



Ashmole  
Academy



A member of

Ashmole  
Trust

# Head of Chemistry

## Candidate Pack

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February 2026

Excellence, Aspiration & Care in Partnership



Excellence



Aspiration



Care

# Contents

Ashmole Trust	03
Welcome from the Head Teacher	04
About the School	05
Aims, Values and Ethos	06
Staff Benefits	07
Job Description	08
Testimonies	11



Pupils' behaviour is exemplary. No one turns a blind eye to any unacceptable behaviour. As a result, pupils feel safe in school.

- Ofsted

# Message from the CEO

Mr Tim Sullivan



Excellence,  
Aspiration  
& Care in  
Partnership

## Dear Prospective Applicant,

Ashmole Trust was created upon the foundation stones of two excellent schools – primarily Ashmole Academy and, subsequently, Ashmole Primary. In September 2024, Osidge School, an excellent local Primary, joined our Trust. All of these schools demonstrate and deliver excellence in everything that they do. For us, this means excellence in learner outcomes, staff development, financial management, HR and IT services, estate management and all other facets of what it takes to make a school a success.

Our experience in school improvement has developed from an 'open-door policy' with all schools. We feel that the best way to model excellent practice is to see it in action. It is partly this attitude that allowed the Academy to become the first Behaviour Hub school in 2020 and for the leadership of both schools to be in constant consultancy demand with local education authorities and other schools.

We see the pursuit of excellence as relentless—it requires our schools to be at the forefront of innovative educational practice but also needs to emanate from a contented and safe community of both staff and pupils. Both the Trust and its schools therefore put 'care' at the heart of their visions.

For true success within a Trust-led organisation, one needs confidence that the systems and understandings are in place to allow these models of excellence to be replicated, whilst acknowledging and encouraging all schools to possess their own individual ethos. I am confident that Ashmole Trust sits in the perfect position to facilitate this ideal with all schools in its care.

Mr Tim Sullivan CEO,  
Ashmole Trust

# Message from the Head Teacher

Mr Balbinder Dhinsa



Senior Leaders, Trustees and Governors are clear about the school's core mission. They make sure that this informs their decisions and how they work with staff and pupils.

– Ofsted

## Dear Prospective Applicant,

Are you a talented Chemistry teacher ready to take on leading the Chemistry Department or a Head of Chemistry looking for a new challenge? Ashmole Academy, a high-achieving, mixed comprehensive school in North London, is seeking a dynamic and passionate Head of Chemistry. As Head of Chemistry, you will join a strong, collaborative and dedicated team of leaders.

We are proud to be recognised in The Sunday Times Parent Power Guide 2025 as one of the Top 400 State Secondary Schools, with a remarkable rise of 143 places, now ranked 193rd nationally.

This accolade reflects our unwavering commitment to Excellence, Aspiration, and Care – values that define every aspect of our vibrant school community.

At Ashmole Academy, we believe in empowering both our students and staff to reach their full potential. Our students consistently achieve outstanding results at both GCSE and A-Level, driven by a shared dedication to learning and personal growth. All staff work collaboratively and are supported by high-quality training and development opportunities. Explore the exciting possibilities at Ashmole Academy by visiting our website.

Mr Balbinder Dhinsa  
Head Teacher, Ashmole Academy



# About our School

Ashmole Academy is a unique school that remains committed to delivering its motto: Excellence, Aspiration and Care for both its staff and students.

Our conscientious, determined and expert staff are highly committed to delivering high standards of teaching and learning by supporting each and every one of our students to maximise their potential. All students are set high aspirations and are empowered to achieve these by demonstrating the school values.

Our A - L level and GCSE examination results are exceptional, at GCSE we consistently and significantly outperform in all four key performance indicators, both locally and nationally. The Progress 8 score remains close to 1, indicating that on average our students achieve one grade higher than expected across 8 qualifications, to include English, Maths and English Baccalaureate qualifications compared to students nationally.

Although we are a large secondary school with over 1800 students, we make every effort to appreciate each student's talents and personalities. The role of the pastoral team and in particular the form tutor is key to ensure that each and every one of our students feels supported and cared for.

