



**BRISTOL  
FREE SCHOOL**

Community, Ambition, Opportunity

[www.bristolfreeschool.org.uk](http://www.bristolfreeschool.org.uk)

**Head of Chemistry**  
**Full-time**  
**MPS/UPS + TLR2a**



RUSSELL EDUCATION TRUST

**Join** *US*

# Welcome

Thank you for your interest in BFS and taking the time to read the details of this exciting opportunity to be our new Head of Chemistry. Our Science Department is supportive, dynamic and hard-working, and we are looking for someone innovative and energetic to join the team.

BFS is a thriving oversubscribed school which has a successful Sixth Form of over 200 students. The school is in its twelfth year and was founded by a local group of parents who wanted a high performing school to serve the community of North West Bristol. The school values of Community, Ambition and Opportunity are very important and we demonstrate them through our day to day work with young people. We are looking for staff to support us with these values and make a positive contribution to the life of the school.

You will join a strong and supportive team of middle leaders and a school that engages in regular and timely CPD.

Please spend some time reading our school website and newsletters to get a flavour of the vibrancy of BFS.

I look forward to hearing from you.

**Mrs Susan King**  
Headteacher



Come and join *us!*

# Why work with *us* at BFS?

We will grow your career in an educational setting where you can make a difference.

## Our Science Department:

- BFS offers Trilogy and Triple Science routes at GCSE
- Our KS5 offer of Biology, Chemistry & Physics A-levels is popular with students
- Uptake in STEM subjects is particularly strong with female students, bucking the national trend
- Teaching takes place in one of 10 modern laboratories, ably supported by our team of Science technicians
- Our inventive extra-curricular Science club is well-attended

## What we offer:

Bristol Free School is a successful and oversubscribed secondary school with Sixth Form situated in Westbury on Trym. We are a caring school with a highly qualified and exceptionally committed staff, who recognise the importance of creative and challenging teaching and high professional standards. All staff and students are greatly valued and emphasis on student and staff wellbeing is central to our culture.

At Bristol Free School, we are committed to the young people in our care. Our commitment encourages and inspires every child to fulfil their potential, we provide our students with the necessary skills to achieve academic and personal growth so they truly thrive, both socially and emotionally. We are excited to be advertising for a Head of Chemistry to secure progress for students in the School through the provision of high quality teaching and learning.



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# Job Description: Head of Chemistry

**MPS/UPS + TLR2a, full-time, permanent**

**Reports to: Head of Science**

## Core purpose:

- Responsibility for the management and organisation of the Chemistry Curriculum within the Science Faculty ensuring students follow a curriculum which promotes creativity and a love of Science, in line with national curriculum and RET guidance
- Securing outstanding outcomes in Chemistry driven by consistently effective teaching and learning

The job profile below draws on National Standards for Subject Leaders. For further clarification of any point, please refer to that document.

## Objectives:

### Strategic Leadership:

- Modelling, promoting and ensuring the highest standards in teaching, learning and assessment within the Science Department
- Developing and implementing department policy and practice in line with whole-school and Trust expectations
- Using data to inform policies, practices, expectations, targets and teaching methods
- Formulating the department development plan in line with whole-school SDP
- Monitoring and evaluating progression achieving the department's plans and targets

### Curriculum:

- To consistently and comprehensively analyse student data in order to formulate and plan appropriate interventions for underperforming students. To run Chemistry intervention sessions and supply other teachers within the department with intervention materials.
- To ensure that schemes of work are produced, monitored, reviewed and updated for the Chemistry Department. To monitor schemes of work in order to ensure they are achieving appropriate outcomes for students.
- To monitor and quality assure assessment processes for Key Stages 4 and 5 in Chemistry and to contribute to the assessment process for Key Stage 3. To ensure all teachers meet appropriate deadlines and assess accurately. To organise moderation and standardisation in Chemistry. To produce graded exemplar work for students and staff to consult when allocating grades to pieces.
- To ensure that appropriate differentiation of the curriculum is made to meet the needs of all levels of student ability.
- To promote teaching and learning styles which stimulate pupil interest and involvement in learning.
- To keep up with developments in Chemistry.



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# Job Description (continued):

## Contribution within the Science Faculty:

- To teach Science at Key Stage 3 and Chemistry at Key Stages 4 and 5
- As a Curriculum Lead to be an exemplary teacher and to demonstrate excellent teaching skills and to be a practitioner of good practice.
- To help the Head of Science allocate students to groups where appropriate.
- In liaison with the Head of Science, to organise teaching resources within the Chemistry Department
- To promote the subject beyond the classroom e.g. extra-curricular activities, wall displays.
- To provide counselling for and liaison with higher education in conjunction with the careers department.
- In liaison with the Head of Science, to hold regular meetings of colleagues working in the Chemistry curriculum area
- To be responsible for health and safety within the department particularly with regard to living plants and animals, microorganisms, dead tissue, chemicals and the disposal of waste materials and to communicate concerns to the Head of Science and H&S Officer.
- To promote cross curricular co-operation.
- To organise cover when teachers of Chemistry are absent

## General responsibilities (all staff):

- Assist in the delivery of the curriculum through the scheduled teaching programme and the provision of cover for absent teachers in emergencies
- Perform duties and attend meetings as reasonably required
- Assess and record pupils' achievements, to prepare reports and take part in parental consultations
- Participate in the School's Performance Management Scheme
- Undertake in-service training where required to keep abreast of developments in School initiatives, curriculum and subject areas
- Contribute to the school's pastoral system
- Observe and implement school and Trust policies and good practice
- Carry out such particular duties as the Headteacher may reasonably direct from time to time, in accordance with the Teachers' Pay and Conditions of Service Act 1987

