



Candidate information for

Science teacher

(maternity cover)

Autumn term 2025

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A message from Ben



We are proud of our rich heritage and tradition (as the oldest prep school in the country) whilst embracing innovation and change to ensure that we are preparing our pupils to be successful, high achieving and accomplished young people.

Our magnificent country setting within the South Downs national park and state of the art facilities enable us to provide an exciting and innovative curriculum in a safe, nurturing and inspiring environment. The opportunities are varied and inclusive allowing children to be involved, to follow their interests, take risks and build lifelong passions. Our community is built on the values of respect, creativity and courage with all children feeling secure, happy and able to flourish.

Academic rigour and challenge are important; we want all pupils to achieve their potential within a supportive environment where learning is creative, engaging and accessible. Our unique ACE Habits for Learning – Active learner, Critical thinker and Explorer are embedded in all aspects of teaching and learning allowing children to develop essential skills and become independent learners.

One thing I always notice about the school is the tangible sense of excitement, purpose and energy everywhere I go. All academic subjects, creative arts, sports and co-curricular are taught in well-equipped specialist areas by teachers with passion for their subjects as well as love for their topics. Children are inspired and motivated every day within a caring community. It is a joy to hear children excitedly talking to their parents about what they are learning, how their match went or what they did at breaktime.

I am aware that job descriptions and person specifications can appear rather daunting when one reads the full list of requirements and responsibilities. Please be reassured! We are looking for candidates who are keen to become part of the Windlesham House community, who can bring great personality, experience, innovation and commitment to the role and who have clear enthusiasm for education. Attitude and approach are just as important as qualifications and experience. If you have any questions, please do not hesitate to ask but in the meantime, thank you again for your interest in the position.

Good luck!

A handwritten signature in black ink, appearing to read 'Ben Evans'.

Ben Evans
Headmaster



The role

Windlesham House School is fortunate to have a large science department made up of four specialist teachers and is housed in a modern building comprising four fully equipped laboratories and two preparation and storage rooms with the support of a part-time laboratory technician.

From Year 3, science is taught as a discrete subject by a specialist teacher in the department and the pupils in Years 7 & 8 work within our bespoke Windlesham Diploma syllabus. There is a strong emphasis on practical and investigative science and it is a popular subject throughout the school. We are now looking for a well-qualified, dynamic and enthusiastic science teacher to provide maternity cover for two terms commencing September 2025.

Our school mission is to provide a stimulating, nurturing and safe environment where pupils are happy and develop into confident, independent learners who embrace a challenge, gain a lifelong love of learning, are prepared to take risks and have kind and generous hearts.

Windlesham House teachers provide educational excellence through the provision of effective and inspiring teaching, encourage enthusiasm for learning and enable each pupil to achieve their potential. They will encourage pupils to be self-confident, self-motivated and self-disciplined within a safe, nurturing and caring community.

If you feel you are the right person for this role and can contribute to our values and aims as well as being part of a vibrant community, we would love to hear from you.

Windlesham House is a distinctive school where tradition meets innovation, providing opportunities for children to be creative, courageous, kind and successful.





Teaching and learning

- Carry out teaching duties as required and in accordance with the school's schemes of work; this role involves teaching science to all year groups
- Liaise with colleagues to deliver units of work in a collaborative way
- Work with teaching assistants to ensure that all pupils are well supported in lessons
- Teach according to the educational needs of the pupils assigned to him/her including setting and marking work considered desirable for the good performance of the pupils in terms of academic and social development
- Seek to motivate, support and stretch pupils to achieve their full potential
- Set targets for pupil attainment levels
- Demonstrate exemplary classroom practice
- Contribute to the review of appropriate policies and procedures
- Monitor the condition and safe use of classroom equipment and facilities
- Follow whole school policies
- Work with parents to enable them to understand the teaching programme, pupil assessment and how to help their children progress

Pastoral care

- Maintain good behaviour and respect for others among pupils
- Promote an understanding of the school's code of conduct and values
- Develop relationships with and between pupils conducive to optimum learning

Assessments, reports and communication with parents

- Keep records of pupils' performance for internal assessments
- Build and maintain co-operative relationships with parents and to communicate with them on pupils' learning and progress, drawing attention to special skills and talents as well as to problems or difficulties
- Provide written reports and references for individual pupils as required

Staff meetings

- Participate in weekly or more frequent meetings at the school which relate to the curriculum for the school or the administration or organisation of the school

Appraisal or review of performance

- Participate in the school's appraisal process and attend annual review and follow-up meetings as required

