



Chislehurst
& Sidcup
GRAMMAR SCHOOL



Helping the learners of today become the leaders of tomorrow



Teacher of Computer Science Recruitment Pack



Dear Applicant,

Thank you for your interest in the position of Teacher of Computer Science at Chislehurst & Sidcup Grammar School. This is a fantastic opportunity for a passionate and committed classroom practitioner who can instil a love of learning by delivering inspirational lessons. We particularly welcome applications from candidates who can teach Computer Science at KS5.

Chislehurst & Sidcup Grammar School is one of the top performing grammar schools in the South East, based in the London suburb of Sidcup. We are a heavily oversubscribed mixed selective school where students excel, with many going on to Oxbridge or other Russell Group universities. Our students are bright, motivated and enthusiastic and thrive at English in a highly successful department.

Successful applicants will show considerable initiative and be prepared to innovate both in the classroom and in the field. Above all, they will be passionate and strongly motivated to play a pivotal role in the future of Chislehurst & Sidcup Grammar School.

I very much look forward to receiving your application and meeting you.

A handwritten signature in black ink, appearing to read 'Nigel Walker', with a long, sweeping flourish extending to the right.

Nigel Walker, Headteacher





Our school

The school opened in the Autumn Term of 1931 and has been at three different sites since then. CSGS has been at the current site for over fifty years and has undergone considerable building development, ensuring that we have purpose-built buildings for Art and Design, Performance and Sixth Form study. There has also been the development of sporting facilities with flood lit netball courts and full gym equipment (which staff are able to use after school).

CSGS aims to educate and prepare for life, able students from all backgrounds. This mission is dynamically carried forward within a caring, happy and supportive community. We look to develop the character of our students focusing on resilience, intellectual curiosity, courage, creativity, commitment, responsibility, gratitude and compassion. The ingrained idea of excellence in school life allows students to reach the highest academic, sporting, cultural and aesthetic standards.

The special quality of learning in the classroom is equally matched by the richness of teaching that students experience. We aim to help our students to leave the school fully prepared for the future ahead of them and, as our school motto states, we believe that 'from hard work character grows'. *Abeunt studia mores.*

Whilst healthy academic competition is central to the CSGS ethos, there are also many opportunities for students to enter into the wider life of the school. Service to the school and community is enthusiastically performed and high levels of leadership and responsibility are actively taken on by students at all levels. There is a supreme belief that building CSGS's tradition of excellence comes not from dwelling on yesterday's successes but performing tomorrow's tasks.

Take a tour of our school. <https://virtualschooltour.co.uk/chisandsidgrammar/>





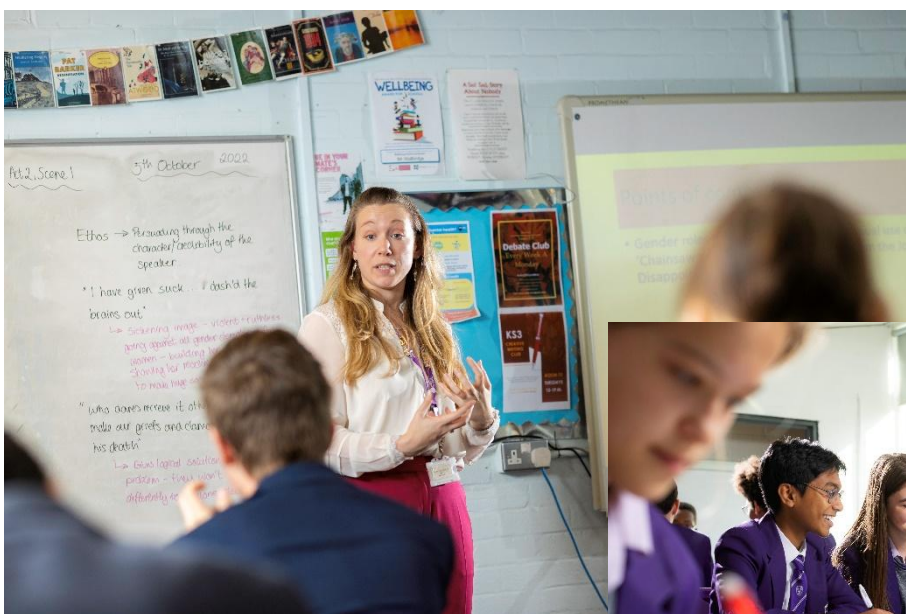
Why join the staff of Chislehurst and Sidcup Grammar School?



