



Teacher of Science (part-time)

Candidate Information Pack



Sibford
Shape your story

WELCOME TO SIBFORD

A co-educational day and boarding school for pupils aged 3 – 18. Empowering young people with the skills, self-belief, and spirit to take their place in the world

Sibford is a place where we aim to nurture ambitious learners who shape their worlds with their creative, compassionate and questioning minds, where your career journey can flourish alongside the growth of our exceptional students.

In our commitment to individuality, we recognise that employees, much like our students, are diverse in their approaches and strengths. At Sibford, you're encouraged to be adventurous, curious, creative, confident, and above all—be yourself.

Rooted in Quaker values, our approach to teaching is grounded in truth, integrity, equality, community, peace, simplicity, and sustainability. These values are not just words on paper but living principles that underpin the distinctive characteristics of Sibfordians.

In the nurturing, safe, and supportive environment we cultivate, you'll find a space where your potential has no limits. Here, there's no ceiling on your ability to inspire and shape young minds, both academically and personally. Tolerance and consideration towards each other are not just encouraged; they are integral to our community ethos.

Our curriculum is as diverse as the talents it aims to nurture. We pride ourselves on traditional academics, creative arts, technology, and horticulture, in small, dedicated classes, inspiring and stretching each individual, guiding them to discover their own talents and embrace their authenticity.

Sibford is more than just a school; it's a place where employees are partners in the growth and development of future leaders and citizens. If you're seeking an environment that values creativity, agility, resilience, positivity and empathy, we warmly invite you to consider joining us at Sibford.

A candidate pack can only convey so much. Come and meet us in person—experience the genuine warmth and vibrancy that defines our educational community.

Looking forward to the prospect of welcoming you to the Sibford family.

Rebecca Evans, Head



Our Vision and Ethos

Our mission

To nurture ambitious learners who shape their worlds with their compassionate, creative and questioning minds.

Our vision

To empower future generations who live adventurously in the world and take responsibility to improve it.

Our ethos

Endeavour

- I take responsibility for my learning journey, striving to give my best in all lessons and activities.
- I have the resilience to take accountability for my mistakes and recognise they help me learn and develop.
- I take pride in my work and approach all my lessons ready to learn by being punctual, organised and prepared.

Respect

- I respect myself, my surroundings and those around me.
- I show integrity by being truthful, reflecting on my decisions and making wise choices.
- I actively listen, value the perspectives of others and seek stillness even amid the activities of daily life.



Community

- I actively help others and the community.
- I am responsible for an environment where equality is valued and I treat everyone how I want to be treated.
- I understand my responsibility to display stewardship and make the world a better place.

Kindness

- I advocate for inclusivity and try to include everyone in my lessons and activities.
- I actively try to consider and understand how someone else may be feeling and respond with kindness.
- I look for peaceful resolutions to disagreements, never using words or actions to deliberately hurt others.

Our Approach

We believe that academic success is driven by outstanding pastoral care and a vibrant and well-rounded education.

A focus on the individual needs of each child is central to our approach. Small class sizes with dedicated teachers nurture, inspire and stretch students, giving them a chance to unearth their talents and truly know themselves. Our open and calm environment gives them the space, confidence and mindset to work to their full potential.

We have a dedicated SEN department with a fantastic reputation for their pioneering work. Neurodiversity is part of the rich and eclectic world we live and all the better for it. We believe that embracing and adapting to this diversity should just be an integral part of any school's approach.

We celebrate and champion the diversity of humans, aiming to offer our students a rich and varied curriculum and opportunities to experience and explore diverse skills and interests. As an independent school, we welcome the opportunity to enrich our curriculum, encouraging students to follow their own path, whether it's a traditional academic one, creative arts, technology or horticulture. Placing huge value on co-curricular activities, we actively develop a rich timetable of activities that above and beyond offering new skills and knowledge, inspire great friendships and instil a strong sense of belonging.

A well-rounded education teaches students a wealth of brilliant life skills, from creative thinking, agility, and resilience to leadership, collaboration, and emotional intelligence – all essential in guiding their growth into good citizens and life-long learners.



The Role

Teacher of Science (part time approximately 0.6 FTE)

Up to £44,564 full time per annum (pro rata for part time hours).

