



NOTTING HILL & EALING  
HIGH SCHOOL

GDST  
GIRLS' DAY SCHOOL TRUST

# Junior School Science Teacher: Appointment

For April or September 2023



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*"An academically excellent school that nurtures its pupils and helps them to develop into happy, confident girls". ISI Report*

## About Notting Hill & Ealing High School

Notting Hill & Ealing High School is an award winning, leading independent girls' day school in London. Founded in 1873, it is the oldest of the 25 schools which make up the Girls' Day School Trust (GDST). We are an all-through school (ages 4-18). Around 300 girls in the Junior School, and 600 in the Senior School, make up a friendly and welcoming community.

NHEHS is an oversubscribed academically selective school. Our girls are ambitious, bright, enthusiastic and eager to learn.

The school is highly regarded for the way it achieves its outstanding outcomes within a particularly warm and supportive environment, where pastoral care and achieving the best for every girl is at the heart of everything we do. In our latest ISI inspection March 2022, we achieved the grade of 'excellent' in all areas.

### The GDST

GDST schools share an ethos and heritage of girls-only education and are members of a unique network which adds value to each school, student and member of staff. Networking opportunities with other colleagues across the Trust enable staff to share best practice and develop initiatives that benefit all our schools and students. In addition to supporting the work of individual schools in supplying excellent induction and development opportunities for staff, the GDST network provides access to an extensive training programme and grants for individual courses of study.

*"We are delighted that you are considering NHEHS and hope that you will want to apply for the post below once you have found out more about us. Our website, [www.nhehs.gdst.net](http://www.nhehs.gdst.net), will tell you more about the school and give you a taste of the atmosphere here".*

*Kate Bevan, Head of Junior School*

*Matthew Shoults, Headmaster*

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# Our Junior School

Our Junior School is a happy and successful community of pupils, parents and staff, working together to provide an environment in which girls' strengths are allowed to flourish. We achieve consistently excellent outcomes for our children, reflected in the school being named as the Independent Preparatory school of the Year in 2018 by The Sunday Times Parent Power Survey and we have retained a high national ranking ever since. Our girls achieve the highest academic standards at age 11 and almost all go on to the Senior School.



*“Notting Hill and Ealing High School Junior School proves you can have both outstanding academic success and a relaxed, happy school where girls are encouraged to be individuals and to express themselves”.*

*Alastair McCall, Editor, The Sunday Times Schools Guide, Parent Power.*

In Autumn 2023 we will be completing our brand new Junior School which will provide a state of the art learning environment with a dedicated science garden for exploratory lessons. If you go to this section of our website ([right click here](#)), you can walk through a computer generated model of the new school.





## Our Ethos

We put the girls at the heart of all we do. A strong sense of belonging is fostered by her class teacher, making her feel valued and supported. We want all our girls to be happy, kind and resilient, and always to be themselves. We encourage our girls to try new things and make new friends, and proactively teach them strategies for speaking up and speaking out.

From the earliest years, we focus on developing pupils' literacy and numeracy skills while making sure they have the freedom to discover a real love of learning. Lessons are interactive, stimulating and challenging, and outstanding teaching ensures that every child achieves at the very highest level. And, as an all-through school, we are able to offer girls the benefit of a rich and varied curriculum free of the need to prepare for 11+ tests.

The all-through nature of NHEHS also means Junior School girls and staff share in many excellent facilities and resources: an indoor swimming pool and sports hall, a full size astroturf pitch and performance spaces to name a few. The whole school pastoral support framework is also available to them, which includes a full-time nurse and counselling service.

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# Science at Notting Hill & Ealing High School



Our new school building will house a 90m<sup>2</sup> Science classroom, with a demonstration area and two interactive whiteboards. The space leads out to a dedicated Science garden that the post holder will be able to help shape and develop. The school's commitment to STEAM is further enhanced by a large adjacent Computer Science room and a Creative Arts space. Additionally pupils will benefit from a forest school area in the school grounds.

