



Subject Leader of Physics

Candidate Information Pack



Sackville School

TOGETHER WE ACHIEVE

Dear Applicant,

We are delighted that you are looking to join our team.

Sackville is a vibrant school, with supportive families, colleagues and students who behave well and are a genuine delight to be around. This is a harmonious and happy place to work, with colleagues who want the very best for our students and work hard to achieve it. Our motto of 'Together We Achieve' very much resonates throughout the school.

Our academic standards are high, and our students generally make very good progress at Key stage 4 and in our Sixth Form. We regularly have students achieve places at Oxbridge, with many more going on to Russell Group and other universities. However, as a truly inclusive and comprehensive school, we are equally proud of the students who successfully move on to apprenticeships, and into employment or training to meet their personal ambitions.

Pastoral care and the support we give students to achieve in life and in learning is of paramount importance to us. We believe that every member of our team has a part to play in this and is central to the success of our smaller Communities system, putting student belonging, wellbeing and success at the heart of all that we do and aspire to.

We believe in offering a broad and balanced curriculum in which trips, visits, clubs, charity work and competitions play a vital part. Our ambition is for our students to leave us with the best grades possible to support the next step of their journey, but we will only have fully achieved our vision if they also leave as well rounded, confident and curious young adults who believe in themselves, that anything is possible and go on to achieve great things in their future.

We offer a wide variety of extra-curricular provision. Art, drama, music, sport and debating are all very strong at Sackville and we are very proud of the level of success that has been achieved in these valuable curriculum areas, as well as the opportunities given to provide inclusive and enriching activities for all.

We are a 'Leading Edge' school, with awards from the SSAT for our work on Professional Learning, Principled Curriculum Design, Engaging with Evidence and Research and Leadership Through Moral Purpose. The provision of high quality teaching and learning is fundamental to our success and staff really value the collaborative opportunities for professional dialogue and training, both within our own school, across our Federation of schools and through national networks such as the SSAT, Challenge Partners and PiXL.

"Our vision is for a safe and inclusive community that enables every student to reach their full potential and develop a love of learning, by living our values every day".

Our fundamental belief is that every student has potential, gifts, and talents. It is our job, no matter what role we have in school, to provide the opportunities, challenge, guidance, and support that enables them to truly flourish. We have high expectations of our students who we expect to work hard, live our values and fully engage in school life every day.

- Are you an inspirational teacher and leader with the ability to inspire young people and colleagues alike?
- Do you share our philosophy of high aspiration and expectations for all students?
- Are you someone who believes that by fostering positive and collaborative relationships between students, families and school, there are no barriers to learning that cannot be overcome?

If so, then we would love to hear from you.

If you think this could be the role for you, we encourage you to come and visit to see for yourself or arrange to have an informal conversation with us. Visits can be arranged by contacting kdawson@sackvilleschool.org.uk or telephoning 01342 414900. An application pack is available from our school website at www.sackvilleschool.org.uk.

Yours faithfully



Jo Meloni
Headteacher

Subject Leader of Physics

MPS/UPS plus TLR 2b

Full time, permanent

Required for September 2025, an enthusiastic and talented Subject Leader of our successful Physics department. This would be to teach and lead classes across Key Stages 3, 4 and 5. Sackville's Science department is a thriving team of teachers who have a proven track record of supporting our students in achieving great outcomes.

Our GCSE results are consistently strong with well above average Progress 8 scores and our average grade for A level is grade B. Science is a consistently high-performing team at GCSE and A level with strong progress measures at both levels. There is large uptake at GCSE with multiple groups in both year groups as well as groups in Year 12 and 13.

Science is a large and thriving faculty fully staffed with specialists. We offer Double and Triple AQA Science at Key Stage 4 and OCR Biology, AQA Chemistry, Physics with Astrophysics and with Medical Physics plus the AQA Level 3 Extended Certificate in Applied Science at Key Stage 5. The successful candidate would be working with the Curriculum Team Leader for Science as well as other subject leaders in Biology and Chemistry,

The department is well resourced and has its own suite of specialist classrooms, and IT resources. There is strong collaboration and support amongst the team, with joint planning and CPD at the centre of team meetings.

Sackville is a popular and oversubscribed large, mixed, 11-18 comprehensive with 1650 students on roll. It is an exceptionally friendly and supportive community built on strong relationships which allow every student to thrive. We invest in our staff, enabling them to pass on their knowledge and love of their subject such that our students are given the very best experience and opportunities to succeed. We have acquired a deserved reputation for fighting for every child, to support every student in achieving their full potential and developing a lifelong love of learning.