Professional development

- Keep up-to-date with current educational thinking and practice by both personal study and attendance at school training sessions and meetings

School policies

- Be familiar with all school policies, both those pertaining to teaching and school life in general, and ensure they are accurately and consistently implemented

Corporate life

- Take part in the corporate life of the school by attending assemblies, school productions and major events and supervising pupils before and after school sessions
- Cover for absent colleagues and carry out other supervisory duties as required
- Contribute to the co-curricular life of the school e.g. after-school activity programme
- Attend team and staff meetings, parents' evenings, speech day, sports day, inset sessions and similar important functions both in and out of normal school hours and participate in open days for current and prospective parents and pupils

Standards and quality assurance

- Supporting the Windlesham Way
- Support the aims and ethos of the school
- Set an example of professional conduct and personal commitment to the education and welfare of the children in the school which can be followed by colleagues and appreciated by parents
- Set a good example in terms of dress, punctuality and attendance
- Attend and participate in presentations for parents and pupil performances/productions
- Uphold the school's code of conduct and dress code

What is set out above amounts to a statement of what may be regarded as minimum expectations, not an exclusive summary and may be amended at the reasonable discretion of the Headmaster to meet the changing needs of the school.





We are looking for

Personal qualities

- Enthusiasm, perseverance, energy, flexibility
- Willingness to participate in extra-curricular activities
- Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils
- Ability to establish and maintain good relationship with others
- Ability to organise own workload, prioritise and meet deadlines
- Integrity, loyalty and personal commitment
- Excellent attendance and punctuality
- Kindness
- Enthusiasm, energy, determination and a positive outlook
- A genuine interest in the personal development and wellbeing of children
- A good sense of humour!

Qualification and experience

- Degree or equivalent in a Science discipline
- Successful teaching/teaching practice across whole ability range
- Experience of teaching exam specification

Professional knowledge and skills

- Ability to teach physical/chemical sciences
- Knowledge of how young people learn and the ability to apply insights to classroom practice
- Knowledge of how to plan and deliver appropriately challenging sequences of learning to pupils of all ages and levels of attainment
- Ability to effectively assess pupil learning and make a meaningful response to the insights gained from such activity so gaps in pupil's knowledge and understanding are identified and addressed in an appropriately timely manner

- A knowledge and understanding of current educational thinking, both related to specified subject and pedagogy
- Ability to disseminate information to pupils in a clear and engaging manner
- Ability to accurately reflect on own practice and act on insights gained
- Ability to fulfil the teacher standards
- Ability to motivate pupils at all levels
- A desire to keep improving and a high expectation of self and others
- Good ICT skills and ability to use in science context

Professional knowledge and skills

- Evidence of commitment to ongoing professional development

“The family feel and supportive atmosphere comes up time and again with Windlesham pupils, who feel nurtured and supported by everybody from the head down.”

Muddy Stiletto's review 2022



The successful candidate will be expected to promote and safeguard the welfare of children and young people for whom you are responsible, and with whom you come into contact. You will need to be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to the DSL lead. You will be aware of, support and ensure equal opportunities for all as well as contributing to the overall ethos/work/aims of the school.

What we offer

- The person appointed will be paid according to the Windlesham House pay scales
- Access to the Aviva pension trust for Independent Schools (APTIS). This is a defined contribution scheme for teaching staff
- Life assurance cover which provides death in service cover
- Free school lunch and refreshments during term time whilst the kitchen is operating
- Parking on site although all vehicles are parked at the driver's risk
- Access to an employee assistance programme
- School fee discount for staff whose children are Windlesham House pupils subject to the school's normal admissions procedures

Terms and conditions

All appointments are subject to an enhanced check with the Disclosure and Barring Service and at least two references from past employers including any school employment during your career.

- All staff comply with the school's child protection and safeguarding policy
- All staff set an example to pupils and dress appropriately at all times
- The school operates a no smoking and no vaping policy
- The school takes its obligations under the Health & Safety at Work Act very seriously and the post holder requires all staff to comply with all aspects of the school's health & safety policy, particularly in relation to safe working practices
- All staff keep up to date with the school's current policies which are posted on the staff shared drives



How to apply

Completed applications should be emailed to hr@windlesham.com at latest by 12 noon on Thursday 1 May. Interview dates to be confirmed. To apply, please complete the application form which is available on our website.