## Real World Science

Our integrated approach to the curriculum helps girls develop real depth of knowledge and builds confidence in key skills such as research, analysing results and interpreting and presenting information. In Science this could be creating periscopes and water filtration systems when studying WW1 trenches or developing thermal insulators when studying Arctic explorers. Lessons cover all the National Curriculum objectives, and frequently go beyond them, with the freedom and flexibility to feed the girls' interests.

Science week is celebrated every year, with different activities and a visit from the Royal Institute. Making the most of our London location, there are several trips linked to Science including Kew Gardens, the NHM and the Science Museum.

Science is one of several subjects where girls have specialist teaching. We also benefit from specialist teaching in Music, Sport, Languages and Computing. These teachers collaborate with class teachers to connect the girls' learning and make it meaningful. There are also strong connections with Senior School departments to enhance the girls' opportunities.



*“STEM (science, technology, engineering and maths) subjects are hugely popular at this all-girls’ west London school. The teaching is exciting and engaging – whether it’s Year 4s using their knowledge of electrical circuits to create robots or Year 6s imagining themselves in the First World War and working out the best way to purify water if they were in the trenches. There’s also a Year 6 science leadership programme where young scientists work as lab technicians, looking after the school’s stick insects and setting up equipment for the rest of the school.”*

**Best of the Best for STEM.**

**As featured in The Week’s highly acclaimed Guide to the UK’s leading prep schools 2021**

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# The Post

This post is available full-time from April or September 2023. We are seeking to appoint an enthusiastic, well-qualified teacher of Science to join our successful and committed team in the Junior School.

The successful candidate will plan and deliver a weekly Science lesson to girls in Years 1 – 6 and promote the aims and objectives of the school and maintain its philosophy of education.

Responsible to: The Head of the Junior School via the Deputy Head Academic

## Responsibilities

The following shall be deemed to be included in the professional duties which a school teacher may be required to perform under the reasonable direction of the Headmaster or the Head of Junior School.

### 1. Policy/Strategic direction and development:

- Be responsible for the development and implementation of policies for the teaching of Science throughout the School, in order to optimise pupil progress and attainment.
- Develop and promote a subject policy and action plan for Science, and keep these under regular review to ensure that policy and planning take account of the school's changing needs and are appropriate to the full range of pupils' needs.
- Assist with the development and monitoring of policies and plans for the School as a whole to ensure that they take appropriate account of Science



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## 2. Teaching and learning

- In accordance with the school curriculum policy, determine a Science curriculum informed by current knowledge and best practice to develop the potential of all pupils.
- Formulate and revise schemes of work that are age/phase appropriate to ensure continuity and progression, and the development of cross key stage/cross curricular links.
- Promote excellence and inspiration in learning and teaching by being the lead practitioner and leading by example; consult and advise colleagues in order to establish creative, responsive and effective approaches to the teaching of Science
- Monitor, evaluate and review classroom practice; celebrate excellence; advise and update the Head on progress within the subject including that of the pupils.
- Make effective use of relevant pupil assessment data to inform future teaching.
- Support staff and pupils to enable challenge for the most able and support for the less able.
- Ensure risk assessments for all Science related activities are completed and adhered to
- Liaise with Senior School Science Departments as necessary, in particular to promote Junior/Senior links.

## 3. Marketing and external links, including public occasions

- Build effective partnerships with parents to ensure:
  - i. a shared understanding between school and home about the subject, and how parents can support their child
  - ii. an excellent local reputation for the school through the promotion, profile and success of the subject
  - iii. extra-curricular activities that enrich the timetabled curriculum experiences
- Promote the subject excellence and reputation of the school through public occasions (parents' meetings, Open Days, workshops etc.)
- Develop links outside the school in order to increase opportunities for sharing good practice, learning opportunities for pupils etc.



#### 4. Training and development of self and others

- Regularly review own practice, set personal targets and take responsibility for own development.
- Keep abreast of subject developments from a range of sources, in order to maintain best practice.

#### 5. Management of resources

- Ensure that appropriate, well-maintained resources are available for the teaching of Science and identify future subject-related resource needs and aspirations for consideration in the school budget planning process.