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# Person Specification:

## Qualifications and Experience

### Essential

- Qualified to degree level
- Qualified Teacher Status

### Desirable

- Experience relevant to teaching in Chemistry
- Further evidence of continuing professional development



## Knowledge, abilities and skills

### Essential

- Works effectively in a team
- Understanding of safeguarding in a Secondary school, knowing what constitutes appropriate and successful relationship with children
- Excellent classroom management and high standards of classroom organisation
- The ability to use Assessment effectively to inform learning and teaching
- Ability and experience of developing an inclusive classroom with high standards of achievement for all learners
- Subject knowledge that covers the whole ability range from 11-18
- Successful in applying the principles of Assessment for learning in the classroom to raise attainment
- A positive approach to promote behaviour for learning
- Confident and competent user of ICT to enhance learning
- Creative approach to learning and teaching to engage and further student's interests

### Desirable

- Knowledge of the SEND Code Practice

## Attributes

### Essential

- High expectations and aspirations for all students
- Excellent interpersonal / communication skills
- The ability to use a variety of teaching strategies to engage all learner
- Commitment to an enriched curriculum through learning and teaching from first-hand practical learning experiences.
- Commitment to the welfare and safeguarding of all Students
- Ability to work cooperatively within a team
- Display warmth, care and sensitivity in dealing with students
- Self-evaluative, reflective and adaptable to changing circumstances and new ideas
- Ability to enthuse, inspire and motivate

## Curriculum

### Essential

- Commitment to using the curriculum to inspire curiosity, thinking skills and independence
- Planning and implementation of cross curricular learning and teaching, especially the application of reading, writing and maths across the curriculum. Seeks innovative approaches to learning and teaching. Understanding of how the curriculum supports the ethos and values of the school

# How to Apply:

Please submit your application online via e-teach. Paper copies of the application form are available on request.

If you have any queries regarding the post or to arrange a school tour or telephone discussion, please email us at [vacancies@bristolfreeschool.org.uk](mailto:vacancies@bristolfreeschool.org.uk).

Closing date: Wednesday 22 May at 9am

**BFS celebrates and supports diversity and is committed to ensuring equal opportunities for both employees and applicants.**



## *Our* Benefits



**Flexible and Family Friendly Policies**



**Free Flu Jab**



**Discounted Gym Membership**



**Employee Assistance Programme**



**Local Government Pension Scheme**



**Career Development/CPD**



# Introduction to Russell Education Trust

## Background to the Trust

Russell Education Trust is a multi-academy trust comprising five secondary schools spread across the south of England. All schools in the Trust have been rated by Ofsted as 'good' or 'outstanding'. The effectiveness of the Trust and its schools has been singled out by the DfE and recognised in Ofsted reports. All RET schools were born of partnerships between local parents and RET, and this partnership remains very healthy.

Results across our schools are consistently well above average and place us in the top 16% of Trusts nationally. The five RET schools develop RET shared systems and best practice through joint working by the Trust's central team and colleagues in schools. RET and parents' representatives sit on Local Governing Bodies, with each having a high level of delegation and professional support.

The Trust is driven by the strong moral purpose of knowing, valuing and developing every student and member of staff to ensure that their potential is realised, and their ambitions achieved.



### Vision & Values

Valuing People  
Pursuing Achievement  
Serving Communities

## Our *schools*

- Celebrate difference and diversity in an inclusive, socially responsible culture
- Deliver a broad, balanced, and ambitious curriculum: centred on the core subjects of English, mathematics and science supported by technology and computing complemented by humanities, languages, arts and vocational subjects
- Provide a rich education that develops students' minds, beliefs, characters, skills and interests
- Equip students with the knowledge and skills for success in the modern world through examination success and personal development
- Uphold high standards of behaviour, learning and equality of opportunity for all students
- Nurture and develop their staff, through day-to-day support, high quality continuing professional development, cross-Trust collaboration and networking, and opportunities for career progression
- Are rooted within their local communities and seek to serve their particular needs.



# Russell Education Trust's Schools

## Bristol Free School (established Sept 2011)



*'Leaders are ambitious for all pupils. The curriculum is designed to build knowledge over time. It helps pupils remember what they learn. Leaders have ensured that the curriculum is engaging for pupils, and that it promotes diversity. Teaching focuses on what pupils need to know and do. Teachers have strong subject knowledge and are keen to share this with pupils. They know their pupils well and use this knowledge to help them learn.'*

Ofsted 2022

## Becket Keys Church of England School (established Sept 2012)



*'The headteacher's inspired leadership has quickly established a vibrant, orderly community which enables students to thrive. He ensures that a family atmosphere is fostered across the school in which all students feel cared for, and valued.'*

Ofsted 2014

## St Andrew the Apostle Greek Orthodox School (established 2015)



*'Students are making strong progress in a range of subjects. They value the leadership opportunities open to them. Students also appreciate the support and care they receive.'*

Ofsted 2018

## Kings School Hove (established Sept 2013)



*'Leaders have created a culture that extends far beyond the academic. Staff value each pupil and know them well. The provision for personal development is first class. It is promoted consistently across the school.'*

Ofsted 2022

## Turing House School (established Sept 2015)



*'The school has many strengths. Leaders have established an open culture at the school where there is a clear sense of teamwork and community across staff and pupils alike. Everyone takes pride in the school. It is a welcoming and vibrant place.'*

Ofsted 2018