

Information for Candidates

Teacher of Physics





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Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good-humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us. We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master



The College

Dulwich College is an academically selective independent boys' school in south east London with a tradition of inspired teaching, genuine scholarship and co-curricular breadth.

Situated in 70 acres, yet only 12 minutes by train from central London, the College enjoys outstanding academic, co-curricular and sporting facilities, including The Laboratory, a RIBA National Award-winning Science and Arts building. There has also been an extensive refurbishment of its iconic Grade II* listed Barry Buildings and surrounding landscaping.

Further information about the College can be found on our website www.dulwich.org.uk



Vision, Values and EDI

Vision

Our vision is to be an outstanding school inculcating in every pupil an aptitude for work and study and a sense of service so they have the potential to make a positive difference in the world.

Values

Our values are purpose, kindness and joy and through these values we seek to encourage curiosity and creativity, compassion and open-mindedness, resilience and integrity, and a collaborative outlook and an appreciation of how we all benefit from living and growing in a diverse and inclusive society.

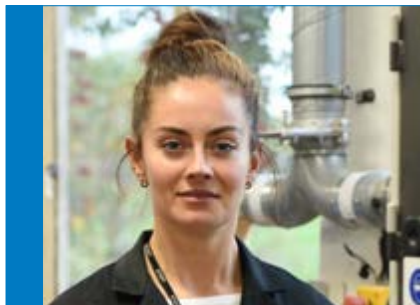
Equity, Diversity and Inclusion

We proudly celebrate the diversity that exists within our pupil and staff bodies, as well as in our alumni and parent communities, and recognise the important role that our rich array of backgrounds and experiences plays in building a vibrant, forward-looking community. As a result, Dulwich College stands firmly against discrimination and exclusion in all its forms.

We strive to build a supportive community that encourages a sense of social responsibility and which promotes the fundamental British values of democracy, individual liberty, respect and tolerance, and the rule of law. We will continue to work alongside members of our community to progress our inclusion work and embed our core values across all aspects of College life.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

As an employer we are committed to promoting and protecting the physical and mental health of our staff.



Emily Von Bergen
Design & Technology Teacher

As I prepared to leave university, I was adamant that an office job was not for me. I am now in my seventh year here at Dulwich and I can state, without hesitation, that joining this school has proved to be the best career decision I could have made. I joined a thriving department and soon after Dulwich sponsored me through my PGCE. My colleagues represent a diverse body of talent and experience that I feel privileged to learn from and be a part of. In any given week, I could find myself tackling complex projects in D&T, coaching sport, planning RAF adventures with the cadets, or helping with D of E. The end of a busy day usually sees me in the gym, with colleagues, using our superb facilities. Dulwich College offers so much to staff, and to our students, it really is a supportive, thriving environment.



Don Mackintosh
Head of Politics

After several years as a corporate lawyer followed by teaching in other schools, the College offers the most enjoyable working environment I have encountered. The friendliness of colleagues across the school is striking. My department is a hub of collaboration, advice, and humour. In my teaching practice I am given independence, while still receiving plenty of training and feedback to refine my pedagogy. Pupils are pleasant and hungry to learn. Something I have particularly appreciated is the way that co-curricular opportunities share an equal billing with academics. Some of my teaching allocation is given over to sport, rather than fitting it on top as an extra burden, which has given me space to develop my coaching skills as well as providing an ideal professional balance inside and outside the classroom.



Raj Joshi
Physics Teacher

Prior to joining Dulwich I worked in leadership roles in a number of state schools and MATs in South and East London. The College is an incredibly welcoming place to work, and assessments, schemes of work and performance management are well planned and communicated, and even the coffee is excellent! Senior staff are open and approachable and there is transparency and mutual trust. The pupils at Dulwich are well-rounded with a wide variety of abilities and from a huge range of backgrounds. The College's scholarship programme and the commitment to diversity and inclusion, along with its extensive outreach and partnership programmes mean that I feel I am able to make a difference to the lives of young people. Dulwich college is an open, supportive, and enriching place in which to work and I would encourage applicants from any background to consider a role here.



