teacher who is excited by the opportunity to work in an outstanding school to develop their practice.

Please note that we encourage early application, and we may interview and appoint ahead of the deadline if necessary.

Eggars's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to a DBS check and other relevant employment checks.

***A happy school where every child can thrive,  
be their best and achieve their best.***

# Welcome from Sarah Holman, Head Teacher

Thank you for your interest in the position. I would like to welcome you personally to our lovely school. We require a capable and inspiring professional to support our highly committed teaching staff. The right candidate will be self-motivated, organised and possess a passion for helping young people achieve their very best.

Eggars's is a friendly and vibrant school in the heart of Hampshire. Set in a magnificent 38-acre site, the campus is an impressive environment where students can focus on their learning and thrive in all aspects of school life. We hold firmly to our values of Belong, Aspire, Achieve and are committed to ensuring that every child is able to secure outstanding outcomes.

As a school, we have a well-established reputation for academic excellence, sporting prowess and exceptional talent in Music and the Performing Arts. We expect our students to reach their full potential across the curriculum and will help them every step of the way to be happy, confident, successful individuals ready to make a positive contribution to the world around them.

If you are interested in this position, you are very welcome to arrange a visit. Please email [joinus@eggars.hants.sch.uk](mailto:joinus@eggars.hants.sch.uk).

Shortlisted candidates will be invited to interview. Interview days provide an opportunity for applicants to find out more about the school and showcase their skills and ability. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

Eggars's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to a Disclosure & Barring Services check, along with other relevant employment checks. The application form is available on our website [www.eggars.net/vacancies](http://www.eggars.net/vacancies).

Yours sincerely

**Sarah Holman**  
**Head Teacher**



## Curriculum and Assessment

### **Our curriculum enables all Eggar's Learners to:**

- belong, aspire, and achieve.
- be ambitious with challenge and support.
- enjoy in engaging, relevant learning that adapts to individual needs and interests.
- become innovative and enterprising life-long learners.
- engage in the Eggar's Experience within and beyond the classroom developing cultural capital.
- develop excellent literacy and numeracy skills extensively.

### **We intend that, when Eggar's Learners leave school, they are:**

- curious, reflective, resourceful, creative, and persevering.
- prepared for the future with broad general and specialist knowledge of the subjects they study.
- able to apply a range of learning skills in their future studies and work life.
- well-informed and ambitious to succeed in the next phase of their lives.
- inspired to make a positive contribution to their community.

### **Year 7 and 8**

Our curriculum is ambitious, broad, and balanced for all students. Students study English, Mathematics, Science, Computer Science, Design Technology, Food, Physical Education, History, Geography, PPD (Philosophy Personal Development), French/Spanish, Music, Art and Drama.

### **Year 9, 10 and 11**

Our KS4 curriculum remains broad and balanced for as long as possible whilst enabling students to specialise in a range of subjects. Students leave Eggar's with between 9 and 11 examined qualifications. Core curriculum subjects include, English, Mathematics, Science, PE, PSHE and RS (from Sept 24). In Y9 students select 4/5 option subjects to study, from 16 available subjects. All students in Y9, from Sept 24, will study History and/or Geography and are strongly encouraged to study a language. 4 of these 5 subjects are continued into Y10/11. We offer a range of vocational subjects in Y10/11 and a bespoke curriculum provision where needed.

### **Assessment**

Students are regularly assessed using formative and summative methods. Regularity, methods and utilisation are determined by Curriculum Leaders. Summative assessment information is tracked by Curriculum Leaders. Teachers centrally report on student progress 2 or 3 times each year. Teachers report on effort, attainment and progress towards target outcomes. Parents receive this information over email.

## Teaching and Learning

### **Our Approach**

QUEST is our teaching and learning approach, based on a range of academic research including Rosenshine's principles of instruction.

Lessons at Eggar's will be high quality, including the below core components:

- **Questioning**
- Developing **Understanding**
- Using **Exemplars**
- Developing **Scholarly** Attitudes
- **Testing**, assessment and feedback.

