



The Latymer School

Founded 1624

CANDIDATE PACK



**Vacancy
Deadline**

Head of Physics
Friday 6 February 2026





Welcome

Qui Patitur Vincit

Thank you for considering applying for the role of **Head of Physics** at The Latymer School, North London. We are seeking an exceptional candidate who is passionate about Physics and committed to maintaining the highest standards of teaching and learning within the department, ensuring excellent outcomes for our students. The successful candidate will also play a central role in reinforcing and further developing the school's already strong academic position.

As a selective state grammar school, our students achieve impressive outcomes placing us as one of the top state schools in the country for academic achievement. Our students progress to a range of competitive destinations, including a high number of students securing places at Oxbridge or on medical related courses. However, we are not solely academic, but are also driven by a desire to ensure we offer rich opportunities for personal development, including ones focused on building confident and considerate young people. Our school motto translates as 'Who endeavours win' which reflects our key values of hard work, dedication and grit. The successful candidate will have a firm grasp of how an established personal development and extracurricular programme can support academic success.

The Latymer School is a high achieving selective grammar school with a great tradition of success. We aim to provide a first class education for all students. In the academic year 2024/25 our GCSE results were outstanding, with 36.9% of students achieving a grade 9, 65.1% achieving level 9/8, and 84.4% achieving level 9/8/7. At A Level 30.7% of grades were A*, 65.1% were A*/ A, and 86% were A*/ B. As in previous years, the majority went on to attend the country's top universities, and a large number were successful in their applications to Oxford or Cambridge.

While we are committed to developing pupils' intellectual abilities and celebrating academic achievement. We want students to have a real thirst and love for learning so that they are well equipped for life after Latymer. However, the school prides itself on much more than its exam results. As our mission statement asserts, we aim to provide 'a first class liberal education', develop 'lively enquiring minds', and encourage students to 'achieve their full potential and show consideration for others'. Staff at Latymer foster an academic environment that takes students well beyond the classroom curriculum offering a wide array of exciting and worthwhile extra-curricular activities in areas such as music, drama, sport, and chess.

Although we expect applicants to demonstrate excellent subject knowledge, prospective applicants should not be daunted by working with high-ability students. We are an incredibly caring school and value our staff highly, as demonstrated through the excellent CPD and support we provide. If you would like to find out more about the school, we would be happy to arrange a visit prior to applying.

We look forward to welcoming you to our inclusive community and receiving your application for the post.

Joseph Gilford, Headteacher.



The Role

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Role: Head of Physics

Required: 13 April 2026 (We may consider September 2026 for the right candidate)

Scale: MPS1 (£37,870) Outer London - UPS5 (£56,154) Outer London with TLR £8,611 (2Cii)

Contract: Full Time, Permanent

We wish to appoint an enthusiastic and dedicated Head of Physics Teacher who sets high expectations for both students and themselves, and who will inspire and motivate pupils to achieve their best at The Latymer School. The successful candidate will possess excellent subject knowledge and the ability to deliver dynamic, engaging lessons. You will join a supportive and well-resourced Physics department and work with enthusiastic students who are eager to learn.

You will be joining The Latymer School at an exciting time as we work towards completing the build of our new modern and impressive Library and Learning Resource Centre. Moreover, as we enter our 402nd year, we are extremely proud of our history and tradition, whilst also seeking to continue to modernise and ensure every aspect of our school prepares our young people well for life in modern Britain.

In this role we are looking for someone who is dedicated, professional, and passionate about demonstrating their classroom talent; who has excellent subject knowledge, is motivated and enthusiastic, and has the energy to build on recent GCSE and A Level results while helping to drive forward our high standards; who is resourceful, innovative, and actively seeks to develop their teaching skills; who possesses first-rate communication and organisational abilities; and who has the potential to lead teams and support the development of colleagues.

The post would suit a dedicated and inspiring teacher to lead a well-equipped and thriving Physics Department. The ideal candidate will have exceptional subject knowledge and the ability to engage and motivate students through dynamic and inspiring teaching. This role offers a chance to take on a leadership position within the department, working with enthusiastic students who are eager to learn.

The Physics Department at Latymer offers a stimulating curriculum where students learn to use fundamental Physics principles to explain everyday observations of the world around them, make predictions, and solve problems. In this role, you will help students develop and apply mathematical skills so they can use physics equations to solve problems, make predictions, and explain consequences based on calculations. You will also guide students in practical work, supporting them as they use a wide range of equipment and learn how to interpret and analyse data from classroom experiments to justify or explain key concepts.

