



# APPLICATION PACK

POSITION:  
**HEAD OF CHEMISTRY**



**Churston Ferrers  
Grammar School**

Learning to create a better world



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# WELCOME

## FROM THE STUDENT PRESIDENTS

Dear Applicant,

First off, thank you so much for expressing your interest in joining our school community. We're Zuzia and Adam, your student presidents at Churston Ferrers Grammar School. Along with our brilliant vice presidents - Anna, Daisy, Tom, Kitto, and Eva - we'd love to share what makes our school such a wonderful place to learn and teach.

When we joined Churston six years ago, we were immediately struck by the community spirit. It's not just that teachers know our names (though they do) – they genuinely understand what makes each of us thrive. From our Year 7 induction to our 6th form taster sessions, we still remember the small, but meaningful interactions with staff that reflect the core values at the heart of our school.

Our commitment to Scholarship, Self Development, Active Citizenship, Social Justice and Sustainability aren't confined to posters on walls – they're embedded into our daily school life. Whether it's Anna and Daisy taking a lead as Wellbeing Ambassadors, Kitto committing to tutoring younger students or Tom and Eva beginning their own societies for the subjects they feel most passionate about, we see these values in action every day.

What makes us most proud about Churston is how we celebrate each person's unique contribution to the school's community - student and staff alike. From our own experience, we genuinely feel that there's a wonderful balance here - academic excellence matters deeply, but so does personal growth and wellbeing. The pastoral system here isn't just a structure - it's a genuine safety net that supports many of us when we need it. It's this kind of inclusive approach that makes Churston feel like a second home to so many of us and sets us apart from other schools and places of work.

Beyond the classroom, Churston offers a wealth of opportunities - sports teams, clubs, performances and trips - that help us discover our hidden talents, skills and passions. We've both had the chance to grow in ways we'd never have imagined since when we started here, and that's thanks to the dedication and encouragement of the staff we are surrounded by.

If you're considering joining the teaching team at Churston, know that you'll be entering a community where values aren't just talked about – they're lived every day. You'll work with students who are curious, engaged and kind. And while we absolutely have our challenging days (especially during exam season!), there's a collective spirit here that makes even the difficult moments worthwhile.

As a final message, in more simple terms: if you feel that you share our enthusiasm, drive, passion for education, and eagerness to help others, then you'll fit in perfectly, and we can't wait to meet you!

Zuzia and Adam

**Student Presidents 2025/26**



# WELCOME

## FROM THE HEADTEACHER



James Simpson  
**Headteacher**



Welcome to Churston Ferrers Grammar School, and thank you for your interest in the position of Head of Chemistry.

Churston Ferrers is the most westerly of England's co-educational grammar schools, sitting in a beautiful location at the bottom of Torbay with easy access to stunning coast and countryside as well as excellent transport links to Plymouth, Exeter and beyond. We work in partnership with other schools in the area, as well as nationally through the Grammar School Heads Association.

Churston is a school where we all believe in the importance of a truly rounded education that combines academic excellence with outstanding personal development and pastoral care. As an academically selective school, we work with motivated and hard-working students who want to achieve: our students embody the school's expectations that they Be kind, Aim high, Work hard and Take responsibility. Our outstanding student services team and well-established culture of pastoral support mean that Churston students are able to achieve their goals in a caring, nurturing environment. The school's outcomes are outstanding and we were proud to be named Highly Commended State School of the Year by the Sunday Times in their 2026 School Guide.

The school's commitment to the development of our students' wider interests and passions is evidenced by a thriving scene of clubs, societies, sports, arts and trips. Our students leave Churston with a clear understanding of the positive impact they can have on the world around them. The passions and interests of the Churston staff are central to our development of our students' awareness of the importance of Social Justice, Sustainability and Active Citizenship.

We are committed to recruiting and retaining the very best staff to give our students the education they deserve. We have a strong reputation for employee wellbeing: the staff body is a cohesive and welcoming one and our working culture is explicitly protective of family and private time. We are also committed to staff personal and professional development, dedicating resources and support to ensure that everyone feels a strong sense of autonomy, relatedness and competence in their work.

We look forward to hearing from you.

### OFSTED VIEWS

'Leaders provide a broad and ambitious curriculum. There are high expectations for what all pupils can achieve, including those with special educational needs and/or disabilities (SEND). Leaders have a clear vision for the intent of the curriculum.'

'Pupils are happy at school and enjoy strong relationships with staff. They are positive about the education they receive, both in and beyond the classroom.'



