



CHESHAM  
GRAMMAR  
SCHOOL



# CHEMISTRY TEACHER

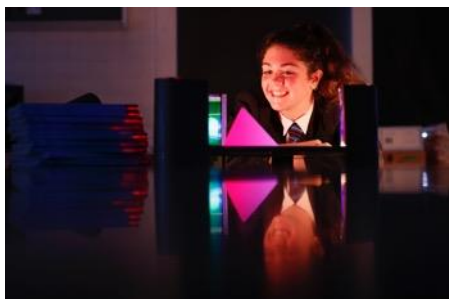
Information Pack

# CHEMISTRY TEACHER

## MPS / UPS –

### FULL TIME PERMANENT

START DATE: September 2022



## CHEMISTRY TEACHER

An exciting opportunity has arisen for an outstanding and inspirational colleague to provide exceptional teaching to our Science Faculty. We are seeking a passionate, innovative and forward-thinking graduate teacher of Chemistry (QTS). The Science Faculty is made up of a large team of teaching and support staff. The successful applicant will join a friendly, welcoming and supportive team, where teachers work together regularly sharing resources and good practice. We are extremely proud of the achievements of our highly motivated students.

Chesham Grammar School is a successful and popular co-educational grammar school with over 1300 students on roll (400 in the Sixth Form).

We are looking for:

- a well-qualified and experienced teacher with a proven track record of inspiring students and staff
- excellent leadership and management skills
- a commitment to providing students with outstanding curricular and extracurricular Science experiences

We offer:

- high attaining learners who achieve excellent results
- commitment to professional development
- great support and team work
- superb teaching and staff facilities
- priority admission for qualified children of staff
- on-site accommodation
- an opportunity to work in an area of outstanding natural beauty 30 minutes from London

## Applications

Completed applications should be emailed to: [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org)

Closing date for applications:

**Monday 7 February 2022, midday**

Interviews:

**Friday 11 February 2022**

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same 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



January 2022

Dear Colleague

Firstly, I would like to thank you for your interest in Chesham Grammar School and in this post. I hope this information will help you decide whether you wish to apply for this exciting position. CGS is a co-educational selective school with 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

CGS is an outstanding school. That is the conclusion Ofsted reached when they last inspected the school in March 2014, although they didn't tell us anything we didn't already know. However, it is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS better still; in short, to make it a truly exceptional place in which to study and to work. Our examination results at GCSE and A level are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university, with a good number each year winning offers of places at Oxford or Cambridge.

As you would expect in this sort of school, our curriculum is broad and balanced from Year 7 with all students studying traditional academic subjects as well as having the opportunity to explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to the Sixth Form. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is superb and vertical tutoring (currently suspended due to government Covid19 guidance), organised around our strong House system, gives the school a very distinctive 'feel' and enables every student in the school to be known well by their tutor. It also ensures that those who join us are very quickly integrated into the life of the school. We place a huge emphasis on support and guidance and this is a real strength of CGS. The House system also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions between them throughout the year in a range of sporting disciplines as well as in music, art and drama.

CGS has excellent facilities and is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to equip them with the skills to succeed in the 21st century not just with excellent results. To this end, over the last few years, we have developed our own

approach to learning. The 'CGS Learner', as we call it, seeks to develop students who are able to learn effectively both independently and collaboratively and who leave us ready to face the challenges which lie ahead. We are constantly seeking ways in which to develop wider skills too and there are many opportunities for students to take a leadership role within the school or to participate in extra-curricular activities in a wide range of spheres. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.



At CGS we want our staff to continuously develop too. Much of our CPD is 'in-house'; we have a very clear focus on the sharing of good practice within the school where there is already so much expertise. We regularly host visitors from other schools who come to experience at first hand various aspects of life at CGS, such as vertical tutoring, or, perhaps to see what the CGS Learner looks like in action. In addition, we encourage staff to visit other schools and to bring back ideas which can be shared with colleagues and which might in some way lead to further improvements here. We work collaboratively with several local schools and are very pleased to be members of both the Herts-Bucks Challenge Partners group and of a Teaching School Alliance, the Astra Alliance, which means we are fully involved in teacher training. This collaboration between schools has also enabled us all to expand our CPD for NQTs and for more experienced staff.

When making appointments, I am, first and foremost, seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience at CGS both within and outside of the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you some feel for CGS and for this post. I imagine that you will be looking at our school website for further information, [www.cheshamgrammar.org](http://www.cheshamgrammar.org) which will give you a good deal of information about and a genuine feel for the school. If you would like to pay us a visit before applying, please do get in touch.

