



Cranbrook
School



CHEMISTRY TEACHER

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Cranbrook School is a mixed state grammar school with c.900 pupils aged 11-18 years, including around 250 boarders. It was founded in 1518. Day pupils come from within 6 miles of the school, following a test to judge their suitability for a grammar school education. Boarders are admitted from a wide area, having sat the same test. Although it is a selective school, Cranbrook admits a wider ability range than many other grammar schools. We provide a challenging and supportive curriculum so that students of all abilities are catered for. The value-added scores that are achieved each year bear testimony to the success of our provision. Our most recent Ofsted inspections rated us as 'Outstanding' (boarding, 2025) and 'Good' (education, 2022).

Pupils join at the age of 11 or 13, and in Year 10 they start GCSEs in nine or ten subjects. Most students then qualify for the Sixth Form, this being supplemented by a healthy intake into Year 12 from other schools. All Sixth Formers take at least three A levels and can choose the EPQ and other qualifications in addition.

For a state school, the facilities are impressive. Within the seventy acres of school grounds are found the six boarding houses, the Queen's Hall Theatre (used for assemblies, school productions, visiting theatre companies and concerts), a large library and lecture theatre. Sports facilities include a large sports hall, dance studio, cardio gym, weights room, heated outdoor swimming pool, squash courts and extensive playing fields and facilities for games - hockey, rugby, cricket, netball, tennis and athletics – as well as an astro-turf pitch. The school also possesses a Performing Arts Centre that houses a drama studio and music practice rooms, and a vibrant Sixth Form Centre. The school boasts an Observatory named after Dr Piers Sellers OBE, an Old Cranbrookian and NASA astronaut.

Cranbrook is keen to educate the whole person and to this end it runs a wide programme of extra-curricular activities, including the Combined Cadet Force and Duke of Edinburgh Award Scheme, as well as a broad range of sports, music and drama, both during the week and at the weekend. We have a long tradition of overseas trips and, in recent years, groups have travelled to South America, Portugal, Nepal, and southern India for sports tours, exchanges, adventure, and to work on projects.

Cranbrook's boarding houses each have their own ethos and identity and a marked sense of house pride. There is a full fixture programme on weekends and a variety of trips and activities on Sundays, for which a number of staff give up their time. The boarding life of the School offers both staff and students new and enriching experiences and makes this an exciting and fun place to work.

Cranbrook is an active school which will appeal to those prepared to give generously of their time and to take the progress and development of their students very seriously. The school seeks to appoint staff who will involve themselves fully in the life of the school, and applicants are invited to indicate areas where they would be able to make a contribution. We welcome Early Careers Teachers and have a number of experienced mentors on our staff. ECTs and their mentors are offered additional support via Teach in Kent to help ensure a positive experience during the two-year training.

Benefits of working at Cranbrook include:

- Priority entry for staff children
- Lunch in the dining hall every day
- Use of the sports facilities and gyms
- Regular socials and use of our on-site bar, the Coach House
- A rural site in a small country town, 15 minutes' drive from the nearest station (Staplehurst) and an hour from London.

Job Details

Job Title	Chemistry Teacher
Accountable to:	Head of Chemistry

Science at Cranbrook

Science Department Overview

Science is a vibrant, relevant and exciting group of subjects, and at Cranbrook we seek to communicate this to our students through dynamic and supportive teaching. The Science Department consistently delivers a very high standard of education, and as a result has established itself both as a leading department within the school and as one of the most popular choices for our students at A-level.

Science Department structures

The Science Department works as a cohesive whole to address broad issues and to generate integrated teaching schemes. The every-day teaching of Science is broken down into the three separate disciplines of Biology, Chemistry and Physics. Each of the three subject areas is headed up by a Subject Leader and they are responsible for structuring the delivery of their subject (from KS3 to post-16), and for supporting the teachers with their teaching of each subject.

Within the Science Department there is a wealth of experience, with a large number of senior members of staff bringing both pastoral and curriculum expertise to their teaching. The teachers are very well supported by committed and enthusiastic laboratory technicians. Science is a highly motivated department which is at the forefront of driving forward initiatives in the school.

Science Department accommodation

There are currently 9 laboratories, 4 preparatory rooms, a Lecture Theatre and other ancillary rooms within the Science Department. These were refurbished with money from Science Status funding and there are plans to increase the number of laboratories as student intake grows further in Years 7 and above. The laboratories are well-resourced with practical equipment and experimental work is a key feature across all age ranges.

Science Curriculum

Year 7 and 8: Year 7 and 8 students follow an enhanced KS3 course, aiming to embed higher level experimental work and deeper scientific thinking into the standard KS3 material.

Year 9, 10, 11: All students embark on the separate AQA GCSE courses in Biology, Chemistry and Physics, beginning this at the start of Year 9. All students expect to sit separate science GCSES at the end of Year 11 although in previous years we have had small cohorts who took AQA Combined Science (Trilogy) GCSE to reduce their workload. The sciences are usually some of the strongest performers at GCSE.

Post 16: Biology and Chemistry students currently follow the OCR specifications, while Physics students follow the AQA course. There are typically between 40 and 70 students in Year 12 in each subject and a large number of students read a STEM degree at university after finishing their studies at Cranbrook.

ROLE PROFILE: CHEMISTRY TEACHER (Main Scale)		
Job Purpose	<ul style="list-style-type: none"> To facilitate and encourage learning which enables students to achieve high standards at all key stages. To take shared responsibility for the teaching of sixth form classes. Support corporate responsibility for the well-being, education and discipline of all students. 	
Accountability	<ul style="list-style-type: none"> Prepare and teach lessons of a very high standard to the students assigned to him/her: <ul style="list-style-type: none"> Following designated programmes of study Carrying out the necessary assessments Providing information/comments for records Monitoring students in accordance with agreed departmental strategies. Maintain discipline in accordance with school policies and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework etc. Assist other staff in this area. Contribute to the corporate tasks of development, record keeping, monitoring, evaluation of lessons and maintenance of materials. Participate in the application of the departmental homework policy which includes the setting and marking of homework and monitoring homework diaries. Work closely with the Head of Department. Engage in professional development in relevant areas. 	
Personal Qualities	Self-Awareness <ul style="list-style-type: none"> An awareness of one's own feelings, strengths and weaknesses. Confident in the job, and with self-belief but open to feedback. 	Social-Awareness <ul style="list-style-type: none"> Ability to empathise with the feelings of others and willingness to adapt to the needs of colleagues and students.
	Self-Management <ul style="list-style-type: none"> Ability to adapt to situations whilst remaining calm and positive, sets challenging goals with positive expectations and a sense of optimism. 	Relationship Management <ul style="list-style-type: none"> Ability to lead by example, providing support and stimulation, is not afraid of change and remains objective.
Knowledge and Skills	<ul style="list-style-type: none"> A Chemistry degree is required. Principles and practices of effective teaching and learning. Preparation of schemes of work and lessons for self and others. Knowledge and understanding of subject area(s). Principles and practices of monitoring/assessment/evaluation. The application of information and communications technology (ICT) to learning and teaching in subject area(s). 	
General	<ul style="list-style-type: none"> To contribute to the wider life of the school beyond the classroom. Act as tutor. To undertake reasonable tasks as directed by the Head or Head of Department. 	