



King Edward's

WITLEY

Appointment of a

Full-time Teacher of Science  
(Biology, Chemistry or Physics)



# Contents

- 03 Executive summary
- 04 King Edward's - yesterday, today, tomorrow
- 06 Academic life and life beyond the classroom
- 07 Pastoral care and boarding
- 08 Leadership, management and governance
- 09 The Science Department
- 10 Role description
- 12 Person specification
- 13 Terms of appointment and how to apply





# Executive summary

This is an exceptional opportunity for a new Teacher of Science to join a flourishing boarding and day school, set on an attractive 100-acre campus and in a beautiful part of rural Surrey.

With growing numbers of pupils in the school and increase in the number of pupils wanting to take Science subjects at higher levels, this appointment is important for the continuing academic growth of the school. Candidates in any science specialism (Biology, Chemistry or Physics) will be considered.

They will

- inspire and motivate pupils to achieve and develop their full potential
- work with the Head of Department to deliver effective, engaging and interesting subject teaching
- support the School's expectation of excellent educational provision, safeguarding and promote the welfare of children.

All full-time teachers have responsibility for academic tutoring of around 16 pupils. Part of the tutoring responsibility involves a duty evening in one of the Houses. All full-time staff also play a part in the co-curricular and pastoral life of the School according to their skills and aptitude: at King Edward's a very wide range of sports, arts, community and other activities is offered, in the afternoons and on Saturday mornings. Although there are no lessons on Saturday mornings, the weekend programme is a busy one and all teaching staff should expect to participate in one way or another.



# King Edward's – yesterday, today, tomorrow

As one of the longest-standing co-educational schools in the country and one of only two remaining Royal Hospitals from Tudor times, King Edward's Witley has a rich history of providing an education which is holistic, inclusive and progressive.

## YESTERDAY

Nicholas Ridley, Bishop of London, convinced the boy King Edward VI to grant his palace at Bridewell on the banks of the Thames to the Lord Mayor of London, so creating the parent foundation – Bridewell Royal Hospital – as a place for the training and education of poor children in 1553. In 1860, the new charity scheme for Bridewell Royal Hospital was created and the House of Occupations was renamed King Edward's School admitting boys and girls from aged 10.

The pupils from King Edward's Boys' School moved to its current site in Witley in 1867 and the School now occupies around 100 acres of stunning Surrey countryside. The School became co-educational again in 1952 and 2017 marked the 150th anniversary of the Witley school on its current site.

## TODAY AND TOMORROW

We are steadfastly proud of our heritage and longstanding engagement with the City of London through the Bridewell Foundation. King Edward's Witley and Barrow Hills School are the operational arms of Bridewell Royal Hospital, a charitable Foundation from which both schools inherit

a culture with diversity, generosity, opportunity and social responsibility at its heart, combining a global outlook with a sense of local belonging. More concretely, a significant endowment from Bridewell allows us to provide boarding places to pupils with a clear boarding need – our Foundationers.

King Edward's holds true to its Founders' mission to offer a foundation for life to young people from a range of backgrounds. At King Edward's this means an exciting and challenging curriculum, a broad range of sporting, artistic, social and cultural opportunities and an environment which is specifically created to inculcate the values of independent learning, responsibility for others and the enjoyment of challenge.

Pupil experience is at the heart of what we do. The School has over 470 pupils, many of whom are day pupils from primary and Prep Schools, and pupil numbers are growing. Boarding is a core pillar of the King Edward's community, with over 140 boarders accommodated in Houses including an Upper Sixth pre-university House.

All pupils, day and boarder belong to a House and are cared for by their Housemaster/ Housemistress and their team.



## King Edward's – yesterday, today, tomorrow *continued*

Around 30% of pupils live abroad, in over 30 different countries and there is a growing cohort of local day pupils. The Sixth Form generally numbers more than 100 pupils, most of whom go on to study at Russell Group, Oxford and Cambridge (in small numbers), and leading European or US-based universities.

Tradition continues to be highly valued and close links with the City of London remain through the Court of Bridewell (Board of Governors). The Lord Mayor attends Admissions Day and the School's annual Foundation Day Service at St. Bride's Church. Pupils participate in a range of events and activities associated with the City of London, perpetuating the School's links with its historic roots.

The School has a long tradition of philanthropy and addressing disadvantage and vulnerability. King Edward's offers welfare

bursaries through the Bridewell Foundation, livery companies and other charities, for young people who are less advantaged and who have a particular need for a boarding education. Over 50 pupils are supported by the Foundation and other charities with financial contributions equal to annual boarding fees to attend the School. King Edward's is proud of its ongoing work transforming the lives of disadvantaged young people through providing a safe, fulfilling and purposeful educational environment.

The Head is a member of HMC.

