

Teacher of Science Application Pack



April 2026

Dear Applicant

**Re: Teacher of Science
Full time or part time, Permanent Post, September 2026
Teachers' Main Pay Range/ Upper Pay**

I have pleasure in providing an application pack in respect of the above vacancy at The Weald School, which includes information about the Science Department and a Person Specification for the post advertised. Further information may be obtained from our website www.theweald.org.uk including a link to our last Ofsted report.

To apply, please complete an application form and submit at letter addressed to Sarah Edwards, Headteacher, of no more than one A4 side, stating why you would be suited to this post. Please include:

- the experiences you have had to date that have prepared you for this post, using the person specification to guide you
- the skills and strengths which you will bring to the school, with particular reference to improving teaching and learning in Science.

The closing date for this post is **10am on Tuesday 5th May 2026** and interviews will be on **Monday 11th May 2026**.

We very much look forward to receiving your application form, which should be emailed to jobs@theweald.org.uk. Should you have any queries relating to this post please do not hesitate to telephone me on 01403 787200, or email the jobs@theweald.org.uk email address.

Yours sincerely



Sarah Edwards
Headteacher

Science Department Introduction

The Science department comprises a wide range of teaching experience. Teachers have high expectations and work hard to create an atmosphere in which student achievement is constantly improved. We have supported students in achieving a consistently high level of attainment in their GCSE results. The science department is a strong department in the school with a rolling three year average progress score that is very high.

Staff and Accommodation

The department consists of 17 teaching staff and 3 support staff, with a blend of experienced teachers, and those nearer the start of their careers. Teachers have high expectations, and work well together to create an atmosphere in which all students can fulfil their potential.

The department is currently organised on a traditional model of separate Key Stage / Year group coordinators. There are four post holders in addition to the Director of Science.

Members of staff teach across the age and ability range. The department consists of 16 laboratories all of which have had refurbishment of some kind in the last few years arranged around a central prep room. The department benefits from Chromebooks that can be booked by staff for their classes. All rooms have a SMART interactive board/screen.

Curriculum

Key Stage 3 has undergone a period of transition with students following a two-year programme of study. We have carefully planned our curriculum to deliver the national curriculum, whilst also preparing students for GCSE. The three Sciences are taught as topics. All groups in KS3 are of mixed ability and classes are normally split between 2 teachers.

The Key Stage 4 curriculum follows a three-year Key Stage. All KS4 students follow the combined Science course in Year 9. During Year 10, students who have shown an aptitude in the subject are offered the triple Science pathway and these students are grouped together whilst the remaining students continue to study the combined Science course.

The Sciences are popular and very successful choices in the Sixth Form. We offer the classic Biology, Chemistry, Physics & Psychology at A level. We have students going on to study various Sciences, related subjects, medicine and veterinary Sciences at Oxbridge and other universities.

Extra-Curricular

There is a variety of extra support to exam classes in after-school sessions. While this is voluntary students do appreciate it and sessions are popular. There are also a greater range of extra curricular activities across the school that many staff get involved with.

We also use Sixth Form Science students to assist in tutoring members of the lower school. This has proved to be a very successful strategy for Year 11 students' revision. The department has regularly been involved in Olympiads for Biology, Chemistry and Physics.

CPD opportunities are extensive for members of the department, with staff attending various courses throughout the year to enhance their professional development. Collaboration within the team after a course is encouraged within the department meetings.

Examination Results

Year	GCSE (combined & Triple)		
	% 7+	% 4+	% 1+
2019	36%	75%	97%
2022	32%	79%	100%
2023	23%	79%	99%
2024	35%	84%	99%
2025	28%	85%	99%

Year	Biology			Chemistry			Physics		
	% A*-C	% A*-E	ALPS	% A*-C	% A*-E	ALPS	% A*-C	% A*-E	ALPS
2019	52	98	7	75	100	4	34	86	8
2022	77	100	3	80	100	3	78	100	4
2023	95	100	3	92	100	2	73	91	5
2024	57	95	6	73	93	5	61	93	5
2025	60	92	5	86	100	4	71	86	5

Teacher of Science

The Post

The position is from September 2026 on a full time or part time basis. Teaching will be across the age and ability range up to and including GCSE and ideally the ability to teach one of the Science disciplines to A Level. This post would be suitable for an experienced or Early Career Teacher as well as someone returning to teaching.

Person specification

- A well-qualified teacher of Science who can inspire and engage young people (QTS is essential)
- The ability to assess students' knowledge and plan appropriate and challenging lessons such that students meet our high expectations for their age-appropriate milestones
- A commitment to high standards of achievement with a proven track record of excellent results
- The ability to motivate students, with an and innovative approach to classroom practice
- A collaborative approach to teamwork, including willingness to contribute to departmental schemes of work and the spreading of good practice
- Excellent organisational and IT skills
- A passion for excellence and for the subject
- Excellent interpersonal skills
- Willingness to be a form tutor, including the delivery of PSHE

Safeguarding Statement

This school and West Sussex County Council are committed to safeguarding and promoting the welfare of children and young people and expect 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 an appropriate Disclosure and Barring Service check along with other relevant employment checks, including satisfactory references.

We are committed to diversity and inclusion, offering a supportive and welcoming environment for all.

