



**CHRIST'S  
SCHOOL**

# APPOINTMENT OF SUBJECT LEADER OF CHEMISTRY

## Required for September 2025

Closing date: 9am, Monday, 30<sup>th</sup> June 2025

Interviews: to follow thereafter

**Christ's School, Queen's Road, Richmond upon Thames, TW10 6HW**

**Tel: 020 8940 6982 e-mail: [jralph@christs.school](mailto:jralph@christs.school)**

**[www.christs.richmond.sch.uk](http://www.christs.richmond.sch.uk)**



# CHRIST'S SCHOOL



June 2025

Dear Candidate

Thank you for your interest in the position of Head of Chemistry at Christ's School.

Christ's School is a Church of England comprehensive school for 1000 young people aged between 11 and 18. Our vision is to deliver Excellence as Standard to every member of our Christ's family: excellent leadership; excellent staff; excellent outcome and excellent partnerships.

Our school is situated on an enviable site adjacent to Richmond Park in Richmond upon Thames in South West London. We have excellent links with our feeder primary schools and the local community. We are proud to be a faith school and welcome students from Christian and other religious backgrounds.

At Christ's School we combine our expectations for students' excellent academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and serve and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our Behaviour for learning approach focuses on restorative practice and recognises the importance of building positive relationships with individual students. It is based on the work of Paul Dix at Pivotal Education. We are proud to be a Regional Hub School for Pivotal and have achieved their Gold Award in recognition of our work in this area.

Our results continue to go from strength to strength. We were particularly pleased with our 2021 Ofsted inspection. This was a section 8 inspection, and as such, the overall grading cannot change and so we remain a 'Good' school. The inspection recognised the significant progress we have made as a school since our last Ofsted in 2016. The inspectors captured our ethos and unique identity very quickly during their inspection, and the dedication our staff have to ensuring students are valued and celebrated every day, was recognised so strongly. "Pupils say being at Christ's School is like belonging to a large family. They want to achieve their best. Pupils are happy and feel very safe here [and] are proud to be members of this school. The school welcomes and values all pupils. Pupils behave well. They respect each other and show kindness and consideration to all" and "staff are proud to work at the school". Our SIAMS inspection report also found the school to be outstanding at meeting the needs of all learners.

Applications should be sent in the form of a completed online application form including a supporting statement. This should outline how your skills and experience fit the job and person specifications, the impact you have made in your current/most recent role and should be no longer than 3 sides of A4, font size 12.

Please email completed applications to Mrs Julia Ralph - [hr@christs.school](mailto:hr@christs.school). We are looking for completed application forms (email only) to be returned by **9am on Monday, 30<sup>th</sup> June 2025**. Interviews to follow thereafter.

Early applications are welcome and we reserve the right to appoint before the closing date if we find a suitable candidate.

**Christ's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

**Christ's School is an Equal Opportunities employer as detailed in our Equal Opportunities Policy.**

**Shortlisted candidates will be subject to online checks, with any resulting concern/queries to be addressed at interview.**

**Any appointment made will be subject to checks that details given on the application form are as stated. It will also be subject to receipt of a satisfactory medical disclosure form. Before an appointment can be confirmed, a DBS, enhanced disclosure will be required.**

Please visit our website where you will be able to find out more about our school, ethos, and vision. If you have any queries about the application process or would like to arrange an informal visit, please contact Julia Ralph on 0208 439 9652.

At Christ's we deliver Excellence as Standard. If you believe you can help us realise our vision, we look forward to hearing from you.

Yours sincerely,

**Helen Dixon (Mrs)**  
**Headteacher**

# Job description: Subject Leader of Chemistry

**Job:** Subject Leader of Chemistry

**Salary / Grade:** + TLR 2.1 - £3,391

**Hours:** FTE 1.0

**Contract type:** Permanent

**Accountable to:** Headteacher

**Responsible to:** Subject Leader of Science

## Mission

At Christ's School we combine our expectations for students' outstanding academic achievement with an emphasis on their personal growth as well-rounded individuals. Our aim is for students to become confident, successful, responsible young people, who love learning, have a desire to lead and to serve, and are ambitious for their own futures.

