



APPLICATION PACK

TRAINEE TEACHER OF PHYSICS





Dear Applicant

Thank you for your interest in the post of Trainee Teacher of Physics. The School consistently achieves a progress score in the top 20% of schools, as measured by value added, at both KS4 and KS5.

Heston is a high performing, fully inclusive and comprehensive Community School, with over 1300 students including 300 in our Sixth Form. Occupying approximately ten acres, adjacent to Osterley Park, the School boasts its own leisure centre and fantastic sports facilities, including several multi-surface pitches and a specialist Centre for the Deaf, serving Hounslow and the surrounding Boroughs.

I trust that the advert and person specification make clear that, first and foremost, we are looking for an exceptional graduate of Physics, Engineering or related subject who can demonstrate a passion for learning and improving the life chances of our students.

As with every application pack, it is near impossible to capture definitively the nature and character of the School or the full extent of the role for which you are applying. However, the key qualities that we are looking for in every teacher are intelligence, integrity and a capacity for sustained hard work - professionals that never shy away from rolling up their sleeves to ensure that no member of the School community ever feels that they must work in isolation.

Though I appreciate, it is not always possible, I would encourage you to visit the School prior to making an application, to see for yourself the community of staff and students you would join. I am confident that you will experience what many of our visitors and the recent OFSTED inspection commented on:

'Pupils speak proudly about 'Hestonian values', such as kindness, honesty, resilience and equality. These values are embedded in the day-to-day life of the school. They provide a shared language for teachers and pupils, inspiring them to be the best that they can be. As a result, pupils' behaviour and attitudes to learning are exceptional.' [OFSTED December 2022]

'Pupils behave exceptionally well in lessons and listen carefully to teachers' explanations. This has a very positive effect on their learning. They enjoy warm and positive relationships among themselves and with their teachers.' [OFSTED December 2022]

Yours sincerely

Mr Ranjit Berdesha
Headteacher



Heston is a high performing School that consistently achieves a Value Added score that places it in the top 20%, or better, of schools nationally. The tables below provide a summary of our Key Stage 4 and 5 examination results.

KEY STAGE 4

Progress 8 Score	2019	2020*	2021**	2022	2023	2024
Whole School	0.80	--	--	0.56	0.46	0.29
English Element	0.84	--	--	0.57	0.78	0.75
Maths Element	0.79	--	--	0.72	0.47	0.12
EBacc Element	1.12	--	--	0.74	0.58	0.23
Open Element	0.47	--	--	0.29	0.31	0.16
9 - 4 EM	73%	76%	75%	77%	73%	71%
9 - 5 EM	53%	60%	51%	60%	52%	49%
EBacc [Strong Pass]	24% [4.71]	35% [4.94]	38% [5.12]	30% [4.85]	31% [4.54]	25% [4.54]

KEY STAGE 5

A* - B	45%	57%	66%	67%	66%	45%
A* - C	77%	81%	86%	87%	85%	75%
A* - E	99%	99%	99%	100%	97%	100%
A Level ALPS Score	3	1	1	2	2	3

*Centre Assessed Grades

** Teacher Assessed Grades



THE SCIENCE CURRICULUM AREA

TEAM OVERVIEW

Heston Community School's Science Team aims to broaden students' horizons and help them develop an understanding of the world and its citizens. Our emphasis is on asking and answering questions, big and small, to develop our students' resilience and thinking skills. The Science Team expects its students to compete with students from any state or independent school to enter onto the best possible degree courses at the most respected universities. Destinations in recent years included:

Aston University	Optometry
Kings College London	Medicine
Brunel University	Civil Engineering
Brunel University	Mathematics and Computing
Cambridge University	Engineering
Kingston University	Biomedical Science
Royal Holloway, University of London	Physics
Imperial University	Medicine
City University	Radiography
Royal Holloway	Electronic Engineering
University of Oxford	Medicine

CURRICULUM OVERVIEW

Heston Community School's philosophy that every child matters is reflected in the work of the Science Team. Science is taught across the age and ability range at KS3, KS4 and KS5. BTEC Science, T Level Healthcare Science, A Level Biology, Chemistry and Physics pathways remain popular at Post-16.

STAFFING

The Team is led by a Curriculum Leader who is supported in this role by three Assistant Curriculum Leaders. The Science Team comprises 14 full-time teachers and four technicians. New staff are offered an Induction Programme to facilitate their entry into the life of the School and the community and there is a specific, two-year ECT Induction Programme.

CURRICULUM ACCOMMODATION

The Science Team has a suite of designated teaching rooms in the Osterley building, with eleven laboratories.