Salary dependent on experience

Start - Spring term 2027

We are seeking to appoint an engaging full time to part time Teacher of Science, the successful candidate should have expert knowledge of science with a specialism in Physics and the ability to motivate and inspire students in these subject areas.

The successful candidate should be enthusiastic, creative and passionate about the sciences and be able to contribute to positive outcomes for our young people and to the wider school community.

You should have proven experience of teaching Science from Key Stage 3 up to and including Key Stage 5, the ability to manage a complex caseload, have strong literacy and ICT skills, including use of school databases, good organisational skills and interpersonal skills.

Closing date for applications: 12pm on Friday 14th August 2026

Interview date: Various throughout the process.

We reserve the right to close and appoint prior to the closing date should suitable applications be received.

Sibford is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.

We are unable to offer overseas sponsorship.

The Role

Overall Purpose: To establish a learning environment in which pupils learn effectively.

Reports to: Head of Physics

Key contacts: Head of Biology and Chemistry Departments, other teaching and administrative colleagues, pupils and parents

Key Responsibilities:

- Teach the schemes of work as agreed upon by the department, in a disciplined environment that allows access to the curriculum by all pupils.
- Teach Science to KS3 and KS4 and Physics to KS5.
- Promote the subject through motivational, evidence-based teaching.
- Effectively record and monitor students' work and progress.
- Involvement in any extra-curricular activities taking place in the department.
- Feedback to the department on any INSET or training attended.
- Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Part time staff are expected to take a proportion of these responsibilities.
- Attend departmental, faculty and full staff meetings on a regular basis and to liaise with the Head of Department in those instances where non-attendance is unavoidable.
- Ensure that teaching rooms are well-maintained and displays are current and in good condition.

Key performance measures:

- Pupils are motivated and enthusiastic, as confirmed by strong pupil numbers within the subject area at GCSE and A Level.
- Pupils achieve their full potential against predicted grades, confirmed by positive examination results.
- The teacher contributes to keeping the department up to date with new subject developments.
- Parents and pupils feel confident about progress.
- Skills and Competencies in the role:
- Engaging and inspiring teaching style.
- Clear and accurate communication skills.
- Excellent interpersonal and organisational skills.
- Ability to remain calm under pressure.
- Discretion when dealing with confidential information. Ability to recognise opportunities within the role.
- Knowledge of how to cater for gifted and talented pupils as well as those who need additional support.
- Strong literacy and ICT skills.
- A commitment to continuing professional development.
- A sympathy for and understanding of the Quaker values that underpin the ethos of the school.

The Person

Requirements	Essential	Desirable
Educational attainment	Qualified Teacher Status	MA in Education.
	Good academic record Educated to degree level, with any higher degree, postgraduate or leadership qualification an advantage.	
Knowledge required	Excellent teaching practice and ability to teach Physics up to A-level	Science related degree
	Expert knowledge of Science with the ability to teach up to GCSE and Physics up to KS5.	
	Ability to motivate and enthuse pupils as confirmed by strong relationships and good behaviour management.	
Experience required	Proven experience of teaching Science from Key Stage 3 to Key Stage 4.	Key Stage 5 experience
	Proven experience in ensuring pupils achieve their full potential against predicted grades, using tracking and monitoring data, confirmed by positive examination results	
	Experience of being a form tutor.	

The Person

Requirements	Essential	Desirable
Skills and aptitudes required	The ability to create a purposeful and effective atmosphere within lessons that will encourage and promote learning	
	Excellent interpersonal skills	
	Excellent interpersonal skills, strong literacy and ICT skills including use of school databases.	
	Ability to inspire, motivate and engage gifted and talented pupils as well as those who need additional support.	
Interests	Commitment to continuing professional development	
Personal qualities required	Confidentiality, sense of humour, organisation, creativity, reliability	
	To attend and actively contribute to meetings in line with the role, for example Department Meetings and Whole School CPD.	
Circumstances	Participate fully and actively in the boarding life of the school with associated duties and responsibilities. Able to attend some meetings out of normal school hours in line with the School Academic calendar.	