### Churston Ferrers Grammar School

Learning to create a better world

# SCHOOL VALUES

## SCHOLARSHIP

Through learning, we can create a better world; academic high performance is the result of aspiration, curiosity and taking personal responsibility.

## SELF DEVELOPMENT

Through seizing opportunities and being positively self-reflective, we confidently learn, grow and thrive at school and beyond.

## SUSTAINABILITY

We have a responsibility to the future of our school, community and planet to care for our resources and seek solutions to the challenges we face.

## SOCIAL JUSTICE

We are committed to promoting fairness, to challenging intolerance and prejudice, and to advancing equality of opportunity at school and in the wider community.

## ACTIVE CITIZENSHIP

We believe that the world will become a better place through the ideas, actions, advocacy and impact of Churston students today, and in the future.

# HEAD OF CHEMISTRY

To commence 1st September 2026

Full-time permanent contract

MPS/UPS + TLR2b (£5,653)

School Roll 1061 (283 in Sixth Form)



## Churston Ferrers Grammar School

Learning to create a better world

Churston Ferrers Grammar School is a high performing selective school with a long-standing reputation for exceptional pastoral care and personal development. Academic standards are high, both in terms of attainment and progress, and the school is recognised for its innovative and inclusive classroom practice.

The school is well known in the local area for its distinctive family feel, backed up by exceptionally strong pastoral care, which ensures that all students feel able to do their very best academically. This emphasis on student welfare is underpinned by a wide range of extra-curricular activities to build confidence and self-esteem.

We are seeking to appoint a creative and enthusiastic teacher to lead our highly successful and well-resourced Chemistry department. The department has a strong team ethos, which values the contributions of all the individuals within the team. The successful candidate should have a passion for Chemistry and be comfortable using technology to enhance teaching and learning. The ability to inspire and motivate very able students is particularly important.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check, and references will be taken for all shortlisted candidates.

Further details are available from the school website <https://churstongrammar.com> or if you would like to find out more information and visit the school, please contact Mrs Hannah Gardiner (Head of Science) [hannah.gardiner@churstongrammar.com](mailto:hannah.gardiner@churstongrammar.com).

Please submit your application and supporting document via the online form on the vacancy page of the school website.

Closing date is 9.00 am on Thursday 12th February 2026.

Interviews will be held on Tuesday 24th February 2026.

We reserve the right to interview prior to the closing date of this advertised post and we also reserve the right to withdraw an advertised post at any time.

# HOW TO APPLY

Please read the enclosed job description very carefully.

Please complete the Teaching Staff application form which can be accessed from our school website <https://churstongrammar.com/information/vacancies>. This will automatically be received by the school.

Please ensure your supporting statement relates to the competencies outlined in the job description.

If you experience any technical issues in the completion of your application, please email [ITHelpDesk@churstongrammar.com](mailto:ITHelpDesk@churstongrammar.com) with the subject title of 'URGENT – Head of Chemistry application technical issues'.

**CLOSING DATE FOR APPLICATIONS:** 9.00 am on Thursday 12th February 2026.

**INTERVIEW DATE:** Tuesday 24th February 2026.

## References

References will be taken for candidates shortlisted for interview prior to the interview date.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check.

## Queries

If you have any queries regarding this job vacancy or would like to discuss this post in further detail, in the first instance, please contact Mrs Hannah Gardiner (Head of Science) [hannah.gardiner@churstongrammar.com](mailto:hannah.gardiner@churstongrammar.com).

Thank you for your interest in our school. We look forward to receiving your application.

# JOB DESCRIPTION

## HEAD OF CHEMISTRY

**Responsible to:** Head of Science

### Duties

The duties outlined herein are for the Head of Department responsibilities and are in addition to those covered in your Teaching and Learning Responsibilities. They are also in addition to the duties covered by the latest School Teachers' Pay and Conditions Document and the CFGS Teacher job description.

### Head of Department Purpose

The role of the Head of Department is to develop the subject throughout the school and to ensure that each student is encouraged to reach their full potential. The Head of Department is responsible for ensuring that the subject is effectively delivered and that staff and resources are well-managed. It is important that the Head of Department recognises their responsibility to keep up-to-date with developments in their subject and in other areas of education related to their role.

### Accountabilities of the post

#### Teaching and Learning

- To ensure that teaching and learning strategies reflect the aims of the school;
- To ensure that all students are able to learn effectively;
- To liaise with the SEND department and student services teams to ensure that appropriate support is put in place in their subject for individual students;
- To organise intervention strategies to enhance attainment at all levels;
- Monitor the quality of teaching and learning across the department;
- To be responsible for the monitoring of students' progress and performance in the subject, using internal and external data as appropriate;
- To support teachers in their department to become better practitioners;
- To observe teachers in their department and share good practice.
- To coordinate enrichment activities to promote the subject and foster an enthusiasm for learning.