The school building was built in 2004, and we continue to invest in the buildings and facilities in order to provide a fantastic learning environment. We offer a broad range of extracurricular activities, and we are proud of our numerous sports teams who continue to win regional titles.



# Aims, Values & Ethos

Ashmole Academy has a commitment to learning. We recognise the uniqueness of every learner. We are passionate about offering the best education for our pupils and work in partnership with parents, carers, and the local community. We have a set of six values that underpin all that we stand for in the school. These are Endeavour, Reflection, Professionalism, Responsibility, Respect, and Co-operation. They show the emphasis we place on Professionalism, Achievement, Behaviour and Community, collectively known as the “ABC of Excellence”.

Our teachers and support staff understand how to develop students to perform to the best of their ability. Our ambition is to bring vision, energy, very high expectations and enthusiasm for all within an inspiring curriculum. This curriculum will continue to evolve to meet the needs of a dynamic society and incorporate innovative approaches to teaching and learning.

High standards of discipline and behaviour are established and maintained to ensure a safe working environment for all, which in turn enables very high aspirations for all of our students. We have a culture that celebrates achievement in all areas, encourages pupils to take risks and develops their independence in a stimulating and nurturing environment.

We provide a school community, which is rich in resources and diversity, where all are able to work together to achieve their personal best. We have a proud academic tradition that maximises every learning opportunity to shape our students' future.

We are proud to create a caring and friendly environment where students and staff feel valued. Our ambition is for all students to develop to their fullest potential in all areas of school in order to prepare them to become active, respectful citizens of the future.



# Staff Benefits

By joining Ashmole Academy, you will have access to a comprehensive range of employee benefits tailored to support you in various aspects of your professional and personal life.



A focus on staff well-being led by a Well-being Committee promoting activities such as golden week, workplace massage and subsidised yoga. Access to a Well-being room



Join a friendly and inclusive team of staff with an active Social Committee with many social events



Commitment to our staff to ensure the right balance between home and work life, including flexible working opportunities and PPA arrangements



Extensive CPD programmes and excellent career opportunities within the Trust. Free access to The National College



All staff have access to internal and external counselling services



Teaching staff at Ashmole Academy have access to the Teachers' Pension scheme, and support staff are enrolled in the Local Government Pension Scheme, both with life assurance and generous employer contributions



All staff have access to annual flu vaccinations



Eligible staff are entitled to an eyesight test every two years



On-site parking with electric parking bays



Excellent facilities with a large modern building and large staff room, and a 'Proud to Serve' Starbucks café on site



Complimentary tea, coffee, milk and sugar - available for all staff in the staffroom throughout the day



Excellent transport links

# Job Description



The quality of pupils' work is first rate. In the Sixth Form too, the curriculum is demanding, and students' work is of a consistently excellent standard. Pupils are highly motivated and work hard to achieve and learn successfully.

– Ofsted

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**Job Title:** Head of Chemistry

**Salary:** £37,870 – £56,154 + TLR 2(3) £8,610

**Location:** London

**Responsible to:** Head of Science

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## Job Description

Chemistry is a highly popular subject within the Science Faculty, consistently achieving outstanding outcomes at both GCSE and A-Level. Many of our Chemistry students go on to study at prestigious Russell Group Universities. As Head of Chemistry, you will work closely with the Heads of Biology, Physics and Psychology under the leadership of our innovative Head of Faculty to create a culture of excellence, aspiration and care within the department.

Our Science team is committed to pedagogical advancement and delivering an engaging curriculum, supported by a robust Enrichment and Scholars Programme. The department is well equipped with 12 laboratories, a modern prep room and a dedicated team of technicians.

In 2025, our students achieved exceptional results: nearly two-thirds of separate science students earned at least a grade 8 at GCSE, with almost 30% achieving a grade 9. Approximately 65% of our combined science students secured a grade 5 or above. At A-Level, approximately 50% of students achieved A\*-B grades, with 15% attaining A\*-A.