Mary-Jo Doherty
Director of Art

After graduating from the University of Ulster, I came to England to complete my Masters in Ceramics at the Royal College of Art. For many years I exhibited bespoke porcelain figurines across the world as part of the new wave of contemporary ceramicists. With the College's support I juggled this with a part-time teaching career and was eventually won over to a full-time role by the progressive thinking and enthusiasm of the students, and have led the Art Department since 2017. Challenge and imagination are embedded into the DNA of the College, and it has been a joy to be part of a community that strives to ensure diverse enrichment opportunities that appeal to students and teachers. With creativity at its core, it is exciting to be in an environment that supports and allows a journey into unknown territories, to discover a passion within the world of inclusive cultural possibility, which in turn helps all in the College community to gain confidence in our ability to take risks, problem solve and play to our strengths.



The role

The Physics team currently comprises fifteen people; thirteen teachers and two technicians. It is expected that all members of the department will play a full part in the development of Physics teaching at the College. This mainly involves responsibility for the continual development of resources, the sharing of good classroom practice and involvement in the various extra-curricular Physics events and outreach programs that the department organises.

The Department has a proud record of excellent performance at GCSE, A level and in the British Physics Olympiad. Between seven and eleven boys each year gain a place in a Physics-related discipline at Oxbridge and Imperial and we enjoy strong success in the British Physics Olympiad. The Physics and Engineering Society is a vibrant and active society which has encouraged boys to present talks, organise competitions and recruit for our various project activities like the Rocketry and Astronomy Societies.

For over a decade we have been participating in the Weizmann Institute International 'Safe Cracking' Competition, placing second in the UK competition in 2019, winning in 2020, gaining most popular safe in 2023 and again gaining international recognition 2024. This year we are again hosting the UK round of the event in early February. We are regular competitors in UK Space Design Competition, winning regionals from 2017-2019 and winning National Finals in 2019. Teams from Dulwich have represented the UK in the International Young Physicists Tournament in Russia in 2016, Singapore in 2017, Beijing in 2018, and Warsaw in 2019. We have relaunched our involvement with IYPT in September 2024, and we have boys studiously researching, and developing experiments to test their hypotheses of this year's 17 unsolved problems.

80+
clubs and societies
representing enthusiasm,
innovation and diversity

150
visiting speakers at the
College every year

200+
pupils at Dulwich have free
or subsidised places



We offer boys an opportunity to design their own physics projects through the CREST award and have entered a team into the American Physics Bowl competition for the first time in 2024. We are constantly looking to add to our growing list of opportunities for pupils.

The department organises a number of trips for boys, making use of the proximity of central London to attend Open Days and lectures. We have recently taken boys to places such as Imperial College Lecture series, the Royal Society, the Institute of Physics, UCL Science lectures, a physics trip to the Culham Centre for Fusion, an overseas trip to Iceland and we annually run a trip to CERN which includes a behind the scenes tour of the LHC and a visit to the Swiss Plasma Centre. In addition we have developed a set of learning resources for the Kirkaldy testing museum in Blackfriars for school visits on material science.

We currently teach the Eduqas specification for A level, with around 90 boys studying Physics from a year group of about 210. Around 30 of the boys are boarders, new to the College in the Remove (Year 12). As such, Dulwich is one of the Largest Physics departments in the country.

Through years 9-11, all boys follow the Edexcel IGCSE specification. This has offered us an exciting opportunity to further develop our teaching strategies and to stretch the brightest boys. Of the 215 boys in an average Year 10 or 11, the majority will follow the Separate Physics IGCSE course, with around 10% of the cohort entered for the Double Award IGCSE Science examination. Last year 63% of pupils achieved level 9 in Physics IGCSE.

Contributions to Lower School Science teaching (Years 7 and 8) are made by most staff and lay the foundations for both their love of science and solid understanding of key concepts developed further by specialists at IGCSE. Lower School Science takes place in purpose-built laboratories to a programme led by the Head of Lower School Science. An individual teacher is expected to deliver lessons covering aspects of all three Sciences at this level.

The Physics Department is housed with the Chemistry and Biology Departments in new facilities which were opened in April 2015.



There are 18 science laboratories, 5 IT suites and 3 dedicated Lower School Science laboratories as well as a 240 seat auditorium. Teaching staff share the Science Common Room with colleagues in Biology and Chemistry. This provides a productive working and social base where departmental, inter-departmental, pastoral and management issues can be discussed.