#### Curriculum

- To provide strategic leadership for the development, monitoring and evaluation of the curriculum.
- To keep up-to-date with curriculum changes and ensure that courses are updated to reflect the National Curriculum / exam specifications
- To actively monitor and respond to curriculum developments to continually develop teaching practice and methodology;
- To regularly review schemes of work, course outlines and assessments.

# JOB DESCRIPTION

continued

## HEAD OF CHEMISTRY

- To ensure smooth transitions between Key Stages in the subject, including the transition from Primary School to Secondary School;
- To liaise with other members of staff in the school to develop curriculum links between subjects' areas as well as developing literacy and numeracy across the curriculum;
- To contribute to the careers provision within school including linking curriculum learning to careers.

### Leading and Managing

- To lead and inspire the teaching of their subject in the school.
- To work with the school timetable to ensure that classes are allocated appropriate teachers and classrooms.
- To devise and maintain department policies that complement whole school policies and the school development plan.
- To be responsible for liaison with the Examinations Officer about external examination entries.
- To manage the departmental budget and ensure resources are allocated efficiently
- To regularly review the suitability of departmental resources, including physical resources and online subscriptions.
- To work with the TLR post holders within the department to ensure a consistent approach and wider sharing of best practice.
- To effectively delegate responsibilities and tasks within the department
- To contribute to professional development groups where appropriate.
- To support the professional development of members of the department, including the induction of new members of the department;
- To carry out performance management for staff in their department in line with the school Performance Management Policy.
- To support members of the department with dealing with any behavioural and department issues.
- To ensure that appropriate cover work has been set when a member of the department is absent.

### Communication and Marketing

- To liaise with their line manager in relation to recruiting staff to the department. This will include involvement in advertising, short-listing and interviewing.
- To attend relevant parents' information evenings as Subject Leader
- To ensure all members of the department are familiar with the intent, implementation and impact of the curriculum.
- To ensure the website is updated with information about courses / schemes of work / extra-curricular opportunities
- To ensure the quality of displays in classrooms and corridors
- To represent the department at local / regional subject meetings.

# DEPARTMENT INFORMATION

## CHEMISTRY AT CHURSTON



Mrs Hannah Gardiner  
**Head of Science**

Science is taught as three separate subjects throughout the school. The four teachers and three technicians in the Chemistry department are part of a larger Science team who work together to provide an exciting and varied curriculum for our students.

Students start their GCSE Science courses in Year 9, studying for separate GCSEs in Biology, Chemistry and Physics. A decision to enter for Combined Science or 'Triple Science' is taken following the Year 10 mock examinations. A level Chemistry is a popular option in the sixth form, with two classes in each year group. We currently teach OCR B (Salters) Chemistry, with its emphasis on thematic and practical-based learning.

The 2025 Chemistry results were excellent; a genuine reflection of the determination and commitment of our team, with 63% of students achieving grades 7-9 at GCSE and 54% attaining A\*/A in A-level Chemistry. We are proud of our results, but equally motivated to encourage a fascination for Chemistry and to inspire our students to continue their studies in Science. To this end, the Chemistry teachers and technicians are constantly seeking to improve the learning experience for Churston students.

We run a popular extracurricular programme, including a Chemistry clinic to support Y11 students and a Curious Chemists' Club for A-level students. We enter a number of students for the Chemistry Olympiad, the Cambridge Chemistry Challenge and the National Thinking Skills Challenge, with many students gaining gold and silver certificates each year. Two teams of Y9-11 students have reached the final of the Royal Society of Chemistry 'Top of the Bench' competition.

If you are a dynamic and motivated teacher who loves the creativity of experimental Chemistry, we think that you will enjoy working in our team of teachers and technicians. Our philosophy is to use practical work to illustrate abstract theories and foster the intrinsic motivation of our students to explore and succeed; it is a very satisfying way to approach teaching and we think you will like it!



## TORQUAY - PAIGNTON - BRIXHAM - EXETER - PLYMOUTH - DEVON



@CFGs



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**Churston Ferrers Grammar School**

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Brixham  
Devon  
TQ5 0LN

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[vacancies@churstongrammar.com](mailto:vacancies@churstongrammar.com)

<https://churstongrammar.com>

**Headteacher**

Mr James Simpson, BA(Hons), MA, FCCT

**Chair of Governors**

Mr Alex Foley