



Beths Grammar School

Teacher of Physics

Recruitment Pack





Dear Applicant,

Thank you for your interest in this exciting and very important post.

Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

As a school, we are committed to being a world-class learning community that enables all young people to succeed. We aim to create young adults who are forward thinking, confident, motivated, competitive and are highly successful. They understand the purpose of becoming an independent learner and strive to become self-directed and comfortable with the unknown.

Central to everything we do is the culture of high expectation and aspirations. Students are encouraged to develop a love of learning and reading, to think for themselves and to maximise their full potential.

We are looking for an individual with real drive. Someone who is unafraid to tackle difficult issues, who knows what Outstanding looks like, and who, along with the rest of the team, is committed to working tirelessly to achieve it; someone with determination, resilience, humility and a sense of humour.

We are looking for a dynamic and innovative teacher, who is committed to providing an educational opportunity for all in a world class learning culture, who will support individual endeavour through high expectations, personal growth and development, whilst ensuring that exceptional achievement and excellence are embedded in all aspects of school life, and thus play a pivotal role in shaping the future of Beths Grammar School. The successful candidate will gain a wealth of experience from working across the school receiving support and guidance from the Headteacher and a very experienced Senior Leadership Team.

If you share our passion for students succeeding and our development of the 'whole student' and believe you have the skills to lead and inspire others, we very much look forward to hearing from you. I look forward to reading your application.

With best wishes,

RJBlyghton

Mr R J Blyghton
Headteacher



BACKGROUND

Set in acres of pleasant grounds, Beths Grammar School is located within easy commuting distance of both central London and Kent, offering the advantages of a diverse and forward-thinking community within a haven of green space. The mainline railway station is less than ten minutes' walk away; while for road users, there is a junction on the A2 close by (two of the three school fields run alongside the A2). Many



staff choose to live close to the school, or in neighbouring boroughs, and the borough of Bexley has a wealth of high performing schools and good quality housing stock at competitive prices.

Beths is an academic institution that fosters an ethos in which working hard and wanting to achieve are the norm: where it's cool to be clever and successful. This is as true for the staff as for the students. We are ambitious for the young people in our care and seek to help them secure the very best outcomes of which they are capable. As a selective school, the staff have the privilege of educating intellectually able young people; and the students have the privilege of being in classes in which progress in learning can be rapid, and subjects explored in real depth.

While Beths is a traditional grammar school, it is geared for the twenty-first century. ICT is widely used and both students and staff are provided with their own electronic devices. A wide range of A Levels is offered in our large Sixth Form.

As well as being a beacon of academic pursuit and excellence, Beths Grammar School is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, clubs and societies, nurtures the whole child. This is why many boys – and girls in the Sixth Form – want to come here; and it is also why so many parents are pleased to send their children to Beths. Emphasis is placed on developing leadership skills, best exemplified by the work of the prefect teams, but also through opportunities lower down the school such as our thriving School Council. We believe our students are our best ambassadors. We value our students collectively and individually and acknowledge – and celebrate the fact – that they are all different.

Beths is committed to staff development. We have a strong CPD programme based on the principle of 'expertise from within'. Staff at all career stages have opportunities to lead training and we are keen to develop the leadership skills of our members of staff as we are those of our students.

Our students achieve highly in Year 11 and the Sixth Form; but we are not complacent. At Beths we are determined to deliver the very best to our students – and we seek to recruit like-minded, outstanding practitioners who also want to give the wonderful young people who study here the world-class education they deserve.



TEACHER OF PHYSICS

Post Title:	Teacher
Department:	Physics
Grade:	MPR/UPR (Outer London) + possibility of TLR for the right candidate
Responsible to:	Head of Department
Start date:	September 2025

Beths Grammar School is a large multi-cultural school on the borders between London and Kent serving a wide range of vibrant and exciting communities. We specialise in boys' education in the main school and have a large, co-educational 6th form.