Teachers use retrieval practice in every lesson. Curriculum Leaders are responsible for defining subject specific pedagogical processes whilst ensuring these fundamental elements are consistently applied.

## Feedback

Our feedback policy is in two parts. The whole school feedback policy defines the overarching process for evaluation which is used in all areas. Curriculum Leaders determine how this policy is applied in their subject area depending on the needs of their curriculum.

## Pastoral Care

At the heart of our pastoral provision is our team of exceptional tutors. Most teaching staff are tutors, who stay with their tutor group throughout the student's time in school. Tutors support students, meeting them daily during morning tutor time. Each year group has a Progress Leader (Head of Year), who support tutors and monitor student behaviour, attitudes, progress and wellbeing.

Our student services team is available to all students, supporting with uniform, wellbeing, and other pastoral issues. Student services is split into upper and lower school and fully staffed by our pastoral team.

## Contact with parents

We work in partnership with parents to support students. Parents can contact us through reception or our centrally managed enquiries email address. Pastoral queries are directed to tutors and progress leaders. Academic queries are directed to class teacher and heads of subject. Students can also contact teachers using Satchel One.

## Supporting staff

### Arriving as an ECT

All ECTs at Eggar's are supported by a high-quality induction programme. The programme is quality assured by South Farnham Teaching School hub (SFET), our appropriate body. We work alongside the i2i SCITT at Weydon School, who are our delivery partner.

Each ECT will:

- Be provided with an induction period that is underpinned by the Early Career Framework (ECF) and helps ECTs to understand and apply the knowledge and skills required.
- Have an appointed Induction Tutor who will carry out regular progress reviews.
- Have a 10% timetable reduction in their first year and a 5% reduction in the second year of induction.
- Weekly one to one mentoring meetings throughout the two years to provide effective, targeted feedback with a qualified Mentor.

### Recently Qualified Teachers

RQTs will be supported through year 3 to 5 by a Line Manager and Performance Management Reviewer. Our whole school programme of continuing professional development events include INSET days, Eggar's Experience clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect:

- An induction day for new staff before your position commences.
- Monthly and weekly subject specific focus time throughout the year.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.

### Experienced Teachers

Experienced teachers, often with some Upper Pay Spine status, will be supported by a Line Manager and Performance Management Reviewer.

Our whole school programme of Continuing Professional Development events includes INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools and support for examiner training.

You can expect:

- An induction day for new staff before your position commences.
- Termly Middle Leadership focus time throughout the year.
- Annual opportunities to hold Teaching and Learning positions of responsibility.
- Leadership Development programmes in and out of school including the National Professional Qualifications.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.
- Teaching School Alliance Research Programmes.

### **Teachers in Middle Leadership Posts**

Teachers in positions of leadership responsibility for curriculum areas or Progress Leadership often with some Upper Pay Spine status will be supported by a Line Manager and Performance Management Reviewer.

Our whole school programme of Continuing Professional Development events includes INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesday afternoons, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect:

- An induction day for new staff before your position commences.
- Bi-weekly subject specific focused line management and mentoring throughout the year.
- Half-termly middle or senior leadership focus time throughout the year.
- Annual opportunities to hold teaching and learning positions of responsibility.
- Leadership development programmes in and out of school including the National Professional Qualifications.
- Opportunities to observe subject specialists.
- Developmental lesson observation feedback.
- Our whole school programme of CPD events.
- Teaching School Alliance research programmes.

### **Staff benefits**

Eggar's School enjoys a supportive work environment and offers staff a number of benefits:

- Employer contributions to both the Teacher Pension Plan and the Hampshire Local Government Pension Plan.
- Access to a free and confidential counselling support line and face to face sessions.
- Free eye tests and a set payment towards the cost of glasses if, as a result of the eye test, it is considered necessary by the optician that glasses be worn for display screen work.
- Free on-site parking.
- Tea and coffee provided free of charge.
- Good news Friday all staff briefings with breakfast.