WHAT STAFF SAY ABOUT WORKING AT HESTON

Mr J Ireland - Science Teacher & ECT

Since joining Heston as an ECT, I have had an exceptionally warm welcome and support from every member of staff. My ECT mentor and the School's ECT programme have helped me to develop my teaching. The School itself has a calm atmosphere, with a real sense of community and collaboration. Heston is my first teaching experience; the ECT programme has allowed me to develop my teaching abilities and I am confident that I will flourish here.



Ms S Ghatore – Assistant Curriculum Leader, English

Heston is an institution which truly lives up to its name as a 'community' - I left as a Year 13 student in 2015; returned to complete my PGCE training in 2018 and I have had similarly exceptional experiences as both student and teacher. A rewarding aspect of a career at Heston is the comprehensive experience of teaching. In one day, you may teach an A Level class, preparing students to attend the most prestigious universities in the country and a GCSE class with a range of SEND needs, from deaf and visually impaired students, to EAL students, who are quickly and determinedly absorbing the language and ideas in the classroom.

Teaching at Heston has been an immensely gratifying experience; returning to the school which fostered my education, and working with my previous teachers as colleagues, has sustained my passion for education and giving back to the community.



Mr M Clayton - Assistant Headteacher

I joined Heston as Curriculum Leader of Humanities. This was my first Head of Faculty role and I was provided with support to help me settle in and develop the skills I needed to be successful in the role. The School afforded me the opportunity to join the Senior Leadership Team, a part of a two-year developmental programme, which has now become my substantive role, where I lead on pedagogy and professional development.



Ms M Currie - English Academic / Reading Mentor

More than three decades since I first walked through Heston's doors, I still enjoy coming to work every day. Over the years, I have fulfilled a number of roles including Learning Co-ordinator, Safeguarding Lead and a member of SLT. Here, students are keen to learn and progress, making teaching a pleasure. The support and kindness of colleagues means there is always someone to talk to, if needed. Why have I stayed at Heston for as long as I have - quite simply, I love it and have been very happy here!



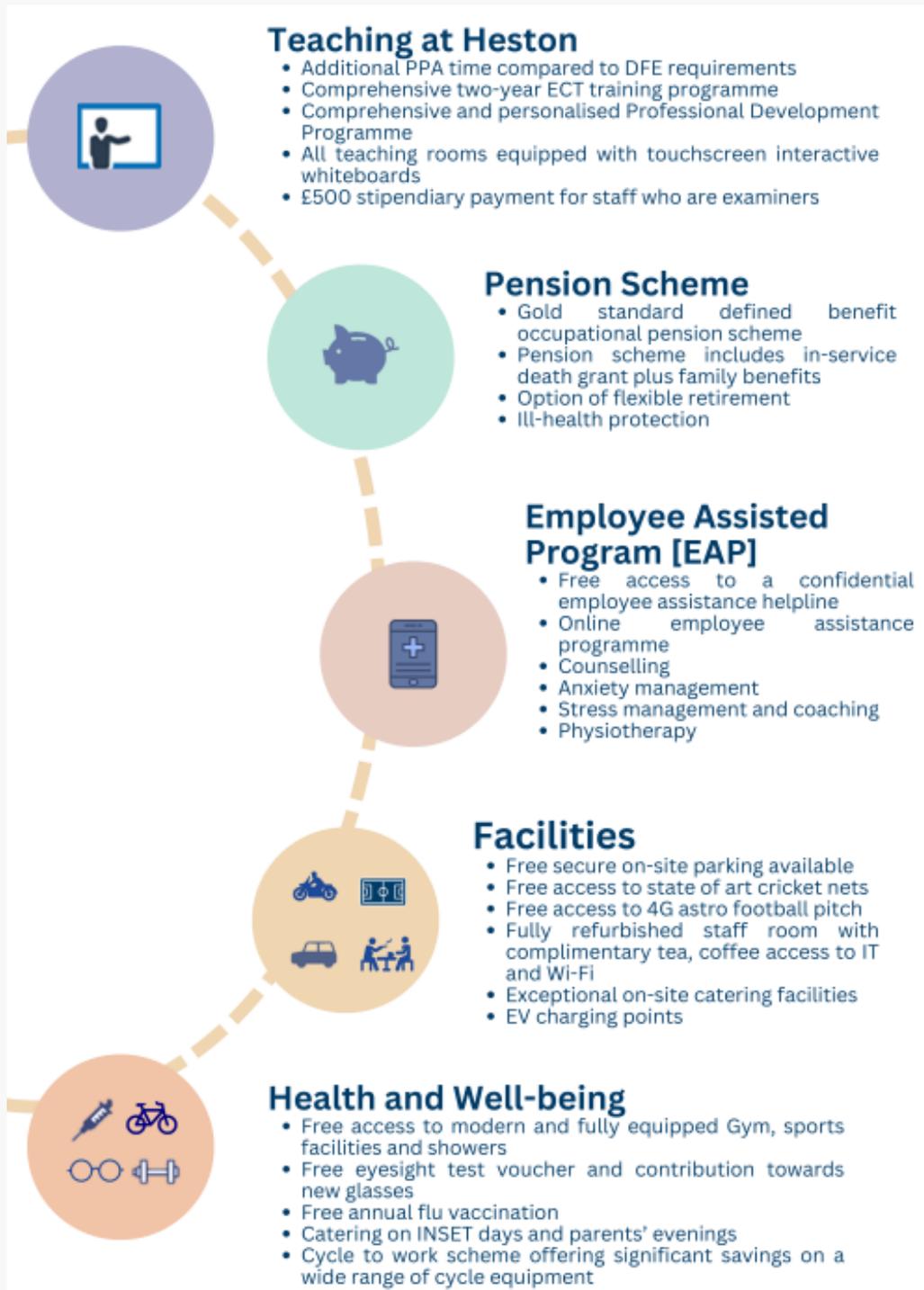
Mr D Johnson - Premises Facilities and Compliance Manager

