



MONK'S WALK  
SCHOOL

# CANDIDATE INFORMATION PACK



TEACHER OF SCIENCE  
SEPTEMBER 2026

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EXCELLENCE FOR ALL



## MONK'S WALK SCHOOL

# THIS POST

We are seeking to appoint an enthusiastic and well-qualified science teacher to help us raise standards even further. Results in science are very strong, and all three sciences are popular at A Level.

The postholder will be able to teach at least one science to both GCSE and A Level, as well as one other science to GCSE.

Closing date for applications: noon on Friday 17 April 2026.

## KEY FACTS ABOUT MONK'S WALK

### ALL ABILITY

For students aged 11-18 of all abilities.  
Over 1400 students

### POPULAR & OVERSUBSCRIBED

### STRONG ETHOS

Inclusive ethos with focus on mutual respect and good behaviour. We aim for our students to be co-operative, courteous and kind.

### ACADEMICALLY SUCCESSFUL

Well above average  
Attainment 8 score

### BROAD CURRICULUM

24 courses at KS4 and  
26 at KS5, including  
all three sciences

### BROAD EXTRA-CURRICULAR PROGRAMME

A wide programme of activities, trips and visits and enrichment activities

### POPULAR SIXTH FORM

259 in the sixth form and a member of the Welwyn Hatfield consortium.

### STRONG FOCUS ON WELLBEING

For both staff and students.  
93% of staff say they enjoy working at MWS (Staff Survey July 2025)

### STRONG FOCUS ON STAFF DEVELOPMENT

We are committed to staff development including Initial Teacher and Early Career Framework training.

# ABOUT OUR SCHOOL



Our vision as a school is to provide 'Excellence for all' in every aspect of our provision and is underpinned by high expectations and our Monk's Character Habits. This combined with a continued focus on ensuring that we work effectively together as a school community means that our young people leave Monk's Walk with a strong sense of belonging and the skills and qualities needed to succeed in life.

The wellbeing of every member of our school community is of utmost importance, and we work hard to ensure that staff are well supported, that we take every opportunity to make workload manageable and that ultimately people enjoy coming to work each day.

Students benefit from a broad curriculum which promotes and celebrates the arts as well as ensuring excellent outcomes in STEM areas. We have a full orchestra (as well as other musical groups), thriving Art, Music, PE and Sport and an outstanding Drama department. Members of other departments involve themselves in extra-curricular activities in Music, Sport and Drama, supporting the many concerts and shows that we put on each year.

The diverse range of destination and career pathways is testament to the experience we provide for our students. If you visit the school take the time to have a look at our destinations board in our reception

Our teaching and learning approach is firmly evidence informed. Staff engage with current research and collaborative professional development to ensure classroom practice continually improves. This research led culture enables teachers to refine their craft and deliver consistently high quality learning for every student. To further support staff development, we subscribe to the National College CPD hub.

We are committed to supporting all staff with career progression aspirations and provide in house opportunities such as our aspiring middle leader programme, middle leadership coaching and an associate assistant headteacher

programme. Staff are also encouraged to engage with external providers offering training and qualifications such as NPQs and subject specific associations.

Our pastoral system is an integral part of daily school life with Form tutors and Heads of Years working together to support the social, personal and academic development of all our students. The House system is used to bring students from different year groups together, providing a range of all-ability competitions and activities for mixed age groups.

Our parents are extremely supportive and parental confidence in the school is high; there were 625 applications for 236 places in Year 7 for September 2026, with 245 of those as first preference. Each year we hear appeals for students wishing to join the school.

Behaviour in lessons and around school is very good and our students want to learn. Students understand the behaviour system and appreciate that staff try to apply it consistently and fairly.

The school is ideally located with good transport links, and it is easy to get here by road or rail with direct rail links to London in less than 30 minutes. We're situated in a greenbelt area, and students benefit from being able to access large areas of outdoor space.

We have excellent outdoor sports facilities including a floodlit astroturf, an indoor swimming pool and the DfE have just agreed funding for a new sports hall for the school which will open in September 2027.

# THE SCIENCE DEPARTMENT

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The science department is our largest and one of our leading departments. The school was formerly designated a specialist school for science.