Safeguarding

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

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The School may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

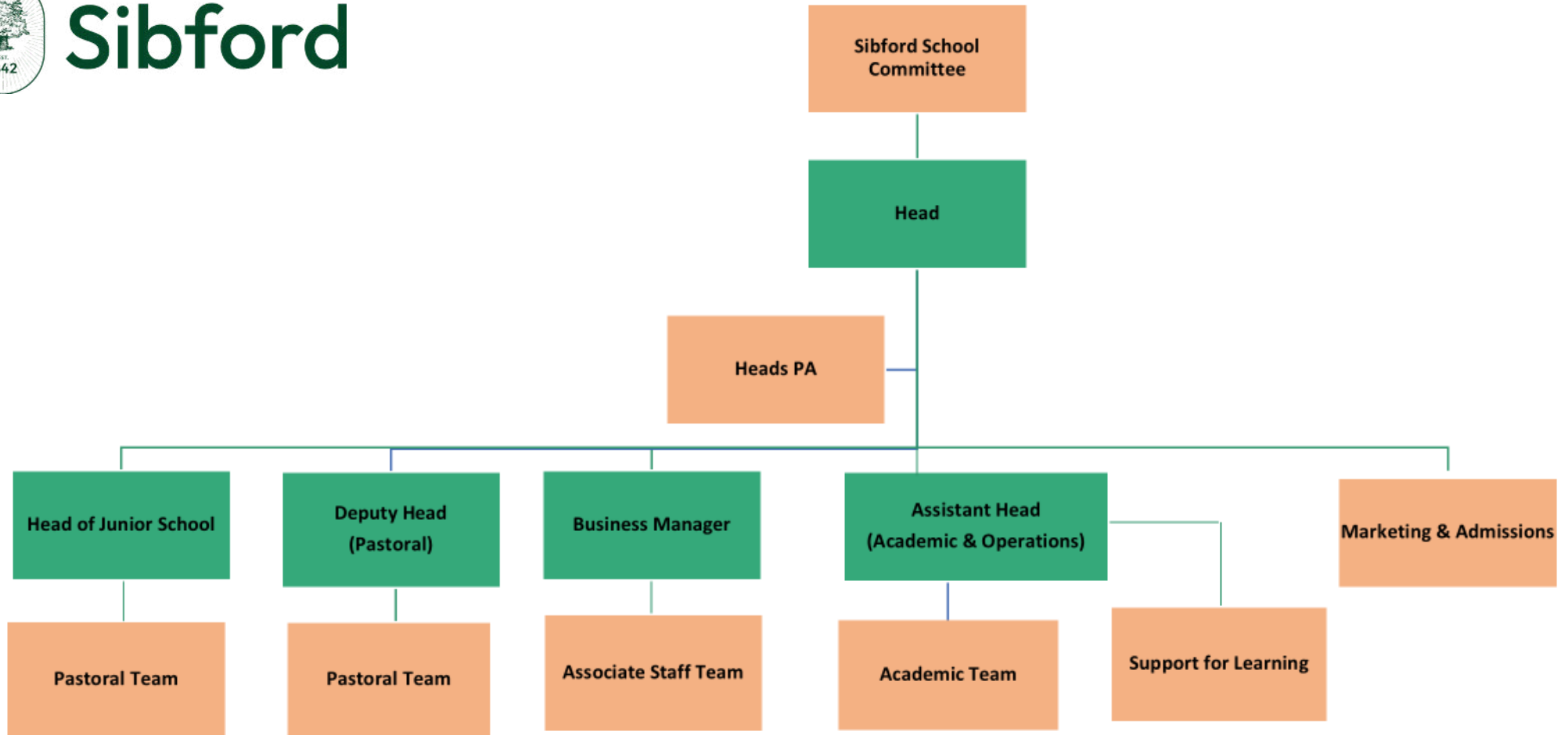
The post is exempt from the Rehabilitation of Offenders Act 1974. The School is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are “spent” unless they are “protected” under the DBS filtering rules) in order to assess their suitability to work with children.



Senior Leadership Structure



Sibford



Living in Oxfordshire

Whilst Oxfordshire and the Cotswolds are beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to the area.

Oxfordshire offers a wonderful quality of life, blending picturesque countryside with the vibrancy of a historic and culturally rich city. With charming villages to explore, walks in the Cotswolds to enjoy, the county provides something for everyone. The area is particularly attractive to families seeking a balanced lifestyle with access to excellent amenities.

