



DARRICK WOOD SCHOOL

RESPECT | RESPONSIBILITY | HONESTY



Teacher of Science (biologist preferred, full or part-time)

Candidate Pack

Teacher of Science

**Full Time/Part Time will be considered
Open to ECTs
September 2026**

You will be working in a forward looking and supportive school with successful and committed staff. Darrick Wood is an oversubscribed and successful 11-18 ten form entry mixed comprehensive academy, housed in modern buildings on an attractive site. The School consistently achieves excellent results and was judged to be 'good' in all areas in its OFSTED inspection in May 2024. The School was awarded the World Class Schools Quality Mark in 2015 and again in 2018 and 2021. The School provides excellent opportunities for career development and a full support programme for all new staff. All staff have access to sports facilities, and a private employee assistance programme.

Darrick Wood School is an equal opportunities employer and welcomes applications from all suitably qualified candidates. As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected.

Closing Date: As soon as vacancy is filled.

Darrick Wood School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out; references will be sought, and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Welcome from the Head Teacher



Thank you for your interest in joining Darrick Wood. I hope that this information pack will help you to learn more about the role, our school and our students.

You are joining a school which has much to celebrate. We are proud of our many successes and in particular the achievements of our students. We are continually striving to build on these and adapt to best suit the needs of our current students. To do this well requires staff working together to contribute to a community where people come first and where we all live by the values of this school - Respect, Responsibility and Honesty. I am proud to be Head Teacher of this inclusive, mixed comprehensive school, one which is highly ambitious about the potential of every individual who works or learns here. We will always work

hard to do our best for our students and to support each other, but we should also come to school enjoying what we do, knowing that our role, whatever it is in school, makes a positive difference to others.

Dr M J Airey, Head Teacher

About Darrick Wood School

We provide the highest quality inclusive education founded on our three Core Values of Respect, Responsibility and Honesty, and our Vision for Learning which promotes achievement for all. Our overall approach is underpinned by our motto, Revereor Vitam – to have a reverence, or respect for life.

Our curriculum is designed so that in Key Stage 3 (Years 7 to 9) students study the full range of National Curriculum subjects. In Key Stage 4 (Years 10 and 11), most students study the English Baccalaureate group of subjects (English, Mathematics, History or Geography, at least two sciences and a language). Students also select from a vast range of other subjects ensuring that the curriculum followed is as broad and balanced as possible. In our very popular Sixth Form, the range of subjects broadens further still.

Throughout all years, we emphasise not only the development of knowledge and understanding, but also what we refer to as the DWS Life Learning Skills. An education at Darrick Wood aims to ensure that all students leave with the knowledge, skills and qualifications to make positive contributions to the communities in which they live and the wider world around them. This is supported by our extensive extra-curricular offer which allows students to develop and grow holistically. There is a strong pastoral care system, with ten Forms per year group and each year group led by an Achievement Coordinator and an Assistant Achievement Coordinator. These teams work alongside experienced non-teaching members of staff to ensure all students are supported to achieve their best.

We have amazing, well cared for facilities, our students demonstrate excellent behaviour and positive attitudes towards each other and their learning. Our staff are highly qualified and experienced. If you believe in comprehensive education at its very best, you will enjoy being part of our school community.

What do staff say about working at Darrick Wood?

“Staff work as a team to pull together within departments/faculties”

“Feel part of a family – work as a great team”

“The relationships I have with the pupils and the respect they show me as somebody who only wants the best for them”

“The variety of opportunities provided to our students. The vast majority of our students are a pleasure to teach and have interactions with on a daily basis”

“Each day is different, with new challenges. I enjoy engaging with students and staff alike”

“The kindness of the staff; I feel listened to and valued; wide variety of activities clubs for the children to participate in; opportunities to go on trips”

“Even on challenging days, there is always someone to go to. It makes sense why people stay working here for long services”

“My colleagues and department and the dedication and support they consistently provide. Seeing pupils develop and my relationship with them. The dedication of some of our pupils to their learning and extra-curricular”

The Science Faculty

There are thirteen modern laboratories, most of which have been newly refurbished, to provide an efficient and pleasant working environment. Some laboratories have a fume cupboard and all laboratories are connected to the school's computer network. All laboratories are fitted with new BenQ Interactive boards.

There are eighteen science teachers and three technicians under the direction of three Heads of Department.

Although there are discrete Biology, Chemistry and Physics departments, the communal office and staff room ensure that there is a free exchange of ideas. This arrangement has done much to foster the hardworking, mutually supportive and friendly atmosphere that characterises the Faculty.

Wherever possible staff teach their specialist subject at Key Stage 4 and Key Stage 5. In Key Stage 3 pupils learn Science as a combination of topics based on Exploring Science and Collins materials.

The examination results at GCSE are excellent (well above National and Borough averages) and our Advanced level results are also very good. We are striving to improve all our results still further. The Science Faculty GCSE results are amongst the best of any comprehensive school in Bromley.

SOWs at KS3 draw heavily on Exploring Science resources but are designed by HODs, taking materials from a wide range of other sources. At GCSE students follow AQA Separate GCSEs in Biology, Chemistry and Physics or Combined Science (AQA Trilogy syllabus) for double award. All pupils are entered for GCSE.

