



CANDIDATE BRIEF

Teacher of Science





WELCOME TO SIBFORD

Sibford School is a co-educational, independent day and boarding school for children aged 3-18.

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your teaching journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that educators, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your teaching potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. Whether you are joining us to teach

traditional academics, creative arts, technology, or horticulture, you'll have the opportunity to guide students on their unique journeys. In small, dedicated classes, you'll be the mentor, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Beyond the classroom, we invite you to contribute to a myriad of co-curricular activities. These experiences not only foster skill development in the students but also create strong connections based on shared interests, forming a deep sense of belonging within our community.

Sibford is more than just a school; it's a place where educators are partners in the growth and development of future leaders and citizens. If you're seeking a teaching environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

Rebecca Evans, Head





EMPLOYEE BENEFITS FOR TEACHERS

Salary	Sibford Teaching Scale Aims to mirror national teaching pay scales
Pension Employer's contribution	18%
Pension Employee's contribution	5% minimum
Group Life Assurance	4 x annual salary
Group Income Protection	50% of basic salary Payable for up to 3 years
Staff Fee Remission Discount on school fees	66.6% pro-rata'd for part time
Paid Holidays	18 weeks - Including bank holidays
Academic term	34 weeks term time
Sick Pay entitlement	1 month full & 1 month half pay per year of service – up to maximum of 6 months
Free School lunch	Provided on working days
Free car parking	Parking is on the school site
Free use of School Swimming pool for staff	Allocated times



THE ROLE - Teacher of Science

- **Up to full time, term time only**
- **£30,000 to £41,333 per annum, dependent on experience**
- **Affordable accommodation may be available on site, if required.**

We are seeking to appoint an engaging Teacher of Science, the successful candidate should have expert knowledge of science with a specialism in Sciences and the ability to motivate and inspire students in these subject areas.

The successful candidate should be enthusiastic, creative and passionate about the sciences and be able to contribute to positive outcomes for our young people and to the wider school community.

You should have proven experience of teaching Science from Key Stage 3 and Key Stage 5, the ability to manage a complex caseload, have strong literacy and ICT skills, including use of school databases, good organisational skills and interpersonal skills.

Closing date for applications: Friday 10th May at 4pm.

Interview date: Week of 13th May or week of 20th May 2024

We reserve the right to close prior to this date should sufficient applications be received.

Sibford School is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.



THE ROLE - Teacher of Science

Overall Purpose: To establish a learning environment in which pupils learn effectively.

Reports to: Head of Science

Key contacts: Head of Department, other teaching and administrative colleagues, pupils and parents

Key Responsibilities:

- Teach the schemes of work as agreed upon by the department, in a disciplined environment that allows access to the curriculum by all pupils.
- Teach Biology, Chemistry and Physics to KS3 pupils; to teach Physics to KS4 and KS5 level.
- Promote the subject through motivational, evidence-based teaching.
- Effectively record and monitor students' work and progress.
- Involvement in any extra-curricular activities taking place in the department.
- Feedback to the department on any INSET or training attended.
- Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part time staff are expected to take a proportion of these responsibilities.
- Full time members of staff will usually be asked to be a Form Tutor.
- Attend departmental, faculty and full staff meetings on a regular basis and to liaise with the Head of Department in those instances where non-attendance is unavoidable.
- Ensure that teaching rooms are well-maintained and displays are current and in good condition.

Key performance measures:

- Pupils are motivated and enthusiastic, as confirmed by strong pupil numbers within the subject area at GCSE and A Level.
- Pupils achieve their full potential against predicted grades, confirmed by positive examination results.
- The teacher contributes to keeping the department up to date with new subject developments.
- Parents and pupils feel confident about progress.

Skills and Competencies in the role:

- Engaging and inspiring teaching style.
- Clear and accurate communication skills.
- Excellent interpersonal skills.
- Good organisational skills.
- Ability to remain calm under pressure.
- Qualified Teacher status.
- Discretion when dealing with confidential information.
- Ability to recognise opportunities within the role.
- Knowledge of how to cater for gifted and talented pupils as well as those who need additional support.
- Strong literacy and ICT skills.
- A commitment to continuing professional development.
- A sympathy for and understanding of the Quaker values that underpin the ethos of the school.



PERSON SPECIFICATION

Requirements	Essential	Desirable
Educational attainment	Qualified Teacher Status.	MA in Education.
	<ul style="list-style-type: none"> • Sympathy with the Quaker ethos and approach to life • Recent teaching experience • Good academic record • Sound knowledge of effective educational policies, practices and trends • Ability to sustain educational excellence and identify areas for improvement • Educated to degree level, with any higher degree, postgraduate or leadership qualification an advantage. 	Experience of planning and delivering lessons in other subjects would be useful but not essential.
	Expert knowledge of Science, with a specialism in Physics, or an ability to teach Physics at examination level.	Knowledge in additional subjects.
Experience required	Proven experience of teaching Science from Key Stage 3 to Key Stage 5.	Experience of teaching other subjects would be useful. Experience in GCSE, A Level and BTEC qualifications.
	Ability to motivate and enthuse Pupils as confirmed by strong pupil numbers within the subject area at GCSE and A Level.	



PERSON SPECIFICATION

Requirements	Essential	Desirable
Experience required	Proven experience of ensuring pupils achieve their full potential against predicted grades, using tracking and monitoring data, confirmed by positive examination results.	
Skills and aptitudes required	Ability to manage a complex workload.	
	The ability to create an effective atmosphere within lessons that will encourage and promote learning. Excellent interpersonal skills along with skill at building relationships.	
	Excellent interpersonal skills along with skill at building relationships.	
	Strong literacy and ICT skills including use of school databases.	
	Knowledge of how to cater for gifted and talented pupils as well as those who need additional support.	
	Ability to inspire, motivate and engage pupils.	
	Experience of being a form tutor.	



PERSON SPECIFICATION

Requirements	Essential	Desirable
Interests	Commitment to continued professional development.	
Personal qualities required	Enthusiastic, creative and passionate about the sciences.	Enthusiastic and passionate about other academic subjects.
	Confidentiality, a sense of humour, organisation, creativity, reliability.	
Circumstances	Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part time staff are expected to take a proportion of these responsibilities.	Able to attend some meetings out of normal school hours in line with the School Academic calendar.



THE APPLICATION PROCESS

Thank you for showing an interest in our school and the vacancy which we are currently advertising.

You can complete the application online via the school website here: [Work With Us | Sibford School](#).

If you have any questions or queries, please contact the HR department: hr@sibfordschool.co.uk or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All offers of employment are subject to an enhanced DBS check.

We are unable to accept CVs due to Safer Recruitment Practices.

If you are successfully shortlisted, you will be invited for interview at the school.

Closing date for applications: Friday 10th May at 12pm.

Interview date: Week of 13th May or week of 20th May 2024.

