



Nihil quam optime

Chulmleigh College

Nothing but our best

Teacher of Science

Candidate Pack

Closing date: Monday 10 March 10am

Interview date: Tuesday 18 March



COMPASSION AMBITION TEAMWORK



Welcome to Chulmleigh College and thank you for requesting this pack.

The successful candidate will be joining the College at a point where five years of growth has been stabilised and secured: with every year group fully subscribed. Our reputation across Devon is such that we are the chosen school for many families who live a great distance outside our designated transport area. This is because they like the way we operate as a school; valuing tradition and concentrating on ensuring pupils achieve highly and behave very well. Those visiting the school always comment on how well-mannered our pupils are.



Colleagues like this school because it is one in which they can concentrate on teaching the subject they love, as opposed to spending time dealing with difficult behaviour, poor resourcing or incongruent demands.

We are seeking to appoint an ambitious, talented, and inspiring classroom practitioner to join our Science Department. The successful candidate will teach Science across all ability groups in KS3 and KS4. You will join a committed and professional team of science specialists who work collaboratively together to ensure the best learning opportunities for our pupils. We want a team player and someone who will work hard with others to raise standards further.

Our GCSE results are consistently amongst the best in the region, due to an approach beginning in Year 7, which is then applied consistently throughout the school. We follow the EBacc GCSE Curriculum for the overwhelming majority in Key Stage 4 and encourage our pupils to challenge themselves and achieve their full potential.

Good behaviour, hard work and excellent manners are at the heart of our school and we welcome applications from candidates who share our values and approach. This is a great school to teach in.

Michael Johnson
Executive Headteacher Chulmleigh College
CEO Chulmleigh Academy Trust



We are looking for someone who:

- Has a clear and good understanding of current educational issues, theory and practice, with particular regard to Science teaching
- Can create a happy, challenging and effective learning environment
- Is willing to be involved in, and committed to, all aspects of school life
- Has evidence of being at least a good teacher
- Has a willingness to learn and develop new skills
- Can demonstrate consistent and effective planning of lessons to meet pupils' differing learning needs
- Is a team player, tenacious and earns the respect of colleagues and pupils.
- Has evidence of good classroom management skills.



Chulmleigh College is a successful and ambitious rural secondary school with a strong reputation for high standards. The progress of our pupils is consistently amongst the best in the region. In 2024 our Progress 8 Figure of +0.86 placed us in the top 5% of schools nationally.

The College was totally rebuilt a few years ago, with the completed buildings opening in 2017. Numbers have grown substantially in recent years, from 500 to the current roll of 750, and most year groups are oversubscribed; due to both our excellent reputation and the College's successful transport service, which brings in approximately 25% of our pupils from outside the school catchment area.

We aim to create ambition and inspiration and want our young people to achieve all that they can in a safe, caring and well-disciplined environment. We commit ourselves to providing a learning experience which ensures high challenge, inspires, and provides both the range of qualifications and the start in life which will last forever. We aim for our young people to have the foundation and independence they need to make the progress they are capable of, building resilience for their future lives.

As a school we value courtesy, hard work and respect, and set high standards of behaviour; promoting self-discipline, resilience, responsibility and working together as a community.

We offer a broad and rich curriculum, enhanced by excellent extra-curricular activities; our outdoor education in the form of Ten Tors and Duke of Edinburgh is particularly strong. As well as having high academic achievement, we also have a proud record in sport, music, drama and art.

Our pupils read an astonishing amount of literature and develop themselves by making the most of the array of opportunities available. This is all possible because teaching and support staff create the best opportunities for our pupils. We are very proud of our team, who work hard to make our school a happy place where we learn together in a formal, warm environment. We are also proud of the excellent relationships we have with our pupils, families and friends within the community.

Chulmleigh is a Saxon hilltop market town in North Devon, near the Mid Devon border. It lies near the banks of the Little River Dart, and is surrounded by rolling hills, woods and farmland. With Exmoor and the North Devon coast to its north, and Dartmoor and the city of Exeter to its south, Chulmleigh is in a beautiful part of the county and is easily accessible from all other areas.



Our Values

Compassion

Compassion is caring about others, behaving towards them with humanity, generosity, and concern, and caring about other people's struggles. It is a skill which has benefits; treating others with compassion means they are likely to treat you, and others, back in kind.

We recognise the uniqueness of each circumstance and every child in the Trust, liaising closely with families and work to show appropriate compassion for our pupils and community.

Ambition

We work hard to help pupils develop a strong sense of ambition: the appetite for challenge and the determination to look beyond the horizon for inspiration. Whilst we recognise that children have different talents and abilities, we nevertheless expect each pupil to work hard and make significant and tangible progress. Our ultimate aim is to help them to achieve the best results possible, providing a wide range of options for their next stage in life.

Teamwork

Teamwork is an essential communication and social skill and includes compromise, collective effort, active listening, effective speaking and providing support for a group. We encourage our pupils to learn how to listen and be independent, in order to perform their individual roles and function as a cohesive unit, and how to respectfully and confidently express their ideas and opinions effectively in a group setting.

Our shared goal is to ensure that pupils leave us not only with excellent exam results, but also with confidence, resilience and the ability to make their mark as young people heading out into the world.



The Science Department is collaborative and supportive of one another, and we have worked hard as a team to develop resources and a flow through from Year 7 to Year 11. All years complete Carousel Learning for their homework, and Year 11 have exam paper practise in addition to this, to support the retrieval practise and long term memory of our pupils.