Teaching takes place in six identical laboratories which are used for teaching from Years 9 to 13. Staff all receive Microsoft Surface devices and each lab is equipped with a docking station which links to a projector. Extensive reprographic facilities are provided for staff both within the Science Block and supported by our reprographics department.

In the last five years there has been considerable investment in new apparatus, particularly ICT. We are continually reinvesting in our lab equipment for experiments and demonstrations. There are laptops for the use of the science department, and these are used extensively with Vernier LoggerPro data-logging apparatus. We also regularly use Unilab QED Motion sensors with PASCO tracks and carts. The College provides a generous budget for the purchase and renewal of new technology and apparatus.



“We encourage the boys to question everything, to be as empathetic as possible and strive for excellence in everything they do.”

Sameer Tanna,
Head of Middle School

Job description

Job title

Teacher of Physics

Reporting to

Head of Physics

Period of employment

Permanent/Fixed term

Hours of work

Full or part time applications will be considered

Salary

The College has its own teacher salary scales, which are above those of the maintained sector and compare favourably with those at other independent schools of similar standing

Essential Qualifications

Educated to Degree Level

Desirable Qualifications

QTS

Task and Duties

Contribute towards the school's principal objectives as follows:

- 1) To help ensure that all our pupils feel equally secure and valued. In particular:
 - Maintain a well-managed classroom that allows every student to flourish
 - Work closely with other members of staff to implement College policies on the curriculum and discipline
 - Support the Wellbeing of pupils, including acting as a Form Tutor



- 2) To offer academic challenges that enable all pupils to realise their potential. In particular:
 - Plan, prepare and deliver lessons that will inspire engagement and excellence in your subject, to a range of abilities
 - Prepare pupils effectively for external examinations, whilst also taking opportunities to encourage free learning beyond the syllabus
 - Provide ongoing feedback to pupils, assessing their knowledge and understanding and providing direction to enable future improvements
 - Review and reflect upon your own subject knowledge and teaching methods through observations, INSET and CPD.
- 3) To provide sporting, cultural, charitable and adventurous engagement for all our pupils to enjoy and through which they can learn to work co-operatively and to lead:
 - Assist with curricular and co-curricular activities beyond lesson time
- 4) To nurture a supportive community that encourages a sense of social responsibility:
 - Play an active role in departmental meetings, parents' evenings, whole College events (eg Open Mornings, Careers Conventions, Founder's Day)

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

All staff must take care of their own health and safety and that of others, observe applicable safety rules, follow instructions for the safe use of equipment and co-operate with managers on health and safety matters (including the investigation of any incident).

Person specification

Position: Director of Drama	Essential	Desirable	Assessment
Degree(s) in relevant subject area	Y		Application form
Teaching qualification		Y	Application form
A passion for the subject and its teaching	Y		Interview Lesson Observation
Willingness and ability to engage with professional learning, keeping up to date with relevant subject content and pedagogy	Y		Application form Interview
Ability to teach and enthuse pupils with a range of methods	Y		Interview Lesson Observation Pupil panel
Experience of teaching the subject in a school setting		Y	Application form
Experience of pastoral support in a school, for example as a form tutor or similar		Y	Application form
Experience of working with young people	Y		Application form Interview Pupil panel
Prior training in safeguarding and supporting the wellbeing of young people		Y	
Strong instincts for the safeguarding of young pupils	Y		Application form Interview
Ability and willingness to make a significant contribution both to subject-related activities and to the wider co-curricular life of the College	Y		Application form Interview Pupil panel
Ability to communicate effectively, both verbally and in writing, with staff, pupils, and parents	Y		Application form Interview Lesson observation
Ability to use relevant ICT effectively e.g.MS Office suite	Y		Application form Interview
Strong work ethic and high levels of personal organisation and integrity	Y		Interview
Ability to work collaboratively with others	Y		Interview

