



Stephen Perse

Foundation

# Teacher of Science 3-11 (part-time) JD & PS

[stephenperse.com/currentvacancies](https://stephenperse.com/currentvacancies)

# History of Stephen Perse

The Perse Girls School, founded in 1881, evolved into the Stephen Perse Foundation in 2007, and first admitted boys to its Senior School in 2017. Stephen Perse has grown over recent years, adding a co-educational sixth form to its highly successful Senior School in 2008, and four nurseries and early years settings (three in Cambridge and one at Dame Bradbury's in Saffron Walden) between 2010 and 2021. Stephen Perse has been fully co-educational in all settings since 2017 and now comprises four nurseries, two junior schools, a senior school and sixth form.

Predominantly a day school, there are currently 60 (mainly sixth form) boarders. As well as its reputation for academic excellence, Stephen Perse is renowned for an innovative approach to education, and a focus on preparing students for the future.





## Our Mission Statement

At Stephen Perse, our mission is to educate and inspire the contributors to tomorrow's world: intelligent young people with the creativity, compassion, confidence and conviction to question, evaluate and improve society.

## Our Vision Statement

To deliver this mission, our vision is to create and sustain an outstanding educational environment that:

- Fosters modern scholarship through exceptional teaching and a dynamic, flexible and rigorous academic curriculum.
- Provides outstanding breadth of opportunity and quality of experience through a rich and varied co-curriculum.
- Nurtures and celebrates individuality, wellbeing, personal development, and contribution to the growth of others, through superb pastoral care, social and emotional education, and learning support.
- Champions and models equality, diversity and inclusivity, and social and environmental responsibility with a global outlook.

## Our Values Statement

With excellence and creativity in teaching and learning at the core of each of our schools and nurseries, we value the positive difference our students can make in the world through:

- Scholarship and the advancement of knowledge and understanding.
- Kindness, courtesy, inclusivity and collaboration.
- Diligence, independence and self-reliance.
- Humility, reflectiveness and the pursuit of self-improvement.
- Character, individuality, wellbeing and confidence.
- Conserving the environment and living sustainably.



*Welcome from the Principal*

## Richard Girvan

Stephen Perse is a leader in modern independent education, superbly well placed, both to meet the challenges, and to seize the opportunities, presented by its future.



Any school, indeed, any group of schools, is only as strong as its people. Stephen Perse boasts exceptional people across all of its schools and nurseries, and invests in their recruitment, development and empowerment to ensure our pupils benefit from excellent role models, outstanding support and exceptional teaching. As Principal, I consider this investment in our people to be of utmost importance.

At Stephen Perse, all are united in embracing the modern world and in seeking to help our pupils to find and take their place in it, as confident, socially responsible adults. We seek to attract people who are inspired by this challenge, people who share our values, people who are passionate about our collective vision of developing the change-makers of the future.

**Richard Girvan**

*Principal*

# Teacher of Science 3-11 (part-time 0.6) JD & PS

## Responsible to: Head of Dame Bradbury's

**Location: Dame Bradbury's Junior School, Saffron Walden**

### Role Description

To promote effective learning, appropriate achievement and educational, social and personal progress of all pupils for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual. This role is to teach at our Dame Bradbury's School to teach specialist Science lessons across Years 3, 4, 5 and 6. At Year 6, this is split into the three disciplines of Biology, Physics and Chemistry to be taught discretely. At Dame Bradbury's, we have a specialist science lab where science lessons are taught.

This role is to cover a period of maternity leave from October 2025 - December 2025, and will become permanent from January 2026.

### Your Role as a Teacher

At Stephen Perse everyone is a learner. While our pupils enjoy the benefits of a creative and innovative learning environment, our teachers strive to inspire and engage through using a wide range of pedagogical approaches.

We want every teacher to offer the very best in teaching and learning to our students and this will inevitably, and perhaps even increasingly, involve the digital world. We are iPad 1-to-1 from 11 to 18 and our Junior Schools use class sets. We are a leader in the use of digital technology within the classroom. This helps us to support our teachers and learners to have an appropriate use of these technologies.



We don't need you to be a fluent or confident user of technology before you start working with us, but we will want you to have an agile and ambitious mindset that is open to adopting new techniques. Training and support are offered on a regular basis as part of formal and informal CPD and is focused on student learning.

### Principal Responsibilities

- Lead the teaching of Science for Years 3-6.
- Contribute to cross-curricular learning and related learning programmes as appropriate.
- Participate in the development of science skills progressions, programmes of study and schemes of work.
- Produce reports and provide assessment data as required.
- Complete and publish risk assessments for spaces and activities in science.
- Run extra-curricular and enrichment

activities linked to science.