There are 13 teachers in the science department, assisted by four laboratory technicians. Science staff are supported by the Acting Head of Department, Joe Wodcke, heads of subject and a key stage 3 coordinator.

We have access to 10 laboratories, four preparation rooms and a science staff workroom. All science teaching takes place in a laboratory, and all teachers have their own laboratory base.

All laboratories have access to networked computers. The department makes use of a range of tailor-made resources at key stage 3, following the Springboard Science curriculum. Science lessons are well structured with a range of activities and opportunities for practical investigation and rigour.

In Year 7 and 8, students are taught in mixed ability groups with a considerable amount of in-class support provided by the school's SEN team for these groups. Students in year 9 are also taught in mixed ability groups and are initially taught a transition unit in Biology, Chemistry and Physics to bridge the gap between key stage three and four knowledge.

They are then taught key concepts in each of the sciences to help prepare them for their science GCSEs. In Years 10 and 11 we teach the Edexcel suite of GCSE examinations with students taking either the separate science or combined science pathway.

High numbers of students take A Level Sciences. Currently we have four groups studying Biology and two in both Chemistry and Physics across Year 12 and 13. Student's study Edexcel at key stage 5 in all sciences. The science department strives to provide a wide range of extra-curricular opportunities for student's at all key stages.

Numerous external trips are used to enhance the curriculum and are always well attended by our students. The department's results overall are very good.

At GCSE in 2024, 9-5 were 100% in biology, 93% in chemistry and 98% in physics. Science combined results were also strong, with 54% at 9-5 and 74% for 9-4. At A Level, the results at all grades were well above or line with national average for Biology, Chemistry and Physics. This high level of achievement has been sustained over numerous academic years

# EXCELLENT PROGRESS AND OUTCOMES

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GCSE exam results in 2025 were very good. 52% of students gained the strong basics (grade 5+ in both English and Maths) and 72% standard basics (grade 4+ in English and Maths). Our attainment 8 was 50.7. All well above national.

Students of all abilities did better than would have been expected, given their starting points. Disadvantaged students made the progress that would have been expected given their starting points - unlike in most other schools in Hertfordshire where it is often well below.

In terms of progress, disadvantaged and SEND students do better in the school than they do nationally and we pride ourselves on the fact that Monk's Walk is an inclusive school. The school has about 259 in the sixth form and this is the largest sixth form the school has ever had. We are also a member of a consortium with four other schools which provides a wide range of opportunities for students.

Monk's Walk has the largest sixth form of the five schools and currently we have 82 guest students in Year 12 and 61 in Year 13.

A Level results in 2025 were also very good, with average point score per academic grade equivalent to a B. In 2025, almost all students who applied made it to their first or second choice university, high quality apprenticeship or employment.

## SAFEGUARDING

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Safeguarding at Monk's Walk takes precedence over any other activity in the school. It's vitally important to us that students feel safe in school so they can learn and thrive. As part of the recruitment process, we will ask about safeguarding students. References will be sought and an enhanced criminal records check will be undertaken for this position. Please note, it is an offence to apply for a role where the applicant is barred from engaging in regulated activity relevant to children.

## BEING AN ECT

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If you are an ECT you would be offered the opportunity to spend 3 weeks with us in July and be paid for it. The three weeks gives you the chance for a comprehensive induction programme. You will meet and observe some of your teaching groups and find out about your form. If you are a Year 7 form tutor, you will also take part in the transition day when Year 6 come up to the school. You will get to know the senior leadership team, your head of department and the members of your teaching team. Simple things, such as learning about the school's management information system and having a log-in, as well as becoming familiar with the staff and the school's facilities, will help you to have a flying start to your career when September comes. Hopefully, being familiar with the school will help you to have a restful holiday, free of any concerns, so that you can have a proper rest after your teacher training! We also offer the full two-year ECT induction programme, offering a blend of face-to-face and online training for ECTs and their mentors, based on the Education Development Trust's DfE accredited provider materials. This provides training on key aspects of teaching such as assessment and behaviour for learning, as well as providing a local network of support with other ECTs in similar subject areas through the Alban Teaching School Hub. Additionally, all staff have access to a bespoke CPD programme which has learning and teaching at its centre. We know too that there is much to take on board when starting at a new school and provide a bespoke programme of six well-timed training sessions for ECTs and those new to the school to ensure that you are supported and fully informed about the procedures of the school. Monk's Walk School's 'coaching culture' ensures that all ECTs are supported by experienced and trained instructional coaches, as well as by their Heads of Department and department colleagues. We provide opportunities to observe other colleagues, both within and across departments, as well as provide opportunities to visit other schools.