Academic success

CSGS is one of four grammar schools in Bexley and as such our students all pass an entrance examination in order to attend the school. Our results reflect both the hard work of the students and the teachers with the GCSE results for 2024 giving us a Progress 8 score of 0.82 and our A level students continuing to move on to top institutions.

The focus on the academic progress that the students make in the school is evident from the school's priority to ensure that the academic and pastoral support is on offer with the role of Head of Learning for each year group and a Learning Manager to provide a key link with parents.





Continuing Professional Development

As well as outstanding students who are keen to learn we look to have a happy staff who are able to develop professionally.

We offer an internal CPD programme that is personalised for a teacher's needs and considers the needs and wants of the teaching staff. There is a clear focus on Teaching and Learning with staff delivering thoughtful and thought-provoking sessions that always include opportunities for sharing of good practice and working together collaboratively. This sharing of good practice is encouraged further through all teaching staff being given time to visit another school to share ideas which can be brought back to their curriculum areas. There is also a specific training programme for any Early Career Teachers.

All new staff are also given a mentor to enable them to have a member of staff that they can go to for any additional support or questions that they may have as well as a member of the Senior Leadership Team being responsible for the Induction of New Staff. Working parties have also been used when staff are looking to develop a key issue.

Wellbeing

It is of vital importance to us that our staff are happy and enjoy coming to work. In order to enhance this, we offer wellbeing sessions where staff have the opportunity to learn a new skill and spend time with other staff. Staff here at CSGS are also a close community with free gym access to onsite facilities. The staff society also organise a Christmas party every year.

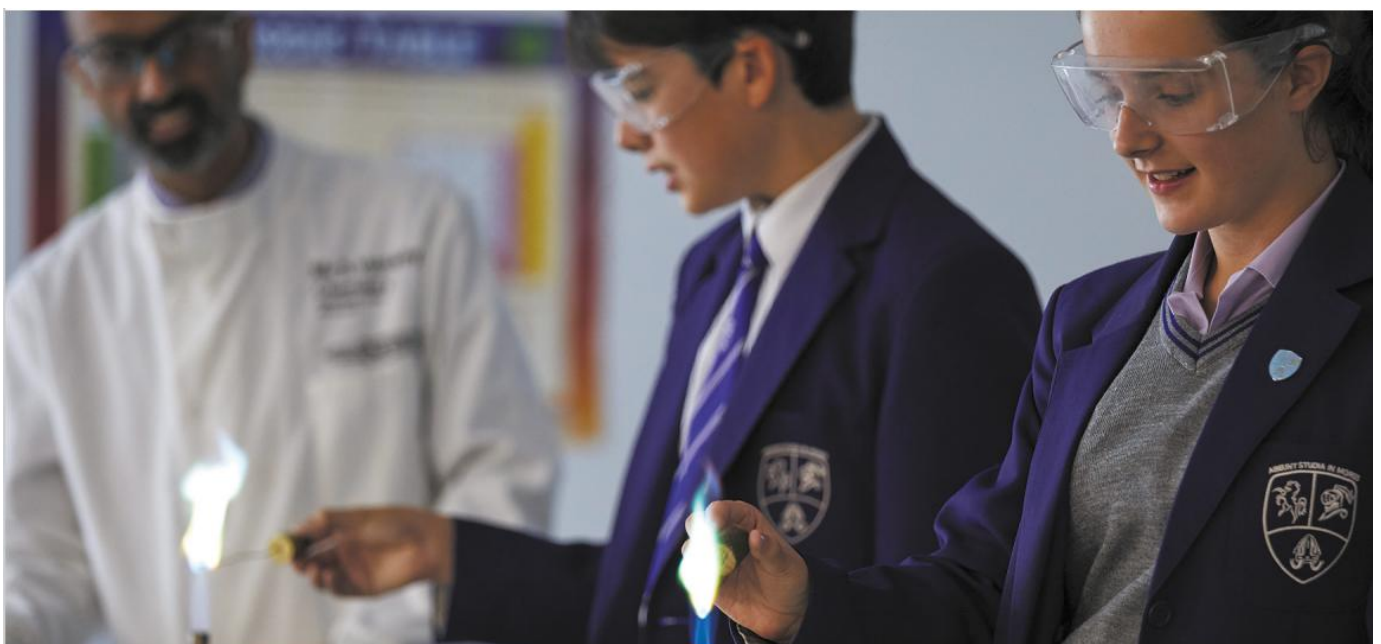
Our continued commitment to the wellbeing of our staff and students is further evidenced by achieving a Wellbeing Award for the support of the wellbeing of our staff and students.