Through your teaching, students will improve their scientific literacy, using key scientific terms and units accurately, and develop confidence in communicating ideas clearly. The department aims to foster curiosity and a lifelong interest in Physics, helping students appreciate its relevance and applications in the real world

The Science Department has 16 specialist teachers that all teach to AS and A2 level;

- 5 in Physics
- 6 Chemists
- 5 Biologists

The four Technicians, one of whom is the Senior Technician, are also specialists in one subject and work mainly in that Department. The accommodation comprises twelve laboratories and although four are designated to each of Biology, Chemistry and Physics, Year 7 and Year 8 teaching may take place in any. There are also four preparation rooms. Four of our science labs were refurbished last year as part of our buildings programme. All the laboratories have a computer, data projector and interactive whiteboards. Every laboratory has at least one computer linked to the school network and at least one laboratory on each floor has several computers to allow class experiments with “LogIT” data capture devices. School computer rooms or laptops can also be booked for lessons.

Management structure

The Science Management team consists of the following members of staff:

Head of Physics

Head of Biology

Head of Chemistry

Head of Lower School Science

Senior Technician



The Role & Job Description...

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Title of post	Head of Physics
Reporting to	Member of Senior Leadership Team
Job Purpose	<p>The core purpose of the Head of Physics is to provide clear and strategic leadership of the Physics department, promoting a culture of academic ambition, excellent behaviour, and consistently high-quality teaching. The Head of Physics will:</p> <ul style="list-style-type: none">• Deliver and model outstanding Physics teaching that reflects up-to-date subject knowledge and evidence-informed pedagogy• Lead the design, development, and quality assurance of a coherent, knowledge-rich Physics curriculum that prepares students for high attainment at GCSE, A-level, and competitive STEM pathways such as Oxbridge and engineering.• Ensure that assessment, tracking, and monitoring processes drive continuous improvement, support inclusion and SEND needs, and secure exceptional outcomes for all students• Lead staff development through coaching, subject-specific CPD, and the creation and refinement of high-quality resources• Oversee the safe, effective delivery of demonstrations, investigations, and required practical experiments, ensuring laboratories are well-equipped and compliant with CLEAPSS guidance• Contribute to whole-school teaching and learning priorities, STEM enrichment, and the school's wider culture of scholarship and aspiration
Main Areas of Responsibility	<p>Leadership & Department Direction</p> <ul style="list-style-type: none">• Provide purposeful leadership for the Physics department, setting clear improvement priorities aligned to whole-school goals• Line-manage Physics teachers, supporting high performance through coaching, developmental feedback, and effective performance management• Lead departmental meetings with clarity, purpose, and a focus on continuous improvement <p>Teaching, Learning & Quality Assurance</p> <ul style="list-style-type: none">• Deliver high-quality lessons exemplifying excellent subject expertise, behaviour routines, and adaptive teaching methods• Quality-assure teaching through lesson visits, work scrutiny, assessment analysis, and student voice• Ensure marking, feedback, and required practical skills are accurate, consistent, and moderated to high standards



Job Description Continued...

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Main Areas of Responsibility

Curriculum, Assessment & Data

- Lead the design, sequencing, and review of schemes of work and resources to maintain ambitious and inclusive provision
- Keep up to date with exam specifications and implement curriculum updates as required
- Organise and oversee assessments for all year groups, ensuring clarity of expectations and deadlines
- Analyse attainment and progress data to inform departmental planning and interventions
- Use assessment insights to identify and support underachieving students, including those with SEND
- Support students preparing for Olympiads, Oxbridge interviews, and high-level engineering pathways

Practical Work, Equipment & Technical Support

- Ensure the department has the equipment required for demonstrations, investigations, and required practicals
- Work effectively with the Physics technician to ensure practical lessons are safe, well-prepared, and compliant with CLEAPSS guidance

Behaviour, Standards & Student Support

- Monitor and uphold high expectations for conduct and learning across Physics lessons
- Support staff in maintaining consistent routines and address behaviour concerns appropriately
- Provide targeted academic support for students and liaise with pastoral/SEND staff where necessary

Department Operations & Administration

- Manage the departmental budget efficiently, ensuring value for money and appropriate procurement
- Liaise with the Examinations Officer on entries, access arrangements, and administration
- Ensure smooth running of lessons during staff absence through effective cover coordination
- Maintain effective departmental systems for communication, organisation, planning, and resources

Contribution to Whole-School Development

- Support whole-school teaching & learning initiatives and school improvement strategies
- Promote inclusion, high aspirations, and strong partnerships with parents, colleagues, and external agencies
- Contribute to STEM enrichment, cross-department collaboration, and wider co-curricular opportunities



Person Specification

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It is essential that your application includes evidence of your experience against the requirements of the person specification, and the interview process will be designed with a view to assessing this evidence.