# JOB DESCRIPTION

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Post Title: Teacher of Science

Job Detail: Permanent, Full Time

Job Grade: Teachers Pay Scale

Responsible to: Head of Science

## Job Purpose

- To support the school in keeping all students safe
- To raise standards of achievement in Science
- To teach designated classes according to the requirements of the school timetable
- To ensure that the school aims are put into practice and lead the drive for continuous improvement
- To contribute to the wider teams within the school
- To ensure that the school is a disciplined, well-ordered place for purposeful learning to take place

## As a teacher in the school

- Support the school in keeping all students safe, adhering to the school's requirements on safeguarding at all times.
- Teach designated classes according to the requirements of the school timetable
- Contribute to the school's ethos, ensuring that it is a disciplined, well-ordered place for purposeful learning
- Prepare and teach lessons of a high standard so your students make expected or above expected progress
- Follow designated programmes of study, carry out all assessments and marking, recording, reporting and target setting in line with departmental and school policy.
- Set prep in line with school and departmental policy
- Ensure that your students' behaviour is conducive to learning.
- At all times ensure that your students are subscribing to school policies in terms of behaviour, appearance, academic work and

social interaction and follow the guidelines given in the staff handbook if any student is infringing these policies

- Undertake duties as required
- Act as a form tutor

Monk's Walk is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974.

A Disclosure and Barring service check will be sought as part of the school's pre-employment checks. If you are invited to an interview, you will receive more information

# PERSON SPECIFICATION

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## 1. Educational Qualifications

- Honours degree in appropriate subject
- DfE recognised Qualified Teacher Status
- Strong academic profile
- Higher Degree (D)

## 2. Professional Experience

- Ability to teach one science to A Level and at least one other science to GCSE
- Proven track record in raising standards of student achievement
- Experience of constructive co-operation with parents (D)
- A portfolio of training and continuing professional development

## 3. Professional Knowledge and Understanding

- Safeguarding policies, procedures and practices
- Strategies for raising student achievement
- Effective practice and approaches to teaching and learning
- Current educational trends and thinking

## 4. Personal Qualities and Skills

Ideally, we are looking for someone who:

- Has the ability to think strategically with imagination, vision, creativity and originality
- Is reflective, self-critical, motivated and ambitious
- Is a self-starter, plans well and then sees things through
- Enjoys working with a highly effective team
- Can come up with good ideas based on previous experience

or research

- Has an eye for detail, including high standards of literacy
- Is hard-working and willing to give of their time
- Has a strong track record of effecting improvement in themselves and others
- Can lead, motivate, enthuse and inspire staff and students, and win the confidence of parents
- Is an effective communicator and presenter
- Has passion and believes that every student can succeed at Monk's Walk School
- Can plan and organise
- Has a good work/life balance

That's all!

(D = desirable, all other essential)

# HOW TO APPLY

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I really hope the information we have provided makes you want to apply to join us. If you would like to talk about the post in a bit more detail before applying, please contact Tim Albone; Tim is Assistant Headteacher and is the senior leader with line management responsibility for the Science department. His email address is: TAlbone@monkswalk.herts.sch.uk. Please apply, via the My New Term website. You should also write a letter of application. In your letter of application, please can you explain how you demonstrate that you fulfil the requirements of points 2, 3 and 4 on the person specification (page 7 in this pack). Shortlisted candidates are likely to be able to show how their work has impacted on students' achievements, experiences or attitudes – all in about 2 sides of A4! I am interested in appointing someone who is, or has the potential to be, a highly effective practitioner.

The deadline for us to receive your application is noon on Friday 17 April 2026.

We look forward to hearing from you.

We will shortlist for this post and then we will contact shortlisted candidates by telephone or e-mail to invite them for interview. We reserve the right to ask candidates for an earlier interview if appropriate. We will ask referees of shortlisted candidates to complete our reference form, a copy of which can be found on our website for your reference.