As a department we strive to improve our practices, we have worked with Adam Boxer for some of our CPD, looking at current resources and improving our methods of teaching. Previous research and CPD led by the department, has informed whole school initiatives on revision across the curriculum. We have also formed close links with GCHQ and their outreach programme, offering challenges to pupils alongside running the First Lego League club, to try and participate in the championships against other youth groups.

Our GCSE results for all the Sciences are well above the national average.

Pupils value Science highly in their education and all complete either the AQA Combined Trilogy pathway or during Year 9 options they chose the AQA Separate Science pathways. We offer the separate pathway to all pupils, rather than just the top 30, to keep the interest and engagement of all abilities. This has proved to be successful, as it is the most popular option block in recent years.

In addition we have a strong and successful Animal Care course, running two classes as an option; it is only second to the separate pathway in option choices for our pupils. This is a strong course for the location of our school, and is further helped as we have our own farm. Pupils use the farm through all five years, in terms of learning and helping with the upkeep of the land as well as the sheep and chickens. We also have animals on the College site; guinea pigs, and insects, which our pupils are proud of and look after themselves during the school day and through the holidays.

From September 2025 we will also be offering the option of Health and Social Care.

The accommodation for Science is arranged in six laboratories and a classroom.

The department is currently comprised of the HoD who is also a senior teacher, and eight other Science teachers who are a mix of full and part time. We also have a full time lead technician and a second technician on a 0.9 contract across five days; they help prepare our practicals, research new practical ideas and can help in classes when needed.

This is a very friendly department to work in, where we all support each other and are always trying to improve the chances of our pupils, giving them the best experience in Science and education that we can.





Job Title: Teacher of Science

Status: Permanent, full time MPS/UPS

Start Date: September 2025

Purpose Of The Role:

To teach Science at Key Stage 3 and Key Stage 4. It is essential that the successful candidate should have a broad view of the curriculum and, as far as possible, have experience of teaching full range of ability. He/she would be expected to promote clubs and activities in this area of the curriculum.

Main Accountabilities

A Teacher of Science should:

- Be a well-qualified teacher.
- Be committed to developing the College's provision for study in their subject for all pupils throughout their time at the College and be able to respond effectively to current issues concerning the curriculum, development and up-to-date teaching methods.
- Be expected to promote clubs and activities.

Main Tasks

Science teachers will undertake duties in accordance with the School Teachers Pay and Conditions documentation and are responsible to the Executive Headteacher and Raising Standards Leader for the following:

- Ensuring that all teaching takes place within the framework of the College aims.
- Setting objectives, preparing schemes of work and good quality learning materials appropriate to the needs of individuals.
- Using a variety of teaching and learning techniques, to include class discussion, question and answer, group and individual simulation and re-enforcement, brainstorming, resource-based learning, practical and experimental work, modelling, I.T. etc.
- Using a variety of teaching and learning aids to include PowerPoint, film strips and interactive whiteboards, audio and video, I.T., curriculum support centre etc.
- Establishing, assessment criteria within the framework of college policy as well as maintaining appropriate records.
- Setting and marking class and homework within the framework of team college policy.

- Keeping a class register and associated records. Inputting pupil performance data to SIMs.
- Ensuring the safety of pupils at all times to include not leaving classes unattended, maintaining order and control, vigilance during practical lessons, escorting students to assemblies or out of buildings during evacuation, punctuality when on duty, invigilation etc.
- Setting work when absent.
- Ensuring high standards of pupil work and behaviour in the classroom and adjacent corridors, to include high quality displays.
- The identification of under-achieving pupils and the development of appropriate strategies to meet their needs.
- Completion of such other duties or development work which may from time to time arise.



Location

The post holder may be required to work at any school which is currently within or in the future joins the Chulmleigh Academy Trust chain of academies, either on a temporary or permanent basis according to the operational needs of the Trust.

This document outlines the duties required of the post-holder for the time being to indicate a level of responsibility. It is not a comprehensive or exclusive list and from time to time duties may be varied.



Person Specification

	Essential	Evidence	Desirable	Evidence
Qualification	<ul style="list-style-type: none"> To have QTS Evidence of participation in relevant CPD ICT confident and competent 	AF AF / R	<ul style="list-style-type: none"> Evidence of participation in child protection / safeguarding children training 	AF / R
Knowledge and Understanding of the Curriculum	<ul style="list-style-type: none"> Understanding of safeguarding and child protection procedures A clear and good understanding of current educational issues, theory and practice, with particular regard to Science teaching Subject specialist knowledge in either Chemistry, Physics or Biology and an interest in STEM 	I AF / I / R		
Teaching Skills	<ul style="list-style-type: none"> Evidence of being at least a good teacher An understanding of how to use assessment to inform planning for good teaching and learning Demonstrate consistent and effective planning of lessons to meet pupils' differing learning needs Evidence of good classroom management skills Create a happy, challenging and effective learning environment Involvement and commitment to all aspects of school life 	AF / I / R I I / R I / R AF / I / R AF / I	<ul style="list-style-type: none"> The ability to use ICT effectively to engage pupils Experience of training other colleagues Experience of working with and/or developing links with parents and/or the wider community 	AF / I / R AF / I AF / I / R
Personal Qualities	<ul style="list-style-type: none"> A willingness to learn and develop new skills Team player Robust Goes the extra mile 	I I I I		

AF Application Form
 I Interview Process
 R References



How to Apply

Please complete the online application form available [here](#).
A tour of Chulmleigh College will be arranged as part of the interview schedule.

Status: Full time, permanent post MPS/UPS

Closing date: Monday 10 March 10am

Interview date: Tuesday 18 March

Start date: September 2025

If you have any questions please email:
personnel@chulmleigh.devon.sch.uk or
call 01769 580215.

Chulmleigh College, Chulmleigh, Devon, EX18 7AA