I have worked at Heston for 23 years, which I think says more than anything I could write. It really is a special place to work. I started as IT Assistant and have been in my current post for the last five years. The drive to improve the Site for the benefit of staff, students and the community has been the most fulfilling part of my role. The camaraderie between support and teaching staff is excellent and makes it a special place to work.



HEALTH AND WELL-BEING

Teaching is a demanding profession that requires physical and emotional stamina. The School is dedicated to supporting staff by:





PERSON SPECIFICATION	Essential	Desirable	Evidence	JOB DESCRIPTION
Qualifications and Experience				Key tasks and accountabilities will include the following:
A well-qualified graduate with a good honours degree in Physics, Engineering or related subject	✓		A	Strategic Purpose
Strong A Levels and GCSE results	✓		A	The basic duties of a teacher are outlined in the latest School Teachers' Pay and Conditions Document.
Experience in an educational context		✓	A, I	Operational Responsibilities
Exceptional knowledge of Physics	✓		A, I	<ul style="list-style-type: none"> Teach all age groups Plan work in accordance with Curriculum Area Schemes of Work and National Curriculum Programmes of Study Take account of all students' prior levels of attainment and use them to plan challenging lessons and set future targets Monitor and identify underachieving students from performance data Address underachievement through contributing to School strategy as well as developing and implementing curriculum area strategies and approaches Set work when required for absent students. Establish a purposeful working atmosphere during all learning activities following School policies Actively support extra-curricular activities to enhance students' experiences Manage the behaviour of students in classrooms and around the School Understand and fulfil all the requirements of School policies and the expectations of the School
Passionate about Physics with a desire to share knowledge with others	✓		I	
Knowledge and understanding of Safeguarding practice		✓	A, I	Assessment, Recording and Reporting
				<ul style="list-style-type: none"> Keep appropriate records of students' work Mark and return work set, including homework within an agreed and reasonable time Use the School's Marking Policy at all times Carry out assessment programmes, as agreed by the School or Curriculum Area Complete Student Reports in line with School Policy Attend Parents' Evenings as required and keep parents/carers informed about their child's performance and future targets
Knowledge and Skills				Tutor Role
Ability to organise and prioritise workload and work on own initiative	✓		A, I	<ul style="list-style-type: none"> Undertake responsibility for a Tutor Group Monitor and set targets for the social and academic progress of all students in the Tutor Group Endeavour to build up a good relationship with the students in the Tutor Group so that they will look to you for support and advice Report issues of concern to the appropriate senior staff Maintain an accurate register of attendance and do everything possible to encourage good attendance
Excellent personal, oral and written presentation skills	✓		A, I, R	
Able to combine work with study without either being compromised	✓		A, I, R	
Excellent subject knowledge	✓		A, I	
Able to use ICT effectively and a willingness to embrace the School's digital strategy	✓		A, I	
Knowledge of the curriculum		✓	A, I	
Personal Attributes				
Adaptability and flexibility to changing circumstances and new ideas	✓		R, I	
Ability to respond positively to feedback	✓		R, I	
Sustain personal motivation	✓		A, R, I	
Willing to take responsibility and ownership	✓		A, R, I	
Team player	✓		R, I	
Ability to fulfil wider professional responsibilities				
Willingness to make a positive contribution to the wider life and ethos of the School	✓		R, I	
Key to Evidence: A = Application I = Interview R = Reference				





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