- Oversee the delivery of enrichment opportunities such as fieldwork expeditions, workshops and visiting speakers. To ensure the safety of pupils and staff in such circumstances according to school policy.
- Work as part of the STEAM team to develop this area of the curriculum at Dame Bradbury's making links across specialisms.
- Teach consistently high-quality science lessons.
- Provide clear and accurate reports of pupil progress and targets for improvement through the agreed schedule of annual reporting and parents' evenings
- Establish constructive relationships with parents/carers, exchange information, access and learning and support home to school and community links.
- Provide advice and guidance to parents as required and appropriate.
- Provide support and encouragement to children.
- Manage and monitor the budget requirements of the subject throughout Dame Bradbury's purchasing appropriate resources in consultation with those who teach Science.
- Develop, maintain and update



schemes of work and skills progressions, including overseeing the resources required for teaching of science.

- Liaise with other staff, including those at our parallel Cambridge Junior School and Senior School as appropriate.

### **Child and young person development**

- Fulfil all of the responsibilities and duties required by Stephen Perse policies.
- Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which the post-holder is

responsible.

- Plan work to meet the learning needs of allocated pupils in a consistent and effective way.
- Use appropriate differentiated teaching and classroom management strategies to motivate pupils and enable each individual to progress.
- Monitor the progress of pupils for whom the post holder is responsible, set expectations and support pupils to progress towards achieving their next steps.
- Maintain appropriate records to demonstrate progress made by pupils.
- Work within Stephen Perse's agreed

Behaviour, Rewards and Sanctions policy to anticipate and manage behaviour constructively, promoting self-control and independence.

- Challenge and motivate pupils, promote and reinforce self-esteem.

### **Being Part of a Team**

- Participate in appropriate meetings with colleagues and parents as required.
- Carry out a share of supervisory duties in accordance with school procedures.
- Carry out a share of cover duties for absent staff as required.
- As needed, liaise with other and parallel subject leaders of science at the Cambridge Junior School and in the Senior School, including contact with the Early Years.
- Take part in entrance assessment procedures for prospective pupils, and Open Days, as appropriate.
- Assist in the promotion of the subject within and outside school as appropriate.
- Assist in departmental administrative tasks.
- Attend residentials, trips or play a wider role in school as a member of the Dame Bradbury's team.

### **Professional Development**

- Take part in, or lead where applicable, the continued professional development programme.
- Attend or lead induction, training and briefing sessions as required.
- Keep up-to-date with developments within school and in relation to your discipline.
- Keep abreast of developments in subject-related digital learning.
- Encourage others who teach science to maintain the profile of the subject by displaying resources and pupils' work in the relevant classrooms, corridor displays and online platforms.
- Achieve any performance criteria or targets arising from the Stephen Perse performance management arrangements.

### **Safeguarding and promoting the welfare of the child**

- Work with other staff in planning, evaluating and adjusting learning activities as appropriate.
- Use clear language to communicate information unambiguously to others including children, young people, their families and carers.
- Liaise between senior staff/teaching staff and teaching assistants at Stephen Perse.
- Attend staff meetings, open and

INSET days.

- Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate.
- Make an active contribution to the policies and aspirations of Stephen Perse.

### **Equalities**

- Ensure services are delivered in accordance with the aims of the Equality Policy Statement.

### **General responsibilities**

- Act as an excellent ambassador for Stephen Perse at all times.
- Build and maintain good working relationships with all Stephen Perse colleagues.
- Assist as necessary in other Stephen Perse areas at peak times.
- Work at all times towards the aims and goals of Stephen Perse and any individual objectives and targets you may have agreed.
- Proactively identify areas for improvements within Stephen Perse.
- Actively promote the Stephen Perse Equal Opportunities Policy, encouraging staff awareness and participation in all areas.
- Act in accordance with the Data

Protection principles at all times.

- Adhere at all times to Stephen Perse operational and employment policies and procedures.
- Take care of your own health and safety and that of people who may be affected by what you do (or do not do).
- Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.
- Follow the training you have received when using any work items Stephen Perse has provided.
- Adhere to the Stephen Perse Privacy Notice and ensure private and confidential data is kept secure and disposed of in the appropriate manner.

This job description is not necessarily comprehensive and the position holder will be required to carry out such other duties as may reasonably be required within the general scope and level of the post.