	Essential	Desirable	Assessment
Ability to work under pressure and to deadlines	Y		Interview
Enthusiasm, energy, initiative and a sense of humour	Y		Interview
Ability and willingness to lead a team effectively to deliver excellent teaching and learning across the department	Y		Application form Interview
Commitment to the ongoing development of own subject knowledge and relevant pedagogy, and that of the team	Y		Application form Interview
Ability and willingness to lead and develop supra-curricular activities in the department, including but not limited to outings, trips and expeditions, societies, and other events	Y		Application form Interview
Ability and willingness to develop an annual departmental development and lead on its delivery by the team	Y		Application form Interview
Ability and willingness to delegate fairly and appropriately	Y		Application form Interview
Ability and willingness to develop staff through initial teacher training and via ongoing professional learning and development	Y		Application form Interview
Ability and willingness to work effectively with senior leaders in the appointment of staff, appraisal and annual review, and the implementation of College policy and strategy	Y		Application form Interview

Employee Benefits Supporting Our Team



Help to make your money go further

A flexible pension /pay package

Join the TPS or flex your package and join the Group Pension scheme with lower pension contributions, but a higher salary

Lunches

Join colleagues for a free lunch at the school cafeteria, or pick up and take-away if you're busy

Fee remission

Receive significant discount on fees at Dulwich College, Alleyns, JAGs and DUCKS (normal admissions process applies) **Eat out at a discount** Sign up to a TasteCard to receive significant discounts at many high street and local restaurants, as well as coffee and pizza delivery discounts

Retail discounts

Retail discounts are available through SimplyHealth (automatic membership) and you can sign up to Costco and TasteCard membership for discounts at Costco and other high street retailers and major supermarkets

A hand with your wellbeing

SimplyHealth Cash Back Scheme

A scheme that gives cash back to cover some health expenses, including dental, physio, eye exams and prescriptions

Telephone GP Support

24/7 access to online GP consultations, providing advice, diagnosis, referrals and ongoing support

EAP (Employee Assistance Programme)

A 24/7 counselling and advice helpline offering guidance on emotional, financial and relationship matters

Membership of our sports club

Free family membership at Dulwich College Sports club

Eye tests

Free tests for regular computer users and a contribution to glasses needed as a result of VDU use

Flu vaccinations

Free seasonal flu vaccinations, delivered on site

Support for your life outside Dulwich College

Enhanced family leave

To support your family when you welcome a new addition

A new baby perk

A cash contribution from SimplyHealth when you welcome a new baby to your family

Time off for IVF and assisted conception

Up to 5 days off to attend key appointments

Help should the unimaginable happen

Life insurance

Everybody in one of our pension schemes has life insurance automatically, should the worst happen

Accident insurance

A policy that pays benefits following an accident resulting in permanent disability or dental damage

Help with your commute

Bike to work

A tax efficient way to buy a new bike for your commute

Onsite parking

If you need to drive to work, you'll find free parking onsite

A boost to your social life

Social activities

Social activities run throughout the year ranging from Burns nights to book clubs, from a summer party to staff quizzes

Free entry to Dulwich Picture Gallery

Show your staff pass for free entry to the Picture Gallery

Discount at Dulwich Golf Club

Show your staff pass to receive the discounted 'Member's guest' rate

Discounts for private functions

Significant discounts for events are available (dependent on availability)

“If your child is gifted in one area, they will soar here. If they are a good all-rounder they will be encouraged to be a great all-rounder.”

Parent,
The Good Schools Guide

Application Procedure

To apply for this role please visit our [vacancies page](#)