### **Data Protection Act 2018**

You will be responsible for ensuring that workplace responsibilities such as confidentiality, treatment of personal information and records management are carried out in compliance with the requirements of the Data Protection Act 2018 and the Employment Practices Data Protection Code 2002.

All shortlisted candidates will be subject to online and social media checks.

**Job Title:** Teacher of Science

**Reporting to:** Curriculum Lead - Science

**Salary Range:** MPS/UPS

## Welcome from the Science Curriculum Team

Thank you for your interest in this position.

We are an ambitious and progressive Science team, always seeking new ways and means to help students learn more about science and develop a deep-seated curiosity about the world they live in.

The Science team work extremely well together, focused on delivering the best experiences for young people. The team is friendly and supportive of each other, sharing ideas and experiences that help develop the curriculum and the way it is delivered.

We are members of the RSC, IoP, ASE and Hampshire Science Network to help inform practice and ensure staff are up to date on recent guidance/research.

The Science department has superb facilities and is well resourced, including interactive touch screens and department iPads in our fully equipped classrooms. The team organise trips and visits to enrich the experience of students and work hard to educate them regarding career and educational opportunities in STEM related disciplines in further and higher education.

Science is a core subject in all years. In KS3, students study Chemistry, Biology and Physics with the same teacher. In KS4 students' study either combined or separate Science.

We wish all applicants the very best of luck with their application and look forward to meeting short listed candidates at interview.

If you are interested in applying and would like to come and visit, please get in touch.

## Job Description

We are looking to appoint an enthusiastic and effective teaching professional to work in our strong Science department supporting students to achieve their best outcomes.

The main purpose of the role is:

- To teach and deliver our Science Scheme of Learning to KS3 and KS4 classes, across a variety of age ranges and abilities, developing and enhancing classroom practice to secure the best possible outcomes for all our students.
- To plan, deliver and assess the learning of KS3 and KS4 students supported by strong subject knowledge, and an appreciation of current pedagogical practices relating to the Teaching and Learning of Science.
- To ensure that Science Teaching enthuses and develops curiosity in students whilst keeping them safe and supported.
- To monitor and support the overall progress and development of students as a class teacher and tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their full potential.
- To contribute to raising the standards of student attainment.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To play a full part in the life of the school community, to support its distinctive values and ethos and to be a role model to staff and students.

Our Pastoral Care System is essential to the ethos of the school. Most teaching staff will take a tutor group. The tutor may be the first person to whom a student chooses to turn for help or advice. As such, a tutor should be both approachable and well-organised so that students can feel secure in the school environment.

Full training and development will be given and would suit anyone interested in developing into senior leadership in the future. We have a first-class track record of developing our staff into senior leader positions.

New staff are supported through a carefully constructed induction programme, with all new appointments assigned a mentor or buddy. Eggar's is an innovative and enjoyable place to work, with opportunities for career progression within the school actively encouraged and supported.

## Person Specification

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>EVIDENCED THROUGH</b>
<b>Knowledge and Qualifications</b>	<p>Qualified Teacher Status</p> <p>Current knowledge of the national curriculum and research, initiatives and technologies in child learning and development.</p> <p>Understanding of assessment for learning and its use to raise standards</p> <p>Current knowledge of safeguarding legislation and government guidance relevant to the post.</p>	<p>An understanding of the role of parents and the community in school improvement and how this can be promoted and developed</p> <p>Evidence of continual professional development that is relevant and appropriate to the post.</p>	<p>Application</p> <p>Documentary evidence</p> <p>Interview</p>
<b>Skills</b>	<p>Ability to challenge and differentiate teaching and learning for students of varying abilities</p> <p>Ability to create excellent working relationships with students to motivate them to engage and achieve.</p> <p>A skilful communicator with strong interpersonal and presentation skills, both oral and written, that naturally adapts to a diverse audience, e.g. parents, staff, students and the wider community on a range of issues</p> <p>Excellent planning and organisational skills including time management for the effective delivery of teaching and learning and to identify priorities and meet professional targets</p> <p>Computer literate with the ability to make effective use of ICT in learning.</p>	<p>Data analysis for the effective monitoring and assessment of student performance and goal setting.</p>	<p>Application</p> <p>Interview</p> <p>Presentation</p> <p>References</p>