## Safeguarding and welfare of children

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the Stephen Perse Safeguarding and Child Protection Policy statement at all times. If, in the course of carrying out the duties of the post, the role-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns

to the School's Designated Person or the Stephen Perse Designated Safeguarding Lead. All employees of Stephen Perse adhere to the Safer Working Practices guidance and all teaching staff are required to adhere to the Teaching Standards which can be **found on the government website.**



# Person Specification

	Essential	Desirable	Assessment Method
<b>Qualifications</b>	<p>Knowledge and experience of teaching Science at Key Stage 2</p> <p>QTS or equivalent</p>	<p>First Aid qualification</p>	<p>Application Form</p> <p>Production of the Applicant's certificates at interview</p>
<b>Knowledge &amp; Experience</b>	<p>Able to demonstrate enthusiasm, energy and creativity in their teaching</p> <p>Teaching experience in science</p> <p>A willingness to teach or develop knowledge of teaching of coding and digital</p> <p>Able to demonstrate flexibility in their classroom practice</p> <p>Confident using technology in their classroom practice</p> <p>Committed to pupils attaining the highest possible levels of achievement</p> <p>Able to manage support staff and work in a team</p> <p>Able to demonstrate active involvement in all aspects of school life</p>	<p>Enthusiasm to teach outdoors</p> <p>Familiarity in using iPads for teaching and learning</p> <p>Familiarity with using Google Suite for Education</p> <p>Experience of cross curricular planning</p> <p>Experience of leading off-site trips or taking learning beyond the classroom</p> <p>Willingness to drive the school minibuses with appropriate training</p> <p>Experience of working with younger pupils</p> <p>Experience of teaching discrete Sciences to KS3 and above</p>	<p>Application Form</p>
<b>Skills &amp; Aptitudes</b>	<p>Due to our statutory obligations in respect of safeguarding, the ability to read, understand and communicate in English to a sufficient standard to understand these obligations is required</p> <p>A good communicator with adults and children</p> <p>Able to work harmoniously and effectively with the Principal, Stephen Perse colleagues, Parents and members of the community</p> <p>Experience of operating professionally and safely within a creative environment</p>	<p>Ability to support other staff in leading Continued Professional Development sessions using expertise</p> <p>Engagement with social media for professional purposes</p>	<p>Interview</p>
<b>Personal Attributes</b>	<p>Professionalism and Integrity</p> <p>Dedication and enthusiasm</p> <p>Energy and resilience</p>		<p>Interview</p>

## Terms and conditions

All appointments for Stephen Perse are subject to satisfactory reference and disclosure and barring service (DBS) checks, suitability to work with children checks, online checks, proof of identity and eligibility to work in the UK, completion of a medical questionnaire and proof of qualifications.

## Hours of work

Part-time: 3 days per week (days to be discussed at interview).

## Salary

The successful candidate will be remunerated at the appropriate point on Stephen Perse teaching scale, which is in excess of the state sector teaching scale.



## Benefits

- Contributory pension scheme - Aviva Pensions Trust for Independent Schools (APTIS).
- Salary sacrifice tech and cycle to work schemes. \*
- Life assurance scheme.
- Rail season ticket loan/discount on train travel on Greater Anglia rail services.
- Lunch and refreshments provided during term time.
- A loan of an iPad, for use whilst employed at the school.
- Annual flu immunisation.
- Parking available at Dame Bradbury's school.
- Many of the sites offer covered bike parking.
- Free access to the Cambridge University Botanic Garden.
- Access to private health and dental plan subscriptions.
- A staff discount on School Fees of 50% (pro rata for part time and term time) should staff have a child at any school (from Reception to Year 13) within Stephen Perse.

*Please note, all benefits are under periodic review and subject to change.*

*\*Eligibility criteria applies.*

## Privacy Notice

Please see our privacy policy which is available on the recruitment portal.

<http://www.stephenperse.com/recruitment>



Please apply directly by downloading an application form from our recruitment page at [www.stephenperse.com/recruitment](http://www.stephenperse.com/recruitment), or email [recruitment@stephenperse.com](mailto:recruitment@stephenperse.com) to request an application form. Please send completed application forms to [recruitment@stephenperse.com](mailto:recruitment@stephenperse.com). We are unable to accept CVs.

### The Recruitment Process

- Closing date for applications:  
**9am on Friday 17 October.**
- Interviews will take place:  
**Week commencing  
Monday 20 October.**

**References may be taken up before interview.**

### Invitation to interview and recruitment arrangements

Stephen Perse is committed to safeguarding and promoting the welfare of its pupils. Stephen Perse has a statutory duty to apply for DBS clearance and shall ask the successful candidate to complete an online form which must be cleared before the applicant can commence work. Such checks may take up to eight weeks to complete.

Stephen Perse has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.





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