I look forward to hearing from you.

Yours sincerely,

Annmarie McNaney  
Headteacher



# CHESHAM GRAMMAR SCHOOL

## CHEMISTRY TEACHER

Job Description





## CHEMISTRY TEACHER AT CHESHAM GRAMMAR SCHOOL

Responsible to: Subject Leader Science  
Grade: MPS / UPS full time permanent

### Overview

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

### KEY ELEMENTS OF THE ROLE:

- To encourage and support the learning of all students
- To promote positive values and attitudes
- To demonstrate professional values and practice

### Teaching

- To plan and teach sequences of lessons which incorporate an appropriate range and depth of subject knowledge
- To teach lessons with clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- To tailor teaching and learning strategies for individual students accordingly
- To employ a variety of assessment, marking and feedback strategies to inform planning, develop learning and evaluate students' progress
- To provide constructive feedback to help students reflect upon and improve their work
- To ensure the highest possible standards of student behaviour
- To contribute to the department development plan

### CPD

- To demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme

## Pastoral

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

## General School

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above





## Chemistry Teacher: Person Specification

	Essential	Desirable
<b>EDUCATION AND QUALIFICATIONS</b>		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
<b>EXPERIENCE</b>		
A proven track record of impact as a teacher and at departmental level		✓
A thorough knowledge and understanding of current development in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
<b>PERSONAL SKILLS AND QUALITIES</b>		
A demonstrable passion for Chemistry and Science	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to think analytically and strategically	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓

## About Science

We are a team of 12 well-qualified specialist teachers and 3 highly skilled technicians. We are friendly, hard-working, well-motivated and supportive. As a team we have a wide range of experience and all work towards our shared focus of delivering challenging and inspiring lessons at all key stages. All teaching staff have the opportunity to teach across the full age range, with Sixth Form teaching shared according to individual interest and expertise. Each technician specialises in one of the Sciences. The Faculty is led by an experienced Team Leader, supported by three accomplished Subject Leaders.

The department benefits from a suite of well-equipped science laboratories with two large, purpose built prep rooms and a shared office space.

We run a 5-year programme of study for students in Years 7-11. In Years 7 and 8, students are taught separate Biology, Chemistry and Physics units, which covers the KS3 National Curriculum content, by a single teacher. Through this approach, we help to smooth the transition from primary school, whilst getting to know our younger students really well and providing them with the support and feedback they need to make excellent progress. In Year 9 and beyond, students are taught Biology, Chemistry and Physics by specialist teachers, providing access to teachers with detailed specialist knowledge, as they begin studying GCSE content. The skills that students need for successful independent study are mapped across the 5 year programme.

At GCSE, students follow the AQA syllabus, with the vast majority of our students studying the triple science course. Biology and Physics A-level students also follow AQA, whilst Chemistry students follow the OCR A-level syllabus.

We have detailed schemes of work in place at all levels, with a focus on independent learning and encouraging students to work out concepts for themselves, in line with our whole school approach (the 'CGS Learner'). Results are outstanding. Our students make excellent progress against their individual targets, with the vast majority of candidates in Year 11 gaining grades 7-9. The Sciences are very popular at A-level, with around 160 Sixth Form students currently studying the Sciences, many of whom go on to study Science at university.

We offer a range of extra-curricular activities for our students. These include MedSoc, a visiting astrodome, visits to the Big Bang Fair, field work days, a visit to Whipsnade Zoo and a wide range of in-house activities. This year our Sixth Form students will again run a range of 'Expert Lectures' during British Science Week.





## The Role

This is an opportunity for a passionate, innovative and forward thinking graduate teacher of Chemistry (QTS) to join our team in the Science Faculty. We are looking for someone who shares our commitment to providing a range of high quality learning experiences for our students, who is willing to share good practice with colleagues, and who will contribute to our extracurricular programme.

We are all privileged to work with such a warm, friendly, and well-motivated student body and are always delighted with their efforts and achievements in all aspects of school life.

We hope that you are interested in joining us. If you would like to have an informal chat with one of the team to find out more or would like to visit the school before making your application, please do not hesitate to get in touch.



### How to apply

To apply for this position, you will need to complete an application form, which can be downloaded from our website.

Completed applications should be sent to Clare Harvell, HR Manager [recruitment@redkiteschoolstrust.org](mailto:recruitment@redkiteschoolstrust.org)

### Shortlisting

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed.

If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

### Interview

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation and tour of the school. Some roles may have a student and staff panel interview and a written task.

Selected candidates may be interviewed by the Headteacher or other members of the management team.