Further details of the School are to be found in the Independent Schools' Yearbook, or on our website [www.kesw.org](http://www.kesw.org).





# Academic life and life beyond the classroom

## ACADEMIC LIFE

King Edward's offers a broad, balanced curriculum, where excellent teaching is provided in a supportive and stimulating environment, enabling pupils to equip themselves with the skills and characteristics needed to succeed in today's ever-changing and dynamically global society.

The School follows the National Curriculum but learning goes well beyond this, enabling pupils to think critically, study broadly but also in depth, and pursue interests in the creative and active sides of life, devoting attention to the wider community. Therefore, the School has two exam pathways at Sixth Form: A-Levels and BTECs to allow pupils to pursue different routes through the post-16 curriculum.

The School is building its academic profile and sees this as its highest priority. Whichever pathway they take, all pupils are encouraged to be independent thinkers, develop a love of learning and be open-minded and principled.

## LIFE BEYOND THE CLASSROOM

The 100-acre site at King Edward's and excellent facilities ensure that the School can provide co-curricular and enrichment opportunities that are extensive and wide-ranging. Pupils follow a balanced programme of activities based on the CAS (creativity, action, service) element of the International Baccalaureate.

There is significant ongoing investment into the School's facilities, notably the Academic Hub and Reception area containing a Learning Resource Centre, and a fully refurbished day and boarding House for the Upper Sixth girls and boys.



# Pastoral care and boarding

“Pupils of all ages demonstrate outstanding levels of respect for diversity and other cultures... [they] contribute enthusiastically to boarding and the community... [and] have a highly developed sense of moral understanding.” ISI 2022

King Edward’s has a uniquely diverse pupil body – culturally, socially and economically – and this forms a key part of its identity and ethos. Pupils benefit hugely from the outstanding care and support that the School provides which is inclusive and outward-looking.

Unique paired Houses share common rooms, kitchens, television and music rooms allowing girls and boys to mix naturally. This is particularly valued by parents and characterises the School’s belief in engendering equality in the community.

Housemasters/ Housemistresses lead each House, ensuring pupils are treated as individuals and encouraged to pursue their passions.

The School also offers weekly boarding and flexi boarding which is particularly popular with parents from London who wish their children to benefit from the countryside and a boarding environment but retain some flexibility.



# Leadership, management and governance

The Head of King Edward's Witley chairs the Senior Management Team, comprising the Director of Finance and Operations; Deputy Head; Deputy Head Co-Curriculum; Deputy Head Academic; Director of Studies and ICT and Director of Safeguarding & Designated Safeguarding Lead (DSL).

The Senior Leadership Team, also chaired by the Head, oversees important operational matters and currently comprises:

- Mr J Benson, Registrar
- Mr T Campbell, Head of Middle School
- Mr D Corran, Deputy Head
- Mr M Harrison, Deputy Head Co-Curriculum
- Mrs K Keane, Head of Inclusive Learning & SENDCO
- Mr A Kirk-Burgess, Deputy Head Academic
- Dr A N Lennard, Director of Studies and ICT
- Mr D Rogers, Director of Finance and Operations
- Mr Z Siva, Director of Safeguarding & DSL





# The Science Department

King Edward's specialist Science Teachers aim to excite and fulfil curiosity in and across the scientific world.

Science is a core subject at King Edward's Witley, playing a central role in the curriculum from 1st to 5th Form (Years 7-11) and attracting a growing number of Sixth Form pupils studying A-Level sciences. The School places a high priority on the development of its Science Department as part of its wider goal of building its academic profile and inspiring the next generation of scientists.

The Science Department offers Biology, Chemistry, and Physics across all year groups, taught by subject-specialist teachers in well-equipped laboratories. The School's approach is designed to ignite curiosity in pupils and provide them with the skills to thrive academically and practically in their chosen specialism.

As a Teacher of Science specialising in Biology, Chemistry, or Physics, you will play an integral role in this thriving department. The successful candidate will have the opportunity to inspire young minds, nurture curiosity, and contribute to the continued success of the department. You will be responsible for delivering high-quality lessons across Key Stages 3, 4, and 5, engaging pupils in practical and theoretical science and contributing to the department's academic and extra-curricular initiatives.

In the Lower School (Years 7 and 8), pupils follow a broad introductory course in Biology, Chemistry, and Physics, laying a strong foundation for future studies. Our pupils progress to GCSE learning in Middle School (Year 9-11) and have the option to take double or triple award (examined in all three specialisms).

At A-Level, pupils can specialise further, with an increasing number of pupils opting to study Science subjects. A-Level Biology, and many pursuing Chemistry and Physics as well.