At Advanced level all three Departments study OCR Sciences. Our results are very good and our expectation of 100% pass rate is rarely disappointed. Science A level groups have been growing steadily over recent years and now all three subjects usually run at least two good sized classes in the Sixth Form. In addition, we offer Level 3 BTEC in Applied Science.

Benefits of Working at Darrick Wood

Work in a dynamic and friendly school

Health Assured membership

Use of our Fitness Suite

The Post

A full or part-time time Teacher of Science, preferably Biology is required from September 2026. We are looking for enthusiastic scientists who can contribute to the success of a lively and innovative Faculty in a good school, while gaining much useful experience for their future career.

Completed application forms, found on our school website, should be returned to the Head Teacher as soon as possible.

Job Description/Person Specification

The person appointed to this post will:

- Have excellent subject knowledge
- Be a good/outstanding classroom teacher
- Be enthusiastic and energetic
- Be able to teach students of all abilities across Key Stages 3-4, and preferably key stage 5
- Have an enthusiasm for the subject and the desire and ability to convey this to students
- Demonstrate a good understanding of issues relating to technological advances
- Be highly motivated and committed to working as a team
- Ensure all students make good progress and reach their potential
- Monitor students' progress via regular assessment, feedback and marking
- Provide appropriate support and promote high attainment in public examinations
- Have a knowledge of IT and its use in teaching
- Possess clear and effective communication skills
- Have a commitment to equal opportunities
- Demonstrate a commitment to continuous professional development
- Support the development of students' communication skills and promote their acquisition of lifelong learning skills
- Be committed to extra-curricular activities
- Ensure the needs of all students are met, including students with special educational needs and disabilities
- Contribute to the wider life of the school
- Work productively and co-operatively with the line manager.

Selection Criteria

| | Essential | Desirable |
|--|-----------|-----------|
| Qualifications & Training | | |
| Good Honours Degree or equivalent | ✓ | |
| Qualified Teacher Status | ✓ | |
| Evidence of commitment to continuing professional development | | ✓ |
| Professional Experience & Knowledge | | |
| Knowledge of assessment and target setting in your subject | ✓ | |
| Evidence of planning and development resources | ✓ | |
| Have an understanding of current educational initiatives | ✓ | |
| Professional Expertise | | |
| Exhibit a range of teaching, learning and behaviour management strategies | ✓ | |
| Be able to create a positive learning environment where expectations of students are high, and behaviour is good | ✓ | |
| Act as a role-model for students and staff through their personal and professional conduct | ✓ | |
| Have an understanding on how to improve results | ✓ | |
| Be reflective about your own practice | ✓ | |
| Be able to articulate ideas in both verbal and written form | ✓ | |
| Be committed to improving practice through professional development | ✓ | |
| Be able to cope with change, be flexible and handle uncertainty | ✓ | |
| Have good time management and personal organisation skills | ✓ | |
| Personal Attributes | | |
| Vision, warmth, <u>energy</u> and enthusiasm | ✓ | |
| Pursuit of high standards, both academic and behavioural | ✓ | |
| Integrity | ✓ | |
| Willing to contribute to all aspects of school life | ✓ | |
| Able to maximise contributions from parents, <u>governors</u> and the school community | ✓ | |
| Ability to contribute with flair and commitment to the effective performance of the department | ✓ | |
| Special Requirements of the Role | | |
| Show a commitment to safeguarding and promoting the welfare of children and young people | ✓ | |

Application Procedure

- 1) Carefully read all the information about this post.
- 2) Complete the application form as fully as possible. You must use the school application form found on our website. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet.
- 3) In section 'statement in support of your application' please tell us:
 - why are you applying for this post
 - how your experience, skills, training and/or qualifications equip you for this positing and specially how you meet the person specification and requirements of the job description.

Early applications are encouraged, and we reserve the right to close the vacancy early if a suitable candidate is found.

Appointment Process

- 1) Suitable applicants will be shortlisted for an interview.
- 2) If successful, you will receive an email inviting you to attend an interview. It is therefore important that you give us an email address.
- 3) Candidates called to an interview will:
 - Be given a tour of the school.
 - Have an opportunity to meet with members of the department.
 - Be expected to teach a lesson to students that will be observed by one or more members of the staff and usually include the Head of Department and/or Deputy Head. Details of the lessons to be taught will be given in advance.
 - Have a formal interview with a member of the Senior Leadership Team.

Pre-Employment Checks

The successful applicant will be required to:

1. Provide details of two referees who know you in a professional capacity, one of whom must be your current or more recent employer, Head Teacher or mentor at your placement if you are still training. It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory.
2. Provide proof of all relevant qualifications (GCSEs and A levels or equivalent), degree and teaching qualifications.

3. Provide proof of eligibility to work in the UK
4. Undertake an Enhanced Disclosure and Barring Service check and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.
5. Complete a Health Declaration form and New Starter Health Assessment Questionnaire with our occupational health provider, Spire.

Conditions of Service

Employment is subject to a number of pre-employment checking procedures – these are given above.

This post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply

The job description may not be necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position.

The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

The school is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

To view Privacy Notice for Staff Applicants, [Click here](#)