



Appointment of

# Teacher of Science

Required September 2025



**Carrington**  
**School** AD ASTRA

# Welcome from the Head



My vision for our students has been to improve the quality of teaching & learning and to increase opportunities and experiences for every student that we are privileged to teach.

The school has undergone a great deal of change since I arrived in 2018. Some of these changes have been as a result of our own analysis and reflections on what we needed to do better, some have come about through the amazing new building project, and others have evolved as we have addressed our vision, ethos and purpose as educators.

We want our students to **ASPIRE**; to want to be the best they can be, to seize opportunities, be prepared to take risks and not be frightened of failure. We want them to **INNOVATE**; to think outside the box, be creative and curious, to be proud of who they are and to be able to work both collaboratively and independently. We want them to show **RESPECT**; to be thoughtful and kind citizens who support each other, members of our school and local community.

Our motto, **Ad Astra**, to reach for the stars, represents the high expectations that we have for each member of our school community. Having dreams, goals, targets and a vision is an important driver to help keep us all motivated and make the learning journey purposeful and exciting. We want excellence in everything and we support and encourage everyone to be the best they can be in all that they do.





## Who We Are

- › We are a 11-16 comprehensive school
- › We are a 7 form entry, 210 PAN
- › We are central to Redhill and have great access from the train station, easily accessible to the coast and London
- › We are in SESSET along with The Ashcombe School and Therfield School
- › Our last Ofsted Inspection was rated 'Good' in May 2023
- › Our students make good progress and we continue to work hard to ensure their outcomes continue to improve

*"Pupils are proud of their school. They know that the staff work very hard to support them"*

(Ofsted 2023)

# The Science Department

The Science Department is led by the Subject Leader and two Key Stage Coordinators. We are an established, cohesive team who prioritises supporting each other and working collaboratively. To ensure equitable delivery of lessons, each topic has a scheme of learning overview and individual lessons with a PowerPoint facilitating a range of differentiated activities to stretch and challenge our young people. Where timetabling allows, staff teach their specialism at Key Stage 4 however, as well as external CPD opportunities, the department subscribes to the Institutes of Physics, Biology, and the Royal Society of Chemistry to ensure up to date subject knowledge. Department meetings give opportunities for colleagues to share good practice, including the use of our four technicians to introduce new or alternative practical activities and equipment.

Within the faculty there are also opportunities for members of the team to teach Triple Science and Astronomy, as well as lead initiatives such as clubs, rewards and organising external visitors and trips. To increase our students' cultural capital, as well as the aforementioned trips, there are opportunities for outdoor learning in our large Ecology Area, entering STEM competitions, and participating in workshops. Students who show high aptitude and interest in science are used as STEM ambassadors, supporting events such as primary school visits.



# Benefits

- > **Above average PPA** allocation
- > Strong Induction Programme
- > Great CPD and training opportunities
- > Teaching staff **finish early on Fridays**
- > Two-week October half term
- > ECTs paid from June throughout summer for a September start
- > Opportunities to **accompany visits locally, nationally and internationally**, such as skiing in Italy, hiking in Morocco and community project work in Uganda
- > Modern, spacious and well-equipped staff room and teaching spaces
- > On-site parking
- > Confidential membership of Smart Clinic, our employee support service that covers legal, health, financial and lifestyle support for all staff
- > Annual pay progression within your pay grade
- > Laptops for all teaching staff and tablets for all teaching assistants
- > Start the day with free morning porridge!
- > Complimentary refreshments when attending evening events such as Parent-Teacher meetings and Open Evening
- > £1000 finders fee for staff who recruit other appropriate staff for us
- > London Fringe Allowance
- > **Annual flu vaccinations**
- > Paid lunch duties available

“Our people really are what sets us apart, with a warm and positive culture that challenges and supports us to be our best every day.”

“Our holistic approach is evident in our innovative Excellence Programme designed to provide cultural capital, a beautiful Ecology Area that stretches alongside the Earlswood brook where we run our Forest School, and extensive enrichment opportunities.”

# Role Description

## The Role

**Post Title:** Teacher of Science

**Line Manager:** Subject Leader of Science

**Pay\*:** £33,075 to £50,471 Fringe

\*ECT package available,

**Purpose:** To teach students within the school and to carry out other associated duties as are reasonably assigned by the Headteacher

## Key Accountabilities

These accountabilities are based on the professional responsibilities of teachers outlined in the School Teachers' Pay and Conditions Document (STPCD). They are supplemented as relevant by reference to the DfE Teachers' Standards (2012).

## Responsibilities

- To plan and teach lessons and sequences of lessons to the classes you are assigned to teach, within the context of the school's plans, curriculum and schemes of work
- To assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils
- To participate in arrangements for preparing pupils for external examinations
- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils
- Be accountable for pupils' attainment, progress and outcomes
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching

- Encourage pupils to take a responsible and conscientious attitude to their own work and study
- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas
- Promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard Science, whatever the teacher's specialist subject
- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and a student's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)



# Role Description Continued

## Responsibilities continued

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with Science as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

## Professional Development

- To participate in arrangements for the appraisal
- and review of your performance
- To participate in arrangements for your further training and professional development and, where appropriate, that of other teachers and support staff, including induction.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues

## Wider Responsibilities

- To deploy resources delegated to you
- To participate in arrangements for the appraisal and review of your performance and, where appropriate, that of other members of staff
- To participate in arrangements for your further training and professional development and, where appropriate, that of other teachers and support staff, including induction.
- To communicate effectively with parents and carers with regard to student achievements and well-being, as appropriate to your role
- To collaborate and work with colleagues and other relevant professionals within and beyond the school

## Safeguarding

The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). Carrington School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

*The above-mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change. The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post*



# Person Specification

The successful candidate will need:

## Qualifications & Training

- Qualified teacher status
- Relevant specialist qualifications in subject
- Have undertaken further professional qualifications or training
- Commitment to CPD and improving practice through reflection
- Thorough knowledge and understanding of curriculum, assessment and examination requirements and developments within a number of subject areas
- Successful teaching experience in Science at KS3, 4 and/or 5.
- Experience as a form tutor and / or pastoral work

## Personal Attributes

- Excellent communication skills with the ability to relate well to students and adults
- Integrity, honesty, consistency of approach and a respect for others
- Energy, enthusiasm, determination, aspiration and an insistence on high standards
- Leadership by example
- To be able to work under pressure, prioritise and manage time effectively
- Good health and attendance record
- Stamina to cope with the demands of the job

## Educational Philosophy

- Commitment to an inclusive education
- Commitment to the concept of lifelong quality first teaching and learning
- Commitment to a school culture sensitive to ethical values, spirituality in its broadest sense and celebration of the achievements of all

## Skills & Abilities

- To teach lessons which consistently meet or exceed the Teacher Standards
- Exemplary knowledge of what makes effective teaching and learning
- To be successful in using a variety of strategies to engage students and promote a stimulating environment
- To work well in a team, contributing ideas and supporting the school development plan
- To know what a great lesson looks like and be able to support and guide staff to achieve this consistently
- Ability to motivate staff, students and parents/carers
- To be a confident and innovative user of IT as a teaching tool
- To contribute to the wider life of the faculty and whole-school, supporting extra-curricular and intervention initiatives

Aspire Innovate Respect





Aspire Innovate Respect



**Closing date for applications is**  
**10:00am Monday 17 March 2025**  
however, we reserve the right to appoint before the closing date

Interviews will be held on  
**TBC**

For an informal discussion about the  
role please contact the HR manager,  
Karen Ehren  
[kehren@carringtonschool.org](mailto:kehren@carringtonschool.org)



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