We offer a comprehensive Wellbeing employee assistance programme 24/7.



Additional benefits

Further to this, we offer a competitive pay and pension scheme and to support parents we offer a priority to children of members of staff to join this school (subject to passing the 11+ examinations). All staff will also receive a tailored induction programme as well as a professional development scheme (as mentioned above) with the possibility of funding for additional qualifications. We offer discounted local gym membership (in addition to free use of our on-site facilities), free car parking on site, cycle to work and on-site dining with superb food.





The Computer Science Department

The Computer Science Faculty consists of three full time teaching staff. There are 4 Computer Science labs dedicated for Computer Science lessons (1 dedicated KS3 teaching room and 3 upper school Computer Science rooms) and several other classrooms in the school that have computer facilities in them. Each Computer Science lab has a large interactive touchscreen TV. The machines in the Computer Science labs are replaced regularly meaning that they are always fit for purpose. A wide range of industrial software is available in each room and caters for the needs of year 7 up to and including year 13, where they complete A-Level Coursework elements. The Computer Labs all run MS Windows 11 on PCs. All students have access to an MS Office 365 account, e-mail and a OneDrive account space, so that they can access their work from home. Some of the supporting software packages used in the department are:

MS Teams - Where homework and lesson materials are posted every day

ABTutor Control - to view and lock pupil machines

Python (v3) - the primary coding language used from year 9 upwards (TKInter and PyGame are used as the graphical front ends in project work)

SIMS - For the schools MIS.

MS Office (365) - where the students are able to access the MS Office suite

The school's externally contracted technicians are based close to the upper school Computer Science labs which enables any technical support to be provided quickly and effectively. There is a negligible (if any) downtime where the equipment or ICT services are unavailable. There are 3 on-site ICT technicians who are available for technical support.

Pupils are encouraged to develop their analytical and critical thinking skills, by a range of approaches to teaching. Being able to link ideas from different areas of the curriculum and across the different aspects of Computer Science, ICT and Digital Literacy is also foundational to our approach.

Recent results in the department have been very good.

Our GCSE results for last year (2025) showed a pass rate of 97.5% with 74.1% 9-7 grades.

Our A-Level results for last year (2025) showed a pass rate of 97.2% with 72.2% A*/B grades.

Every year, a large number of students gain places at Russell Group Universities to read Computer Science, Engineering, Software Development or related subjects. We also have students who move into Degree level apprenticeships with companies such as CAP Gemini.

Computer Science Curriculum Overview

At Chislehurst and Sidcup Grammar School, we have been offering courses in Computer Science for over 25 years. The aim of the department is to provide students with the opportunity to embrace technology and to inspire them in this subject. Our departmental vision is for the students... "To be the technological leaders of the future". We believe that "There will be two types of people in the future... those that tell AI what to do, or those that get told by AI what to do". We aim to educate our students to be able to be informed, and take the lead, with technological breakthroughs in the future. Our students enjoy the challenge of problem-solving and this subject provides the right forum for them to discover the realms of



technology. The department has been previously recognised as a Lead School in paving the way of how Computer Science should be delivered.

Curriculum Information

The department has three members of staff coming from a wide variety of specialisms within technology, from data-mining to programming.

Due to the nature of the subject, the department constantly evaluates and improves our Key Stage 3 curriculum each year. Our current Key Stage 3 curriculum for Computing is set out below; it aims to challenge our students' abilities and empower them with the confidence and skills required to move forward into an ever-expanding world of technology.

Year 7:

During a weekly 1 hour lesson, they are able to learn an excellent balance of Digital Literacy and Computing skills, necessary to build confidence and form a solid foundation for further development in the years to follow in Key Stage 3.

- E-Safety - incorporating cyberbullying, online safety and computer protection
- Computer Software - exploring Systems Software
- Exploring the History of Computing - from Charles Babbage to the introduction of the Processor and the Internet
- An introduction to Computer Programming constructs - using SmallBasic
- An Introduction to Databases - using logical operators to search and up to SQL queries
- An exploration into computational ethical, social and moral issues - exploring legislation and cultural changes in our world due to technology.