#### 6. Monitoring, evaluation & assessment

- Monitor and assess pupil progress in Science through a variety of strategies including the use of performance data, benchmarks and lesson observations, and produce reports as required.
- Participate in the school's monitoring and evaluation cycle, providing constructive feedback and targets in order to develop individual skills to teach Science effectively.

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## Skills Required

Excellent classroom teaching skills	Essential
Ability to communicate effectively and efficiently orally and in writing	Essential
Effective interpersonal skills	Essential
Ability to share/evaluate/review/implement current/new practice	Essential
Ability to create effective links across the whole school	Desirable

## Knowledge Base

Understands the nature of the subject and has a secure subject knowledge	Essential
Has knowledge of current subject-related developments	Essential
Has knowledge of key characteristics of quality teaching, <u>learning</u> and learning environment	Essential
Gives clear direction that enables pupils to achieve the highest quality education	Essential
Has knowledge of the policies/plans of the whole school	Desirable
Good working knowledge of common ICT applications, with a clear understanding of, and enthusiasm for, the potential for ICT in enabling more innovative and effective approaches to learning and teaching	Desirable

## Qualifications/Attainment

Qualified Teacher Status	Essential
Degree in one of the Sciences	Desirable
A level or equivalent in one or more of the sciences	Essential

## Experience

Inspiring young people through practical Science activities	Essential
Teaching primary school aged children	Desirable

## Attitude/approach

Enthusiasm for promotion of subject and able to communicate vision for the future direction of the subject	Essential
Tact and diplomacy	Essential
Approachable and helpful attitude towards colleagues	Essential

This job description should be seen as enabling rather than restrictive and will be subject to regular review. Please note that all applicants must complete the School's application form found on our website.

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All school staff are expected to:

- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Contribute to the school's programme of co-curricular activities.
- Build effective relationships with parents and support the Head of the Junior School in promoting the ethos of the school
- Support and contribute to the school's responsibility for safeguarding students.
- Work within the school's health and safety policy to ensure a safe working environment for staff, students and visitors.
- Work within the GDST's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- Engage actively in the performance review process.
- Adhere to policies as set out on the GDST Hub.
- Undertake other reasonable duties related to the job purpose required from time to time.



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# Terms & Conditions of the Post

The GDST offers attractive salaries and pay progression, when compared with the education sector generally, and has its own pay and grading structure, and system of career progression. Leadership and teaching excellence are recognised and rewarded in its schools. The salary reflects London weighting.

Benefits include:

- Membership of Teaching Staff Pension Scheme
  - Access to the GDST central training and development programme
  - Up to 50% discount on fees for children at GDST schools
  - Training grants for obtaining further qualifications
  - Interest free annual season ticket loans for travel are available to staff
  - Interest free loans to enable staff to buy a computer for personal use at home
  - Cycle Scheme: The School is part of the scheme which enables staff to purchase bicycles and equipment at a tax advantageous rate and pay for the equipment over 12 months
  - Free lunches during term time
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# Application and Interview Process

Applications should be submitted by Monday 20th February 2023. Candidates should complete the application form provided with details of qualifications and experience and the names, addresses, telephone numbers and email addresses of two professional referees, one of whom should be the Head of their present or most recent school.

Completed applications should be sent via

Ms Kate Bevan

Head of Junior School

Notting Hill & Ealing High School

2 Cleveland Road, Ealing, London, W13 8AX

[recruitment@nhehs.gdst.net](mailto:recruitment@nhehs.gdst.net)

Shortlisted candidates will be invited for interview in the week commencing 27th February 2023. All applications will be acknowledged and candidates who have not heard from us further within two weeks of the closing date should assume that the post has been filled.

All adults employed at the school are cleared for working with children and young people through the Disclosure & Barring Service. Please see attached full information regarding the Girls' Day School Trust guidelines on the Safeguarding of Children.

Further information about the school can be found on our website at: [www.nhehs.gdst.net](http://www.nhehs.gdst.net)





# Independent Girls' School of the Year 2020



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