# Role description

## KEY TASKS AND RESPONSIBILITIES

### KNOWLEDGE AND UNDERSTANDING

- have a secure command of, expertise, and demonstrably outstanding communicative abilities in the subject/s
- understand the progression of pupils' acquisition of knowledge, skills and understanding
- understand how pupils' learning is affected by their intellectual, emotional, physical and social development

### ASSESSMENT, PLANNING AND TEACHING

- plan lessons and teaching to maximise pupils' progress, and maintain appropriately high expectations of behaviour and attainment
- promote and nurture pupils' independence in learning and self-development
- set and mark work regularly for all pupils in accordance with guidelines, and keep accurate records of achievement
- make effective use of academic tracking data to plan lessons and identify needs
- write reports as required, work with Head of Department to establish expected grades for each pupil
- set and mark a share of internal examinations within the department
- keep up to date with subject knowledge; embrace new curricular and pedagogical developments

- contribute to the development of curricula, schemes of work, and teaching and learning materials for use by the departmental team
- be aware of, and sensitive to, any special educational needs and benchmark data relating to pupils; liaise with individual pupils' Learning Support Teachers where relevant to support their progress.
- develop effective, positive and professional relationships that will nurture pupils' self-belief, confidence and powers of expression
- create and maintain a teaching environment that is conducive to learning through classroom management:
  - o maintain good order
  - o nurture the development of curiosity, confidence, imagination and rigour, using the School's policies and procedures on behaviour and sanctions as appropriate,and attractive surroundings which promote a sense of purpose, partly by featuring displays of work, and subject-related materials
- promote ICT use, literacy and numeracy



# Role description *continued*

## RESPONSIBILITIES

### CO-CURRICULAR

- contribute to the wider academic, co-curricular and pastoral life of our busy 7-day-a-week day and boarding School, according to skills and aptitudes
- tutoring - to take responsibility for the academic progress and overall welfare of a group of approximately 16 students
- contribute to the wider academic life of the school via enrichment activities, subject clinics and revision groups.
- although there are no lessons on Saturday mornings, the weekend programme is a busy one and part time teaching staff are expected to participate

### GENERAL

- take responsibility for safeguarding and promoting the welfare of children
- as a member of one of the Houses, support its activities by attendance at events and by undertaking a regular duty night
- attend meetings, school and departmental events as required, including chapel services and parent conferences and other important functions
- maintain appropriate confidentiality of information relating to the School and its staff, and comply with GDPR
- adhere to the School's Health, Safety and environmental policies at all times
- carry out any other reasonable duties as required



# Person specification

## ATTRIBUTES

- personal charisma: warmth, integrity, self-awareness, empathy and kindness
- enthusiasm for, and commitment to, high quality, inspiring teaching and to the subject
- mental agility demonstrated through innovation and flexibility with good attention to detail
- stamina and grit
- sound judgement
- good sense of humour and appreciation of others
- willingness to challenge, evaluate, monitor, refine and revise with a view to continuing improvement
- the capacity to inspire loyalty
- high levels of personal organisation and professional efficiency
- excellent time management: ability to prioritise yet keep in mind a granular level of detail
- good academic standing and evidence of continuing professional learning
- building strong relationships
- knowledge of the legislation regarding schools related to the role of the post holder

## SKILLS AND KNOWLEDGE

- a degree in a Science specialism, related subject or recognised equivalent
- a teaching qualification, such as a PGCE or recognised equivalent in a science specialism
- the ability to teach up to up to GCSE and A-level (preferably with experience of Edexcel iGCSE at GCSE and OCR A-Level Chemistry, OCR A-Level Physics or AQA A-Level Biology depending on subject speciality)
- the ability to offer a second subject such as Psychology, Maths, computer science or one of the other sciences
- ability to listen well and think clearly in difficult situations
- be a positive role model
- foster habits of excellence and a culture of independent thinking
- strong interpersonal skills, communicative abilities, numeracy, and emotional intelligence

## KPIs

Among others:

- excellent academic outcomes (assessed against relevant benchmarking data)
- pupils leave with a love of learning



# Terms of appointment and how to apply

The role of Biology, Chemistry or Physics teacher will attract a competitive salary in line with experience and benefits including substantially reduced school fees at both Barrow Hills and King Edward's. There may be single or family accommodation available on or close to the school campus, where the post-holder may choose to live at substantially reduced rates.

Candidates should submit a fully completed Application Form and a covering letter which addresses the competencies outlined as key responsibilities and in the person specification. Candidates may submit a CV in addition.

King Edward's Witley and Barrow Hills School are committed to safeguarding and promoting the welfare of children and young people and the Court expects all staff and volunteers to share this commitment. The successful candidate must be willing to undergo child protection screening appropriate to the post.

Please refer to our websites or ask HR for our child protection and rehabilitation of offenders' policy. We particularly welcome applications from under-represented groups.





## Bridewell Royal Hospital

King Edward's Witley and Barrow Hills School are partner schools of the Bridewell Royal Hospital Foundation.



King Edward's

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