Qualifications

- Degree in Physics or closely related subject
- Qualified Teacher Status (QTS)
- Recent and relevant professional development and/or higher-level study
- Strong academic background in Physics at GCSE and A-Level

Experience

- Teaching across the full age and ability range of an 11–18 school
- Teaching A-Level Physics
- Experience as a Form Tutor
- Knowledge of safeguarding, laboratory safety, risk assessment, and CLEAPSS guidance
- Have an understanding of GCSE/A-level specifications, assessment objectives, and examiner expectations
- Proven record of students achieving high standards of learning and attainment
- Ability to analyse data in a meaningful way to inform plans
- Experience in using ICT effectively in the classroom
- Experience of managing a team and leading colleagues
- Excellent oral and written communication skills
- Ability to work independently and on own initiative
- Ability to work effectively as part of a team
- Ability to plan, manage, and prioritise own workload and commitments
- Ability to support and guide colleagues professionally
- Ability to build strong professional relationships with students, staff, and parents
- Strong organisational skills and ability to meet deadlines
- Ability to delegate tasks appropriately and manage resources efficiently
- Practical understanding of SEND and inclusion in high-attainment settings, including adapting explanations and practical work
- Strong understanding of evidence of adaptive teaching, retrieval practice, and conceptual mastery
- Understanding of effective line management, coaching, and staff development structures
- Knowledge of curriculum design principles in a Physics Context
- Awareness of subject-specific developments, national trends, and post-18 STEM expectations.
- Understanding of effective line management, coaching, and staff development structures.
- Knowledge of competitive STEM admissions (Oxbridge, engineering), Olympiads, and advanced problem-solving requirements
- Awareness of strategies to improve representation and participation in Physics



Person Specification Continued...

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Skills and Attributes

- Ability to motivate and inspire staff and students, promoting an ambitious Physics culture
- Excellent classroom practice with strong behaviour routines and clarity of explanation
- Strong analytical skills, able to interpret data and translate insights into meaningful actions
- Skilled in resource creation, assessment design, and curriculum development
- Confident in quality-assuring teaching and giving developmental feedback
- Excellent organisational and prioritisation skills
- Strong communication skills with students, staff, parents, and senior leaders
- Effective collaborator with technicians, STEM colleagues, and external partners
- Inclusive and reflective, sensitive to the needs of diverse learners
- Experience mentoring/coaching ECTs or mentoring trainees
- Experience delivering departmental CPD or leading curriculum reform
- Committed to promoting Physics through enrichment, competitions, and partnerships
- Strong commitment to safeguarding and duty of care

Personal characteristics

- Approachable
- Committed
- Empathetic
- Reliable
- Reflective
- Collaborative
- Enthusiastic
- Organised
- Resourceful
- Resilient



Candidate Application

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To find out more about The Latymer School, please visit our website by clicking [here](#).

How to apply:

Please click on the [link](#) to create an account on MyNewTerm and submit your application.

Interviews will take place on Thursday 12 February 2026.

Closing date: 10 AM on Friday 6 February 2026.

We reserve the right to shortlist and interview strong candidates as applications are received and to make an appointment to the post before the closing date. Therefore, we encourage prospective candidates to apply as early as possible.

The Latymer School is committed to safeguarding and promoting the welfare of young people. We expect all staff to share this commitment. Any offer of employment is subject to a satisfactory 'Enhanced with a Barred List Check' through the Disclosure and Barring Service.

As part of our selection and appointment process, and in accordance with Keeping Children Safe in Education guidance, we are required to conduct online searches on all candidates in order to identify any incidents or concerns which are publicly available online. By submitting and signing your application, you acknowledge that such searches will be conducted as part of the selection and appointment process.

The Latymer School is an equal opportunities employer.