## Purpose of Role

To assist the Head of Science with the management and organisation of the Faculty, by ensuring that the Chemistry department is managed and led to facilitate the highest standards of teaching and student performance.

## Leadership & Management

- Collaborate with the Heads of Physics, Biology, and Psychology to implement a shared vision for the Science Faculty.
- Align departmental strategies with whole-school priorities, monitoring progress throughout the academic year.
- Lead and inspire the Chemistry department, fostering a culture of excellence and professional development.
- Manage the Chemistry budget effectively to ensure the provision of high-quality teaching resources.
- Develop, implement, and monitor action plans to enhance departmental performance.
- Maintain high standards of behaviour management within the department.

## Curriculum, Teaching & Learning

- To oversee the Chemistry Curriculum and its sequencing from Year 7–13, ensuring that students are equipped with the knowledge and understanding required to be successful in examinations and beyond in the wider world.
- Adapt the curriculum to ensure all students, particularly the most disadvantaged and those with SEN, make significant progress over time.
- Teach engaging and effective lessons that motivate and inspire students and improve student attainment.
- Research and implement innovative and inclusive pedagogical strategies to enhance curriculum delivery.
- Serve as an exemplary role model, demonstrating high standards of teaching and learning.

## Raising Standards

- Track student performance, identifying and addressing areas of underachievement.
- Review and update all assessment materials to align with best practice and examination requirements.

## Departmental Development

- Provide targeted professional development opportunities (CPD) to Chemistry staff to enhance teaching quality.
- Lead an effective performance development process, ensuring accountability and continuous improvement.

## Accountability

- Uphold full compliance with all school and Trust policies and procedures at every level.
- Champion and ensure the health, safety, and well-being of both students and staff.
- Take a proactive role in Safeguarding and promoting the welfare of children and young people within the school environment.

This is an exciting opportunity for an ambitious and dynamic leader to shape the future of Chemistry education at Ashmole Academy. If you are passionate about science education and committed to student success, we welcome your application.

Ashmole Academy is dedicated to Safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to uphold this commitment.

The school is also committed to Equality and the appreciation of Diversity and Inclusion, actively supporting practices that ensure true equality of opportunity for all staff and students.

Due to the evolving nature of the school structure, all job descriptions may need to be adjusted, through consultation, to meet the needs of the school. This process may be informed by the professional review.



**Pupils and Sixth Form students cannot praise the school highly enough. Pupils have lots of opportunities to make their voices heard. They contribute to school life through a range of committees and groups.**

**– Ofsted**





I love working at Ashmole because I feel valued: my well-being and professional development are just as much of a priority as my teaching practice. I like the fact we are never complacent: we are always working to become the best possible version of our school.

– Head of English



All the staff here really care about the students and put in 110% every day to deliver teaching, support and guidance to every child in this school. I am proud to be a part of this space.

– Head of Year



I love working at Ashmole because of the positive energy and dedication of both staff and students—it's inspiring to be part of such a driven community.

– Senior Deputy Network Manager



I love the strong routines and support structures that we have here so everyone can focus on what we're here for: teaching students. I also love the family feel and how friendly and supportive it is.

– Assistant Head Teacher



Working at Ashmole is incredibly rewarding because of the shared commitment to excellence and the encouragement we receive from one another!

– Website and AV assistant



As a newly qualified teacher, I've received incredible support from everyone. Being part of the Ashmole team means experiencing a genuine sense of care and community.

– Early Career Teacher



There is a real difference between ordinary and extraordinary, and Ashmole fulfils the latter. Staff are friendly and approachable and working with such like-minded individuals with the same aim surpasses any prior working experience.

- Office Manager



I enjoy working at Ashmole; the collaboration, support and diverse perspectives make every challenge rewarding and every success shared.

- 6th Form Manager



I enjoy the collegiate feel within my department and the mutual support we give each other, as well the freedom we have to push our students with an engaging and challenging curriculum.

- 2i/c Religious Studies and Assistant Head of Year





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**Excellence, Aspiration and Care in Partnership**

## Get in Touch

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