Closing date

Midnight on Sunday 9 November 2025

Interview date

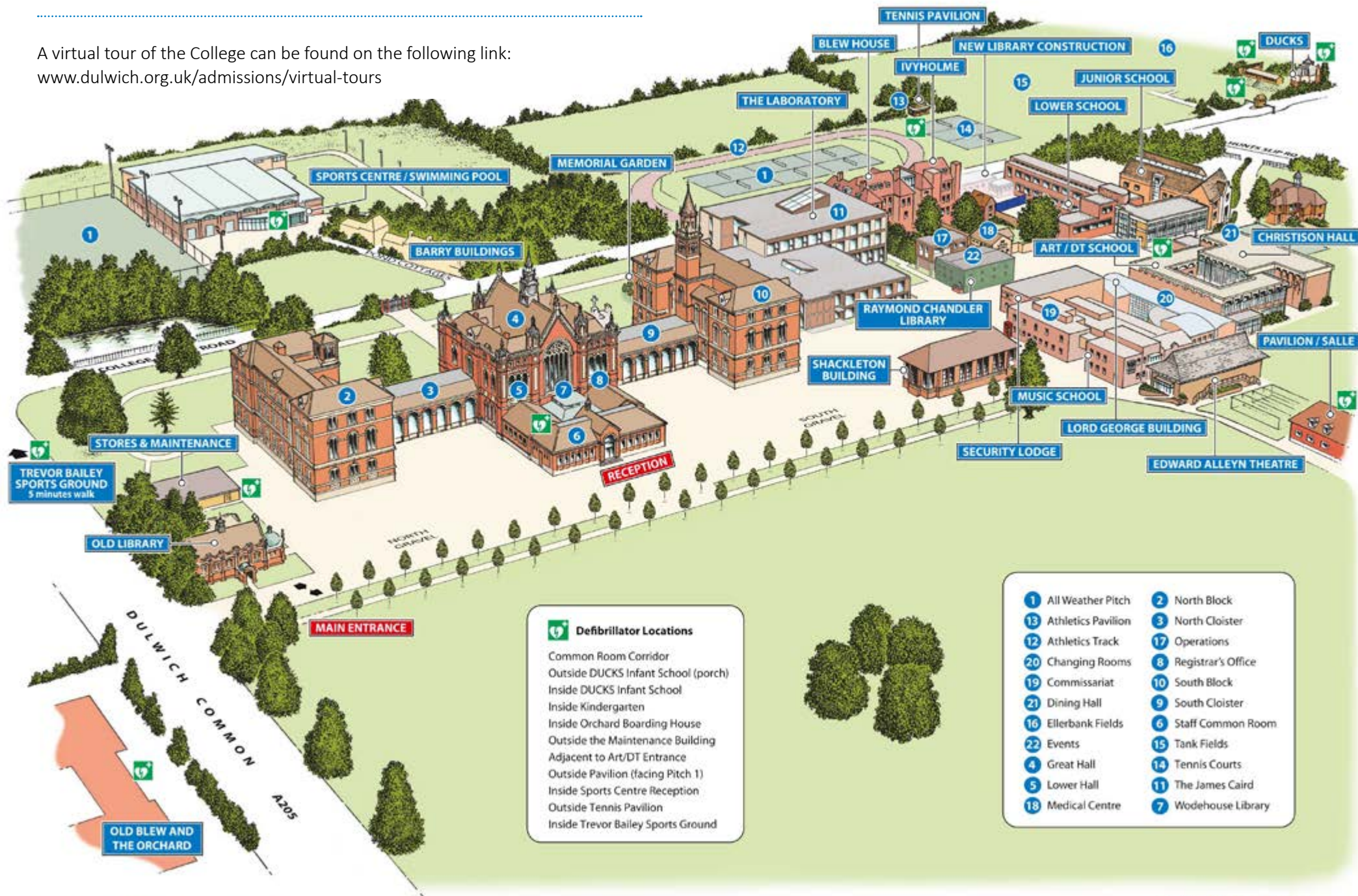
1st round interviews will take place online on Wednesday 12 November 2025

2nd round interviews will take place on site on w/c Monday 17 November 2025

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064

Campus map

A virtual tour of the College can be found on the following link:
www.dulwich.org.uk/admissions/virtual-tours



Defibrillator Locations

Common Room Corridor
 Outside DUCKS Infant School (porch)
 Inside DUCKS Infant School
 Inside Kindergarten
 Inside Orchard Boarding House
 Outside the Maintenance Building
 Adjacent to Art/DT Entrance
 Outside Pavilion (facing Pitch 1)
 Inside Sports Centre Reception
 Outside Tennis Pavilion
 Inside Trevor Bailey Sports Ground

- | | |
|-----------------------|----------------------|
| 1 All Weather Pitch | 2 North Block |
| 13 Athletics Pavilion | 3 North Cloister |
| 12 Athletics Track | 17 Operations |
| 20 Changing Rooms | 8 Registrar's Office |
| 19 Commissariat | 10 South Block |
| 21 Dining Hall | 9 South Cloister |
| 16 Ellerbank Fields | 6 Staff Common Room |
| 22 Events | 15 Tank Fields |
| 4 Great Hall | 14 Tennis Courts |
| 5 Lower Hall | 11 The James Caird |
| 18 Medical Centre | 7 Wodehouse Library |



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Independent School of the Year 2022
for Contribution to Social Mobility