Our learning environment is inspirational, supportive and happy, and based on the Christian values of Love, Justice and Peace. We provide outstanding educational opportunities and experiences for each of our students, to enable all to explore intellectually, to grow emotionally and spiritually and to achieve their full potential.

Our ambition is that Christ's is a community where students:

- achieve their full academic, sporting, musical and artistic potential
- have a life-long curiosity and passion for learning
- are creative thinkers, capable of taking risks in their learning and of studying independently
- are spiritual individuals, compassionate and sensitive to the needs of others and of self
- embrace diversity and have a commitment to equality and inclusivity
- are considerate, polite and always act respectfully towards others
- develop personal qualities of leadership, courage, integrity, resilience and determination
- make a positive contribution to their community and to society as a whole
- are team players, who work collaboratively to achieve shared goals
- feel comfortable socially and express themselves confidently in a range of situations.

## **Job purpose**

The post holder would be expected to promote and deliver outstanding teaching, learning and attainment in Science/Chemistry across all Key Stages (3-5) and to ensure the highest standards of assessment and behaviour for learning are applied in all classes. The post holder will be responsible for promoting the safeguarding of all students and be always mindful of ensuring equality of opportunity for all students and staff. The post holder will adhere to the teachers' professional standards and will also promote the school's Christian ethos and vision.

## **Duties and responsibilities**

### **1. Teaching and Learning**

- Plan, prepare and deliver outstanding lessons to provide students with the opportunity to achieve their potential.
- Ensure that lessons are relevant, engaging and stimulating taking into account individual needs of the students.
- Manage, develop, update and share resources to enhance teaching of Chemistry. This will include sharing and preparing resources via Google Drive.
- Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
- Co-ordinate preparation and update of planned schemes of work with team members. This will include liaising with KS3 Head and designing Modular Tests at KS4, for both Trilogy Chemistry and Separate Science Chemistry.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Maintain effective behaviour management in the classroom using positive behaviour strategies to ensure learners' engagement in the lesson.
- Assess appropriately the work of the students following the course in accordance with the school assessment policy
- Keep records of students' progress and achievement and set appropriate targets.
- Displays a commitment to the protection and safeguarding of children and young people
- Will adhere to the set policy of the department and will reflect upon set targets in Line Management meetings on a bi-weekly basis.

### **2. Leadership**

- Lead the subject team in developing and setting appropriate personal targets so that professional learning and development needs are identified and addressed through the school's professional review framework. Ensure Performance Management requirements are implemented and appropriate pay recommendations made.
- Work with the Head of Science to establish a clear purpose, vision and plan to develop the subject.

- Take responsibility for a range of curricular events that ensure students have real chances to experience a full range of learning opportunities, beyond the subject classroom.
- Use data provided to effectively plan intervention and monitor levels of progress in chemistry.
- Ensure data collection is quality assured, moderated and reviewed in a timely manner.
- Promote Chemistry as a GCSE option and increase and maintain uptake numbers to at least national average.
- Lead the development, implementation review and improvement in the links between home and school and the pastoral and support frameworks to ensure individual students engage successfully with their learning.
- Provide information as required to the School Leadership Team and other appropriate staff with respect to the subject team and the students it is responsible for.
- Ensure the subject's resourcing needs are identified and that the budget allocation is managed in the most cost effective way possible.
- To ensure that all exam board administration is completed to a high standard and on time.
- Ensure that all health and safety requirements for the subject team are understood, accounted for and met.
- Undertake PM review(s) and to act as reviewer for a group of staff within the designated department.
- Establish and maintain effective working relationships within the team and also with other colleagues and clients / partners of the school.
- To help lead the development of digital learning within the subject team.
- To be responsible for continuous professional development of yourself and subject team members.
- Participate as required in meetings with colleagues in respect of the posts duties and responsibilities.
- Any other duties and responsibilities within the range of the salary grade.