The Weald School - Opportunity & Community - Our Ethos and Values Every Day

We want every member of our community to thrive and we believe that signing up to our ethos and values helps us to do this. Here's what it means for staff:

- We believe that you should have opportunities to be stretched, challenged and supported in a welcoming community.
- We know that you have to keep on learning to deliver the best for students.
- We know that students do their best when you believe in them.
- We expect you to be curious about students' barriers to learning and how to help them overcome these.
- We follow evidence-based research in our professional practices.
- We know that students need feedback on their work and that this can take many forms.
- We value your feedback so that together we can continue to make our school better.
- We want you to feel safe enough to take risks and make mistakes.
- We believe that success only comes after hard work.
- We value kindness above all else.

In a recent survey, 90% of staff said that well-being and mental health are priorities for the school.

Reasons to Work at The Weald

How do we look after our staff at The Weald?

1. Friendly and happy staff (many stay for their whole careers)
2. Devolved INSET day for Christmas shopping
3. Senior leader i/c staff well-being, part of well-being working party
4. Flexible working available for all to apply for (approx. 20% of staff are part-time - including middle and senior leaders)
5. CPD is mainly department- and self-led, appraisal is enquiry/research based and not data driven
6. Support walk system led by senior staff every lesson to support staff with behaviour
7. Daily behaviour panel to deal with key incidents
8. Low stakes learning walks with feedback
9. No emails out of working hours (i.e., Mon-Fri, 8-6) and very limited whole school emails (twice-weekly staff bulletin instead)
10. Two key assessments per year group per year requiring data input
11. Expectations for staff fall below 1265 hours' directed time
12. Unlimited tea and coffee every day to promote team ethos
13. Discounted membership of gym and swimming pool next door
14. Remote parents' evenings with extended time to allow staff to work flexibly
15. Clear evidence-based T&L strategy supported by clear behaviour expectations
16. Supportive and active Staff Voice group, feeding back directly to HT from each department

About The Weald School

The Weald School is an 11-18 mixed comprehensive with around 1,800 students. This includes a thriving Sixth Form of about 300 students. Our students are at the heart of all that we do. The Weald is a warm, friendly and vibrant school at the centre of the community with a wonderful family feel, where each student is known and cared for. Students are well behaved, have a very positive attitude and enjoy coming to school. There are excellent relationships between staff and students. We believe that all our students have the potential for excellence. We work towards this by having high expectations of students and staff, by continually raising aspirations and by promoting our students' self-belief alongside strong moral values.



Academic outcomes at The Weald are consistently high. In the summer of 2025, our Year 13 students achieved results which put us, yet again, in the top 10% of all schools and colleges nationally. 95% of our students applying to university secured their first choices.

Our Year 11 students also attained excellent results: our most recent Progress 8 measure (from 2024*) is +0.43, meaning that our students typically make, on average, almost half of a grade more progress in each GCSE than students in the rest of the UK.

These results follow an upward trend of improving results over time and underpins our ethos of striving for academic success alongside character education.

* There are no Progress 8 measures for 2025 due to students not sitting Year 6 SATS.

Our curriculum is broad and balanced and offers many exciting opportunities for all students, both in school and out. Students study Key Stage 4 over three years. This presents real opportunities for creativity and varied approaches to learning through both GCSE and BTEC vocational qualifications. There are tremendous extracurricular opportunities at The Weald through sport, performing arts, Radio Weald, Weald TV, links with partner schools in Europe and Africa, the Duke of Edinburgh award, as well as a number of other trips. In short, we believe there is something for everyone at the school.



We believe achievement is not just about qualifications. Personal development is key to what we do. We have a very active School Council and a strong student voice within the school. We also have a close and effective partnership with our parents and carers. We listen to their views and use them to inform the work of the school. Attendance at school events is high, and an effective governing body has a full representation of parents.

I genuinely feel it is an honour and privilege for me to be able to lead and develop further the education of the children at The Weald. Our students are a joy to work with. Visitors describe them as polite, courteous and respectful, making the school is a fantastic place both to study as a student, and to work as a member of staff.

About the school

The Weald School serves the local community from a pleasant 25-acre site on the edge of Billingshurst. Our size offers us many advantages. We have excellent facilities, allowing us to offer a wide and varied range of academic and vocational courses at all levels. The Weald campus has been steadily improved in recent years.



An £11m expansion programme completed in 2017 funded a new teaching block for maths and art and a 400-seat dining facility. Additional improvements include new science

laboratories, media room and TV studio, changing rooms, drama suite, music block and a pastoral provision area. There is also a swimming pool and fitness centre (adjoining the school site and run by DC Leisure / Horsham District Council), and two multi-use games areas.

The Weald School offers all students:

- A well-planned, broad and balanced curriculum
- A record of excellent examination results
- Well qualified specialist staff combining innovative and traditional methods in the classroom
- A secure, supportive, encouraging and happy environment
- A wide range of extra-curricular and residential activities.

What our students think about the school:

- *"Lessons are fun, and the school has a good atmosphere" - Year 7 student*
- *"The teachers have a good attitude to learning and we are encouraged and can hold our own opinions" - Year 10 student*
- *"We are able to talk to our teachers about issues and they make a real difference in our lives" - Year 9 student*
- *"I love the opportunities we get to work with younger students - it's great fun and really rewarding to support them with different aspects of their work." - Year 12 student*
- *"There is fantastic support for researching progression options for when we move on from the Sixth Form. The Sixth Form staff are always there to help with the UCAS process." - Year 13 student*

Sarah Edwards
Headteacher

September 2025