The Science Department pride themselves on their collegiate ethos and professionalism. The department is housed in the Science Block with ten purpose-built teaching laboratories, and two preparation rooms. Each laboratory is equipped with a desktop computer and an interactive whiteboard. There is a Head of Science, Subject Leaders for each science as well as a KS3 coordinator.

All students do separate award Biology, Chemistry and Physics at GCSE and there are large number of students choosing to study sciences at A-Level. Many students go on to study science, engineering, medicine, veterinary medicine and dentistry after A levels.

The science staff are highly motivated, employing a variety of teaching pedagogies and providing many opportunities for sharing good practice. There are many informal meetings in addition to the formal departmental meetings, thus ensuring effective communication and consistency of delivery across all Key Stages. The department continues to achieve excellent results in each of the three subjects at both GCSE and A-Level.

We are seeking to appoint an exceptional Teacher of Physics up to A Level, who is looking to join a large, outstanding, and dedicated team for September 2025. There is the opportunity of a TLR for a suitably qualified and experienced candidate.



TEACHER OF PHYSICS JOB DESCRIPTION

ACTIVITY	RESPONSIBILITY
Curriculum	<ul style="list-style-type: none"> • Plan and prepare lessons in line with departmental Schemes of Work, using appropriate teaching methods and resources. • Set Homework as per the Homework timetable. • Mark and monitor student's class and homework providing constructive oral and written feedback, and setting targets for student's progress. • Contribute to the development of Schemes of Work and departmental policies. • Be able to plan and deliver lessons which fulfil appropriate learning objectives • An enthusiasm for Physics in general and the ability to transmit this to students • A willingness to be involved in activities that enrich the curriculum. • A good knowledge of a wide range of teaching and learning methods • The ability to teach Physics to A Level, and Biology and Chemistry up to KS4
Students	<ul style="list-style-type: none"> • Set high expectations for Student's behaviour, establishing and maintaining a good standard of discipline and appearance. • Undertake student's supervisory duties and cover for absent colleagues in line with school procedures. • Operate the school and Department's Discipline Support and Rewards Policy. • Assess and record each student's progress, including through observation, questioning, testing and marking. • Make every reasonable effort to ensure delivery of the school's Home School Agreement. • Undertake Form Tutor responsibilities as set out the in the Staff Handbook. • An ability to relate appropriately to school children • Able to identify learning needs of individual students and plan teaching accordingly • A strong commitment to the welfare and safeguarding of children and young people • To work within and contribute to established School and Department frameworks for: <ul style="list-style-type: none"> • Lesson planning and delivery • Student behaviour and care • Student assessment

Monitoring	<ul style="list-style-type: none"> • Understand and use national, local and school data to set clear targets for student's achievement. • Contribute to Department monitoring of the assessment of students. • An understanding of the role of assessment in learning and the ability to use assessments to promote learning outcomes.
Communication	<ul style="list-style-type: none"> • Contribute to meetings and discussions about teaching methods, Schemes of Work and Departmental Policies. • Keep Head of Department, Form Tutors, Heads of Year informed about student progress. • The ability to create your own resources and willingness to share good practice with other colleagues • A team player
External Communication	<ul style="list-style-type: none"> • Attend Parents Evening and Academic Tutoring when necessary.
Staffing	<ul style="list-style-type: none"> • Review own professional development and identify training needs. • Take part in the Performance Management arrangements • Take part in lesson observations to share good practice. • To work within the school framework with regard to Health and Safety, Safeguarding and Equal Opportunities policies • To promote the school commitment to the Continual Professional Development of all staff • To promote a single school ethos
Budgets/Resources	<ul style="list-style-type: none"> • Assist Head of Department to: <ul style="list-style-type: none"> - identify resource needs - operate stock control system - keep departmental areas tidy and have effective displays. • Follow agreed safety procedures for the department • Competence in the use of Information Communications Technology as a tool for teaching and learning including appropriate software packages
Other Specified Responsibilities	<ul style="list-style-type: none"> • To undertake any duties as may reasonably be required by the Headteacher