Oxford itself is a world-renowned city, known for its beautiful architecture and prestigious university. It's a place where tradition meets innovation — from centuries-old libraries and colleges to cutting-edge research and technology hubs. The city boasts a wide range of independent shops, cafes, and restaurants, as well as theatres, museums, and galleries. Oxford is committed to being a zero carbon city by the year 2040 and has implemented many initiatives to achieve this goal, including Low Traffic Neighbourhood (LTN) schemes, Oxford's Low Emission Zone and the Energy Superhub.

Transport links are another major advantage of life in Oxfordshire. With excellent rail and road connections, you can easily access London, Birmingham, and other major cities. London is just an hour by train to Paddington or Marylebone, while the M40 and A34 provide convenient routes for drivers. For international travel, Heathrow Airport is just over an hour away and Birmingham International Airport is also easily accessible.

Above all, Oxfordshire offers a strong sense of community. From local festivals and farmers' markets to active sports clubs and cultural events, there are many opportunities to connect with others and feel at home. For those taking on a senior role in education, this welcoming and dynamic environment is the perfect backdrop for both professional growth and personal wellbeing.

Oxfordshire is also ideally situated for exploring a wealth of cultural and historical attractions. Just a short drive away is Blenheim Palace, a UNESCO World Heritage Site and birthplace of Sir Winston Churchill. The nearby Cotswold towns of Woodstock, Witney, and Burford offer characterful high streets while Stratford-upon-Avon — the birthplace of Shakespeare — is perfect for a day out steeped in history and theatre.



Why work at Sibford?

Sibford School offers an outstanding education for pupils aged 3 – 18 and is easily accessible from both Oxfordshire, Warwickshire and Gloucestershire.

Our school is a friendly and welcoming place to work. With stunning views and 50 acres of surrounding countryside, it is a great place to spend your working hours.

Some highlights from our ISI inspection in October 2024

“ Pupils, including boarders, feel safe and are confident that there is a trusted adult they can speak to, if they have any concerns. ”

“ Leaders work collaboratively and adeptly together to provide an academic and pastoral education reflecting the ethos of the school. This ethos is based on the school's values of endeavour, respect, community and kindness. Leaders take into account the needs of the pupils and the views of parents to prioritise the most important things that they need to do. ”

“ The school's ethos of welcome and inclusion permeates every aspect of school life. There is a palpable sense of kindness, in interactions between pupils and modelled by their teachers, Pupils model the school's ethos and aims of collective stillness and reflection in assemblies, lessons and during social times. As a result, pupils behave well. ”

THE
GOOD
SCHOOLS
GUIDE

[Click here to read our review in the Good Schools Guide](#)

Employee Benefits for Teachers

Salary	Up to maximum £44,564 FTE per annum (pro rata for part time hours)
Pension Employer's contribution	17.5%
Pension Employee's contribution	5% minimum
Group Life Assurance	4 x annual salary
Group Income Protection	50% of basic salary Payable for up to 3 years
Staff Fee Remission Discount on school fees	66.6% pro-rata'd for part time
Paid Holidays	18 weeks - Including bank holidays
Academic year	34 weeks term time
Sick Pay entitlement	1 month full & 1 month half pay per year of service – up to maximum of 6 months
Free School lunch	Provided on working days
Free car parking	Parking is on the school site
Free use of School Swimming pool for staff	Allocated times

How to apply

Thank you for showing an interest in our school and the vacancy which we are currently advertising.

You can complete the application online via the school website here:
[Work With Us | Sibford School](#).

All applicants must complete an application form as part of the School's Safer Recruitment procedure.

If you have any questions or queries, please contact the HR department:
hr@sibfordschool.co.uk or call 01295 781291.

Applications will be reviewed as they are received. The School reserves the right to appoint at any stage of the recruitment process, including before the closing date; early applications are therefore encouraged.

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

All offers of employment are subject to an enhanced DBS check.

If you are successfully shortlisted, you will be invited for interview at the school and have the opportunity to view the school and its grounds.

We are unable to offer overseas sponsorship.

Closing date for applications: 12pm on Friday 14th August 2026

Interview date: Various throughout the process.





Sibford

Sibford School, Sibford Ferris, OX15 5QL

01295 781200

sibford.org.uk