We are looking for a hardworking, energetic and enthusiastic person, with the ability to lead across this popular curriculum area. If you are someone with the skills, enthusiasm and ambition to help us in achieving our ambitious aims for all of our students we would love you to apply to be part of our team

This is a fantastic opportunity which has not been advertised for nearly 20 years at Sackville School. We are looking forward to meeting you!

Closing Date: Monday 10th March 2025 at 9.00 am **Interview date:** w/c Monday 17th March 2025

We reserve the right to shortlist and interview prior to the closing date, so early applications are encouraged.

Further details are available on our website www.sackvilleschool.org.uk or from hr@sackvilleschool.org.uk alternatively call Katie Dawson PA to the Headteacher on 01342 414900. An application form, safer recruitment form and letter of application addressed to the Headteacher, should be sent to hr@sackvilleschool.org.uk



JOB DESCRIPTION

You are required to carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document.

As a SUBJECT TEAM LEADER you are also responsible for:

LEADERSHIP

School

- Ensure departmental and school improvement through the implementation of the school development plan and school policies.
- Supervision and guidance of students and staff.

Team

- Monitoring and management of all departmental work including assessment.
- Effective chairing of calendared team meetings including the sharing of agendas and action points.
- Represent the department at Curriculum Team Leaders' meetings if required.
- Support the safer recruitment process of new colleagues.
- Lead in the professional development of your team, keeping the team informed of curriculum development and policy implementation.
- Implement and participate in our performance development review process (appraisal).

MONITORING STUDENTS' EXPERIENCE

Attendance:

Ensure effective practice in accordance with the school policy.

Behaviour:

- Effectively manage students' behaviour in accordance with the school Culture for learning policy, applying appropriate departmental rewards and sanctions, including promoting the use of restorative approaches to behaviour management and establishing positive relationships with students and families.

Records:

- Ensure that procedures are carried out so that students' records are accurate, updated and accessible e.g. attendance registers, internal communications, reports.

Reporting:

- Organise and administer appropriate and effective report writing to parents/carers, as identified in the school monitoring evaluation and review calendar.

Uniform:

- Monitor the standard of uniform in accordance with school policy and deal with any uniform variations.

CURRICULUM

- Lead the team in planning for departmental improvement including the effective implementation of whole school priorities.
- Lead in the development and regular revision of appropriate schemes of learning that include assessment and adaptations in planning for effective teaching and learning for all students in accordance with school guidelines.
- Monitor and account for the quality of teaching and learning in the department, to include regular lesson observations, monitoring the standards and effectiveness of feedback through work sampling, moderation, analysing the quality and regularity of homework, maintenance of appropriate records.
- Lead and advise on classroom management and the development of high quality teaching and learning.
- Liaise closely with Year Leaders to monitor student progress and agree interventions to raise achievement.
- Ensure the effective organisation of clubs, trips and visits.
- Manage the effective provision of all resources, human, financial and physical.

ASSESSMENT

- Ensuring clear and effective methods of assessment in lines with national and school policies.
- Ensuring that all relevant prior and current performance data is used to monitor individual student progress.
- Ensuring KS3, KS4 and KS5 attainment targets are met using all appropriate strategies for improvement and student support.

HEALTH AND SAFETY

- To ensure the health and safety of all students and to report concerns to the line manager promptly.

SAFEGUARDING

- Follow all school safeguarding procedures and policies.

To be alert to issues of safeguarding child protection ensuring that the welfare and safety of children attending School is promoted and safeguarded and to report any child protection concerns to the designated Child Protection Officer using safeguarding policies, procedures and practice.

Prevent, identify and minimise risk of interpersonal abuse or violence, safeguarding children and other vulnerable people, initiating the management of cases involving actual or potential abuse or violence where needed.

Be aware of and update colleagues, as appropriate to comply with current legislation and policies affecting practice, e.g. Children's Act, National Service Frameworks, Child Protection Procedures, Health and Safety and Data Protection.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with, 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers'.

This job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

PERSON SPECIFICATION

Subject Leader of Physics

You will be required to have full commitment to all school policies and to safeguarding and protecting the welfare of children and young people.