Important instructions for applicants

- Your application should include a covering letter summarising your suitability for the role with close reference to the role you are applying for
- The application form should be used to detail all relevant qualifications and provide a full, dated career history with explanations of any gaps in employment
- If you have spent three months or more living or working outside the UK, you should tell us the country/ies and the dates of your stay
- Space is provided in the application form to include a supporting statement. You should use this statement to set out clearly why you consider you are suitable and how you meet the criteria listed in the person specification for the post
- The application form asks you to declare all criminal offences, including those that are spent, and any relationship you have to other employees at Windlesham House

Note that any misrepresentation of or failure to declare information that is material to the appointment may invalidate an application, or lead to summary dismissal if the applicant has started in post.





Recruitment and selection

Windlesham House is committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. All applicants undergo child protection screening. This post is exempt from the Rehabilitation of Offenders Act 1974. The school carries out pre-employment checks, seeks references and conducts an Enhanced DBS check and other relevant checks with statutory bodies on the successful candidate.

We comply with the Disclosure & Barring Service (DBS) code of practice and have a written policy on the recruitment of ex-offenders as part of our [Recruitment, Selection and Disclosures Policy](#). If you are shortlisted, you will declare any relevant convictions, adult cautions or other matters which may affect your suitability to work with children. As a result of amendments to the Rehabilitation of Offenders Act 1974 (exceptions order 1975) in 2013 and 2020, some minor offences are now protected (filtered) and should not be disclosed to potential employers who cannot take these offences into account. Guidance will be provided when you are invited to interview.

Once appointed, the post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the school's child protection policy at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's designated safeguarding lead or to the headmaster.

Windlesham House is committed to being an equal opportunities employer. To enable us to make any reasonable adjustments, please let us know at the application stage if you have any special requirements.

Data Protection

The school collects personal data during the recruitment process which it adds to the successful candidate's employment record. The school retains application information on unsuccessful candidates for six months after the completion of the recruitment process. After this, it will be securely destroyed. For further information on how we use your information and with whom we share it, please refer to our [Data Protection policy](#).

Our school

Windlesham House is a distinctive day and boarding school for girls and boys aged 4-13 where tradition meets innovation, providing opportunities for your children to be creative, courageous and successful.

As the oldest prep school in the country (est 1837) and the first prep school to become co-educational (1967), we have always led the way in embracing the new. We are progressive and innovative in our ethos and approach while embracing our traditions and rich history. Focussing on the wellbeing of every child, each benefits from a first class and distinctive education full of exciting opportunities and experiences in the glorious South Downs; the grounds are alive with children building dens, climbing trees, playing golf and collecting chicken eggs.

Our outstanding programmes, including world languages and sports academies, have earned us recognition across all aspects of the education we offer and provide exciting opportunities for girls and boys aged 4-13. Recently a parent said, "Windlesham House continues to thrive and nurture future generations of exceptional children." We are delighted to be laying the foundations for the future with our green plan and innovative leadership Diploma & Futures Programme for Years 7 & 8.

To learn more about the school, please explore our [website](#).

A breath of fresh air

Looking back on your childhood, what memories stand out to you? Hopefully days of exploring nature, playing with friends and learning new skills ... our beautiful 65 acres of grass and woodland, nestled in the foothills of the South Downs allows children to be children, giving space to learn, discover and play. Our long held policy of no school uniform (within reason of course!) helps children feel relaxed in their home away from home. There is plenty of wildlife to spot – including a family of deer, badgers, pheasants and plenty of birds. With over 1000 trees to climb, there's plenty of scope for a treehouse or den to house adventure seekers.





Our values

At Windlesham House, we take great pride in the individual journey our pupils go on whilst here and what sort of child they become at the end of that journey. They are encouraged to be curious, we want them to be creative, celebrate each other's successes, show commitment in everything they do, make a contribution and show that they care.

We aim to

- Provide educational excellence through the provision of effective and inspiring teaching, encouraging enthusiasm for learning and enabling each pupil to achieve their potential
- Sustain a supportive, kind and happy environment where the individual and spiritual needs of the pupils and staff are recognised and provided for within a community that celebrates diversity
- Encourage pupils to be self-confident, self-motivating and self-disciplined within a safe, nurturing and caring community ensuring they progress to their chosen senior schools as successful individuals
- Attract, develop and retain exceptional staff whose commitment to the children is transformational whilst also continually seeking opportunities to grow and develop through the investment in first class facilities and resources
- Communicate and collaborate closely with parents to understand their expectations and aspirations
- Ensure a bespoke and modern boarding environment tailored to each pupil's individual needs

“Our teachers really go above and beyond. They are forward thinking, conscientious and do a brilliant job engaging every single learner.”

Ben Evans, Headmaster



Windlesham
House School

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