Year 8:

Students continue to build on their computing and digital literacy skills with the units of work taught below. Concepts and skills are designed to stretch all abilities during a 1 hour lesson a week, where their knowledge and skills are reinforced and developed further with the projects taught below:

- Artificial Intelligence - Looking at Machine Learning, Training Data & Biasness and Image Recognition
- Design and develop a website - using HTML, CSS and JavaScript code
- Finding out what algorithms are - how to read and write them
- Exploring Cryptography - producing their own codebreaking mathematical models
- Computer Systems Architecture - in order to gain the knowledge for data representation and the parts that make up a computer. Students will build their own computer in this module, as well as learn how to convert binary into denary and the use of logic gate theory
- Introduction to Computer Aided Design - using CAD software.

Year 9:

Computer Science is a specialist subject at CSGS, therefore Year 9 is used to prepare the students for when they choose their options, on whether to choose GCSE Computer Science, which is offered as a full course GCSE option.

- An Introduction to Systems Architecture - including the CPU, Assembly Language and Logic Diagrams
- Programming using the Python programming language - to enhance concepts such as sequencing, selection and iteration, covered in Year 7 and 8



- Networking and the difference between the Internet and the World Wide Web - looking at light/electricity, packet switching and layering
- Problem-solving skills - how the use of abstraction, decomposition and pattern recognition helps to build more efficient programs
- Creating Android apps - using JavaScript, which helps to develop students' design and programming skills further.

Key Stage 4 - OCR GCSE Computer Science (J277)

Students will have experienced some theoretical knowledge of computer systems and basic programming through their Computer Science lessons in Year 9. This course is challenging yet it offers a fun and interesting way to develop skills, which can be transferred to other subjects and applied in day-to-day life.

Students are helped to improve analysis and problem-solving skills through the study of computer programming and computational thinking in the form of abstraction and decomposition.

The course provides excellent preparation for study in higher education and employment in the field of Computer Science, both of which rely on these skills, especially where they are applied to technical problems. Careers include Engineering, Finance, Science and Medicine.

We have 4 classes of GCSE Computer Science students in year 10, and 4 classes in year 11.

Key Stage 5 - OCR A-Level Computer Science (H446)

If students want to go on to higher study and employment in the field of Computer Science, they will find that this course provides a superb stepping stone. Students who study Computer Science, can go on to a career in any aspect of Computer Science, IT or Engineering as well as a wide range of related subjects.

- This course gives learners a real, in-depth understanding of how computer technology works
- Provides excellent preparation for higher study and employment in the field of Computer Science.
- Develops critical thinking, analysis and problem-solving skills through the study of computer programming

This course is made up of 80% theory (across 2 exam papers) and 20% Coursework. We deliver this course to 2 classes in year 12 and also to 2 classes in year 13.

Enrichment

Computing Club

Wednesday Lunchtime (KS3): Aimed at Key Stage 3 students, the club explores different areas of computing, from coding to building computers using a multitude of different coding platforms and interactive tools.

KS4 Booster Sessions (Coding Clinic / Theory Clinic)

These run at various times throughout the year, to target support for those students who do need help and support in increasing their performances in their assessments. Outside of these times, these are offered as a 'drop in' session once a week.



Job Description

The role: Teacher of Computer Science

Start date: September 2026

Salary: MPS/UPS Outer London (Currently £37,870- £56,154 per annum)

Contract: Permanent. Full time.

PURPOSE OF POSITION

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

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

This job description may be amended at any time following discussion between the head teacher and line manager, and will be reviewed annually as part of the performance management process.

LINE MANAGER: Curriculum Leader

GENERAL RESPONSIBILITIES:

A. STRATEGIC DIRECTION AND DEVELOPMENT OF CURRICULUM PROVISION IN THE SCHOOL

1. Contribute to a positive ethos in which all students have access to a broad, balanced and relevant curriculum;
2. Analyse and interpret relevant school, local and national data relating to the classes they teach and advise the senior management on the level of resources required to maximise achievement;
3. Liaise with staff, parents/carers, external agencies and other schools to co-ordinate their contribution, provide maximum support and ensure continuity of provision within the classes they teach;
4. Consider the views of both pupils and parents/carers and to respond appropriately.