Education and Training	Essential	Desirable
Qualified teacher status	✓	
Willingness to develop own expertise	✓	
Knowledge of all recent developments in your subject area	✓	
Recent relevant in-service training	✓	
Experience		
Very successful teaching record	✓	
Successful leadership and management of a team		✓
Successful participation in and understanding of curriculum development	✓	
Involvement in extracurricular activities		✓
Evidence of working with partner schools (secondary or feeder)		✓
Abilities and aptitudes		
Clear communication skills (spoken, written and use of ICT)	✓	
Very good organisational skills	✓	
Very good interpersonal skills	✓	
Ability to work well as part of a team	✓	
Ability to think creatively and to problem solve	✓	
Willingness to make a positive contribution to the wider life of the school	✓	
Other requirements		
Commitment to promoting our school vision and values	✓	
Commitment to the school and Local Authorities Equal Opportunities Policy and Practice	✓	
Excellent attendance and punctuality record	✓	
A commitment to ongoing personal development and willingness to undertake appropriate training	✓	

Appointment to the post is subject to a satisfactory enhanced DBS check. The post is exempt from section 4(2) of the Rehabilitation of Offenders Act 1974, as the duties give access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes

Our team

The Science Faculty is the largest subject team at Sackville. It consists of seventeen teachers, led by the Curriculum Team Leader of Science and four post holders. Six technicians provide invaluable support to all colleagues. All of the staff share an enthusiasm for science, and between them have a wide range of experience and expertise.

Our facilities and resources

The department is very well resourced and housed in a suite of fourteen well-equipped laboratories, situated on two floors of the main school building. Teachers have their own laboratory each fitted with a fixed PC, interactive whiteboard or projector and whiteboard and audio system.

Our Curriculum

In Key Stage Three all pupils follow a science course that closely follows the QCA scheme of work. In year 7, students are mostly taught in mixed ability groups and in year 8 broad setting is introduced. In Years 9-11 students are taught the AQA GCSE syllabus with most gaining a qualification in trilogy combined science. The most able will study the separate sciences and achieve a GCSE in biology, chemistry and physics.

The faculty also offers three A level courses: Biology, Chemistry and Physics. We also deliver a Level 3 extended certificate in Applied science for our lower achieving learners. The number of students opting for each of these courses is very encouraging, reflecting the faculty's aim of making science as accessible to as many students as possible.

We have numerous extra curricular activities which take place including the department's own observatory where regular open evenings take place so that the public can also enjoy astronomy. In addition, we run an exciting year 7 science club and the crest awards for year 8 students. The Science faculty is a vibrant, exciting and successful place to work.

The Science Faculty is a friendly, helpful and co-operative team who are committed to delivering science education of the highest possible standard. We are also committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. There will be opportunities to contribute to curriculum development as well as to cross-curricular activities such as the school's annual curriculum enhancement week.

Why Sackville?



CONTINUED PROFESSIONAL DEVELOPMENT

- We are committed to developing all of our staff
- Comprehensive programme of CPD is available to all staff
- Tailored approach to fit the individual and their own needs and ambitions
- Membership of a number of external organisations designed to aid training and development across the school



COMMUNITY

- A supportive and friendly staff group who will always go the extra mile for each other
- Weekly 'Staff tea' to bring colleagues from across the school together
- The school plays an important part in the local community, and is committed to working with local groups and charities



STAFF WELFARE

- We subscribe to the Employee Assistance Programme
- Supportive community based on support and wellbeing
- Full free access to our fitness suite



MID SUSSEX FEDERATION of SCHOOLS

- We work in close collaboration with our Federation schools including
 - Joint INSET
 - Cross federation coaching to support leaders & teachers



LOCATION

- Beautiful historic town with a positive town identity
- Easy access to London, Brighton and Tunbridge Wells
- On the doorstep of the South Downs National Park and the Surrey hills
- A few minutes from the stunning Ashdown Forest, home of Winnie the Pooh and friends.

FINANCIAL

- We offer competitive salaries at all levels
- Staff have access to the Teacher's pension or Local Government Pension Scheme
- Access to the West Sussex Choices platform with an array of discounts and savings across major brands





Sackville School

TOGETHER WE ACHIEVE

Our vision is for a **safe** and **inclusive community** which enables every student to reach their full **potential** and develop a **love of learning**, by living our **values** every day.

Our
Vision

Our
Purpose

- ✓ To ensure students develop a **lifelong love of learning**
- ✓ To provide an engaging, broad, and knowledge-rich curriculum through **high quality teaching and assessment**
- ✓ To ensure all students achieve their **potential** regardless of their ability, we **fight for every child**
- ✓ To plan an **ambitious programme** of professional learning for all staff, using **research and evidence** to guide their development
- ✓ To prepare students for the **world of work** and to live fulfilling adult lives as **global citizens**
- ✓ To work closely with other professionals and agencies to serve the needs of our **community**

Together
We
Achieve

Sackville
Way

Our
Values

#SWAY

- ✓ RESPECT
- ✓ KINDNESS
- ✓ PREPARED



Sackville School
on a page

CURIO **S** ITY
A **M** BITION
C **O** MMUNITY
TEAMWOR **K**
POSITI **V** ITY
INTEGR **I** TY
RESI **L** ENCE
EXCE **L** ENCE
E QUITY



Sackville School

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