TEACHER OF PHYSICS PERSON SPECIFICATION

Qualifications	Essential	Desirable
QTS (Secondary School) age range	✓	
Good honours degree	✓	
Experience, Skills and Knowledge	Essential	Desirable
Evidence of relevant and recent further professional development	✓	
Demonstrate impact in delivering outstanding student outcomes	✓	
Experience of setting and achieving ambitious goals and challenging targets	✓	
Judged as an 'Outstanding' teacher	✓	✓
The ability to teach Biology and Chemistry at KS3 and KS4	✓	
Excellent communication skills both orally and written	✓	
Understanding of and commitment to safeguarding procedures	✓	
Experience of and commitment to working collaboratively within a team	✓	
Ability to motivate and inspire the whole school community, developing positive working relationships	✓	
Ability to set standards and provide a role model for students and staff	✓	
Knowledge and understanding of the wider educational agenda including current national policies and educational issues		✓
A commitment and vision to work with the wider school community	✓	
Knowledge of the characteristics of good and outstanding teaching	✓	
Knowledge of successful intervention strategies	✓	
Extensive curriculum knowledge		✓

Personal Qualities/Skills and Characteristics	Essential	Desirable
Energy, flexibility, enthusiasm, positive 'can do' attitude	✓	
Ability to build and maintain effective relationships with parents, carers, partners and the community to enhance students' education	✓	
Good presentation skills for a range of audiences	✓	
Emotional intelligence: ability to use judgement to anticipate and resolve conflict sensitively	✓	
Reflective practitioner	✓	
Ability to prioritise, plan and organise self effectively and efficiently	✓	
Think creatively and imaginatively to solve problems and identify opportunities	✓	
Work effectively under pressure and to deadlines	✓	
Seek advice and support when necessary	✓	
Achieve challenging professional goals	✓	
The ability to see tasks through to a successful conclusion	✓	
Possess integrity, drive, resilience and a well-developed sense of proportion and humour	✓	
An enthusiasm for Physics in general and the ability to transmit this to students	✓	
Competence in the use of Information Communications Technology as a tool for teaching and learning including appropriate software packages	✓	



Salary – Teacher of Physics

The post is offered in the MPS / UPR range for Outer London We are willing to offer a TLR should we find the right candidate.

Why Join the Beths Community

- All staff receive their own laptop
- We have a brand new Sixth Form Centre equipped with the latest technology for Teaching and Learning.
- CPD programme for staff development
- 24/7 Employee Wellbeing Support Programmer (free & confidential)
- Teacher's Pension Scheme
- Cycle to work scheme
- Use of School gym
- Staff social events

Appointment Process

Applications should reach the school by **9am on 25th April 2025**. We prefer electronic submissions and application forms can be found on TES or on the school website, no CVs please.

We intend to interview week commencing **28th April** or earlier, on an application basis.

Please complete the online application form on TES, or complete an application form via our school website and submit it to HR@beths.bexley.sch.uk

Please note that we reserve the right to close any advert before the advertised closing date should a sufficient response have been received. Therefore, please ensure that you complete your application as soon as possible to avoid disappointment.

Beths Grammar School does not discriminate on the basis of race, religion, colour, sex, gender identity, sexual orientation, age, national origin. All employment is decided on the basis of qualifications, merit and professional values.

We at Beths Grammar School are committed to practice which protects children from harm. Safeguarding and the promotion of a child's welfare covers all aspects of the child's life and Beths Grammar School is committed to ensuring that all its actions in respect for a child are compatible with this aim. All positions are subject to a DBS enhanced disclosure check. Applicants must complete the school application form and in line with 'keeping children safe in education' and safer recruitment

practices, the school will conduct an online search for all shortlisted candidates. All shortlisted applicants will be required to complete a Self-Disclosure form prior to interview.