### **3. KS4 + 5 responsibilities:**

- To lead curriculum development in GCSE + A Level Chemistry including consideration of appropriate syllabuses and modules.
- To lead the production and development of schemes of work for the GCSE + A level courses.
- To lead the development and maintenance of resources to support and ensure high quality learning.
- To facilitate and monitor the high quality planning of lessons including collaborative planning.
- To model best practice in the delivery of lessons.
- To lead a team of teachers within the science department to deliver high standards of teaching.
- To ensure that high quality homework tasks are set for the students each week.
- To monitor the production of homework by the students and lead interventions to ensure all students produce homework.
- To plan the system of assessment for GCSE + A level.
- To monitor the implementation of the assessment system.

- To monitor student achievement and plan and lead interventions for underachieving students.
- To ensure that all exam board administration is completed to a high standard and on time.
- To lead on the promotion of A level Chemistry to key stage 4 students.
- To coordinate and review the completion of the subject sections of UCAS references for students studying Chemistry A level.
- To provide high quality advice to students considering studying chemistry at university.
- To lead extra-curricular provision in chemistry for GCSE + A level students.
- Any duties or responsibilities to achieve the purpose of the post.

This is not a comprehensive list of all tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade.

**Christ's School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants will undergo appropriate child protection screening including checks with past employers through the Disclosure and Barring Service.**

#### **Christ's School's Equality Statement**

Christ's School is committed to positively tackling discrimination in all its forms and works to ensure that all sections of the community have fair and equal access to and experience within employment. We welcome applicants from all backgrounds and communities, in particular those that are currently underrepresented in our workforce: we are respectful of all individuals' race, age, religion, gender identity, sexual orientation, caring responsibilities, disabilities and cultural background.

# Person Specification

<u>CRITERIA</u>	Essential / Desirable			Assessed by application / interview process	
	E	D		A	I
<b><u>QUALIFICATIONS AND REQUIREMENTS</u></b>					
Honours degree or equivalent	√			√	
Qualified Teacher Status	√			√	
Up to date CPD related to teaching and learning/pedagogy	√			√	
In sympathy with the Christian values of the school	√			√	√
Displays a commitment to the protection and safeguarding of children and young people	√			√	
<b><u>KNOWLEDGE AND UNDERSTANDING</u></b>					
Good knowledge of national curriculum, relevant schemes of work and national strategy for secondary education	√			√	√
Good understanding of assessment processes at KS4 and how to use these to support planning styles and raise student attainment	√			√	√
Ability to use and understand assessment data	√			√	√
Good knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged	√			√	√
Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques	√			√	√
Excellent understanding of what constitutes effective teaching and learning	√			√	√
Proven ability to teach at Key stage 5	√			√	√
Familiar with effective learner and progress intervention strategies	√			√	√
<b><u>SKILLS AND EXPERIENCE</u></b>					
Proven track record of raising and maintaining high educational standards in chemistry through Key stages 3-5	√			√	√
Experience of leadership roles within a team including design and development of resources to support learning		√		√	
Successful experience of teaching students of all abilities, including SEN and Gifted and Talented	√			√	√
Excellent communication skills orally and written	√			√	√
Effective and efficient use of data to improve learning	√			√	√
Involvement in the planning and/or delivery of extracurricular/enrichment activities	√			√	√



The capacity to make decisions based on sound judgements	√			√	√
Evidence of innovative practice		√		√	√
Successful experience of coaching staff to raise performance		√		√	√
<b><u>PERSONAL ATTRIBUTES</u></b>					
Good interpersonal skills	√			√	√
A commitment to a team ethos	√			√	√
Professional integrity and honesty	√			√	√
Ability to meet deadlines	√			√	√
Self-motivated with an ability to use own initiative	√			√	√
Able and willing to scrutinise own practice and to make their practice accessible to others	√			√	√
The capacity to form positive learning-centred relationships with other professionals	√			√	√
Believe they can improve on their previous best	√			√	√
Commitment to safeguarding children and young people	√			√	√
Potential for promotion		√		√	√
Ability to engage, motivate, enthuse and support colleagues		√		√	√