<b>Experience</b>	<p>Proven success of delivering high quality teaching relevant to the post across all ability ranges within Key Stage 3 and Key Stage 4, that is both engaging and inspiring including preparing students for external examinations.</p> <p>Implementing and contributing to a meaningful curriculum and learning experience together with demonstrable evidence of classroom teaching that is engaging for all students, supports student progress and where there is good classroom organisation and class management</p> <p>Evidence of monitoring and evaluating student progress that supports continuing improvement</p> <p>Evidence of collaborating and building effective relationships with parents and the wider community to enrich teaching and learning for the wellbeing of students</p>	<p>Successful experience of teaching students with SEN</p> <p>Experience of participating in extra-curricular activities</p>	<p>Application</p> <p>Interview</p> <p>References</p>
<b>Personal attributes</b>	<p>Commitment to excellence in learning and teaching which is challenging and stimulating whilst creating a safe and inspiring learning environment</p> <p>Enthusiastic and flexible approach, with present to inspire confidence and trust, whilst being self-reflective and responsible to feedback for continual development</p> <p>Welcomes accountability to a wide range of groups, forms constructive relationships with the ability to understand the importance and value of engaging with parents and the wider community</p>		<p>Interview</p> <p>Presentation</p> <p>References</p>
	<p>With a strong working ethos, committed to enabling the academic, spiritual, moral, social, emotional and cultural development of students, recognising and valuing the</p>		

	richness and diversity of students needs and the whole school community		
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## How to apply?

Applicants should complete an application form in full before your application can be considered. It is available to download from our website [www.eggars.net/vacancies](http://www.eggars.net/vacancies). Please submit your application so that it is received no later than the closing date and time to:

Eggar's School | London Road | Holybourne | Alton | Hampshire | GU34 4EQ

FAO: HR Officer

E: [joinus@eggars.hants.sch.uk](mailto:joinus@eggars.hants.sch.uk)

Please ensure that the application form is fully completed, including the Equality Monitoring Form. Two referees must be supplied, as indicated on the application form. Please indicate on the form where you saw the post advertised.

## Selection Procedure

Shortlisted candidates will be invited to interview. Interview days usually involve time for applicants to get to see the school and staff they will be working with, as well as a number of assessment activities, depending on the post. Interviews are normally arranged within three weeks of the closing date. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

## Job Hazard Assessment

### Job Specific Information

The following information highlights hazards related to the role that could pose a risk to the post holder. Applicants should be aware that, where roles are exposed to hazardous risk, risk assessments are undertaken and control measures put into place where possible.

### Manual Handling

The types of manual handling operation involved in this role are:	Objects
The above manual handling operations are required on the following basis:	Infrequent
The weights involved in these manual handling operations are likely to be:	Up to 5kg

### Display Screen Equipment

This role will require the post holder to be a Display Screen Equipment user and will involve the use of:	A laptop An inter-active whiteboard A desktop computer A tablet
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### Job Characteristics

This role involves working with children and young people:	Between 11 and 16 years of age. In addition, this role involves working with children and young people with special needs including those with physical disabilities
This role also has potential to involve:	Verbal abuse and/or aggression and this is likely on an infrequent basis

### **Work Environment**

This role is carried out in an environment which involves:	Lone working on occasions
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### **Driving**

This role may require the postholder to drive:	Their own vehicle, if applicable, for work purposes on infrequent occasions
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***Applicants should be aware that, where roles are exposed to hazardous risks, risk assessments are undertaken and control measures are put into place where possible.***