B. TEACHING AND LEARNING

1. Develop a classroom environment and teaching practice which secures effective learning across the breadth of the curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and high standards of achievement, behaviour and discipline;
2. Support the identification of, and provision for students with additional educational needs within the classes they teach;
3. Regularly monitor progress of students within the classes they teach which is then reflected in teaching plans;
4. Regularly evaluate the effectiveness of their teaching and learning as part of the performance management process;
5. Ensure setting of realistic and challenging expectations of students in the classes they teach;
6. Liaise effectively with staff to ensure the successful transition of students through the school;
7. Contribute fully to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole.
8. Show a willingness to teach across all Science disciplines up to KS4.

C. RELATIONSHIPS WITH STAFF

1. Achieve constructive working relationships with all staff;
2. Direct, organise and manage the work of support staff within the classes they teach;
3. Provide regular information to senior staff on student progress.

D. EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

1. Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting teaching objectives;
2. Participate in the performance management system and agree objectives based on the school improvement plan, borough and nationally determined targets.

E. GENERAL

1. Promote the school's mission, aims, values, ethos, behaviour policy, and other policies;
2. Perform the role of form tutor and carry out its attendant responsibilities;
3. Participate in the designated guidance and direction of pupils, including progress reviews and target setting meetings;



4. Contribute to the delivery of the Personal and Social Education (PSE), Careers, and Health Education programme;
5. Attend assemblies, designated school functions (such as parents evenings, Speech Day etc.) and register the attendance of pupils;
6. Provide cover according to the terms of the nationally agreed framework;
7. Contribute to the school's complementary curriculum;
8. Take on any additional responsibilities which might, from time to time, be determined.

SPECIFIC RESPONSIBILITIES:

To be agreed with Line Manager.

The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks.



Person Specification

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Good honours degree in relevant subject • Teaching qualification 	<ul style="list-style-type: none"> • Evidence of other professional study • Higher degree
EXPERIENCE	<ul style="list-style-type: none"> • Evidence of successful involvement in teaching at KS3, KS4 and post 16 	<ul style="list-style-type: none"> • Experience of teaching at A Level • Involvement in a key departmental development • Strong involvement in extra-curricular activity
TRAINING	<ul style="list-style-type: none"> • Strong awareness of educational developments • Evidence of high quality training in designated subject area 	
SKILLS	<ul style="list-style-type: none"> • Strong and methodic administrative skills • Positive pupil behaviour management skills • Excellent communication and interpersonal skills • Strong ICT competence • Analytical and problem solving skills 	
QUALITIES	<ul style="list-style-type: none"> • Strong public presence • Ambitious and self-confident • Student focused commitment • Ability to inspire • A clear educational vision • A sense of humour • Strong motivation and sense of initiative • Open and transparent work ethic • Flexibility • Strong 'team player' 	<ul style="list-style-type: none"> • Evidence of 'going the extra mile'
SAFEGUARDING	<ul style="list-style-type: none"> • Suitable to work with children. All positions subject to a satisfactory enhanced DBS disclosure. 	



How to apply

Further details together are available either from the school website www.csgrammar.com (Vacancies) or by emailing csgshr@csgrammar.com. Please complete your application form via www.TES.com. Applications will be considered on receipt and interviews may occur at any stage.

If you have any questions, please contact csgshr@csgrammar.com

References

Please note that it is our practice to take up references before shortlisting for interview. Current and previous employers will be contacted as part of the verification process pre-appointment checks.

When an applicant is short-listed, any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview. Your referees should include your current/most recent employer. References from relatives or friends are not acceptable.

Safeguarding

The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks.

CSGS is an Equal Opportunity Employer. We do not discriminate on the basis of age, disability, sex, race, religion or belief, gender reassignment, marriage/civil partnership, pregnancy/maternity or sexual orientation.

We are fully inclusive and actively promote equality of opportunity for all. We welcome all applicants from a wide range of candidates.

Selection for roles will be based on individual merit alone.

How to find us

The school is located within a 5-minute walk from Sidcup train station which provides a quick connection to London, has local bus services and is close to both the A2 and M25.

<https://www.google.co.uk/maps/dir//Chislehurst+%26+Sidcup+Grammar+School%2CDA15+9AG>