



CHELtenham
COLLEGE

*Teacher of Chemistry
Cheltenham College*



If you would like to discuss the role informally, please contact the HR Department on 01242 265670 or by email at recruitment@cheltenhamcollege.org

The closing date for applications is: **9am on Monday, 17 April 2023**

Interview date: week commencing 24 April 2023

College is committed to safeguarding and promoting the welfare of children and young people in its recruitment and selection of job applicants and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an enhanced DBS check.

Message from the Head of Cheltenham College, Nicola Huggett



I am delighted that you are considering a role here at Cheltenham College. I hope that you find this information helpful and we would welcome your application.

The College lies in the heart of one of the country's most beautiful Regency spa towns, only a few short miles from the rural delights of the Cotswolds. This means that as a place to live and work, you truly have the best of both worlds; a cosmopolitan centre with wonderful restaurants, shops and of course, four major cultural festivals a year, in addition to easy access to walks, country pubs and the great outdoors. Having moved to Cheltenham myself just a few years ago, with my husband and four children, I can assure you that there is something for everyone here.

Cheltenham College is a thriving community, with over 1100 pupils from the Prep and Senior Schools combined, cared for by 600 support and academic staff. We have high class facilities for academic development, boarding, sport, music and drama, as well as a truly awe-inspiring chapel. We are a 24/7 operation, working a six-day week with Saturday school. With our focus on full boarding (80% of our pupils are boarders) we are able to get to know our pupils very well and that makes inspiring them in and outside the classroom all the more enjoyable.

As staff, we enjoy the very wide range of activities that our pupils enjoy, with access to wonderful sports facilities for you and your family, a beautiful Common room, full IT provision, a thriving staff consultation committee and many staff social events. You will also have a tailored professional development programme and extensive support from our dedicated HR team.

Whilst we may seem a large organisation, we operate very much as a close community with a family feel. I know that as a new member of staff you will find that our focus lies very much in developing you as an individual. Just as we expect you to go the extra mile for your pupils, we will engage with your own professional and personal development from the start. We will ensure that you enjoy and feel valued in your new role as quickly as possible.

We recognise the time and thought that goes into an application and we will certainly give this our serious consideration. If you have any further questions, the HR department via recruitment@cheltenhamcollege.org will be happy to help.

With best wishes

Nicola Huggett

Teacher of Chemistry

The Appointment

Cheltenham College seeks to appoint a passionate, driven and enthusiastic teacher of Chemistry who is able to deliver the subject to A-level. The successful candidate will be able to inspire and engage all pupils, setting high expectations whilst offering support and encouragement to ensure students reach and then exceed their potential. The ability to teach some Mathematics is desirable and may be advantageous to an application.

The post would equally suit an experienced teacher looking for a new challenge, or a teacher beginning their career. The successful candidate will be able to stretch the highest attaining pupils, (including to Oxbridge level), whilst also being able to use a range of strategies to teach across the ability range. The department will provide the requisite support for an ECT, and College has its own comprehensive staff induction program.

The Science Department

The Science Department is located in a spacious and bright single-floor building with 15 laboratories, a library, three prep rooms, resource rooms and a workshop. Seven technicians offer outstanding support and play an essential role in the delivery of practical science. The Department believes strongly in the centrality of practical work in science. The three departments work closely together, and many colleagues enjoy teaching more than one of the disciplines.

Each laboratory is well-equipped, well-resourced and well-serviced. The Chemistry department use Microsoft Surface Pros or MacBooks and iPads, integrating the write on capability with OneNote and Microsoft Teams. Uptake of the three Sciences at IGCSE is strong with all students taking Edexcel IGCSE Triple Award or Double Award Science.

The Science department encourages all pupils to develop scientific curiosity and a passion for the subject. We push students to investigate beyond the confines of the examination syllabus and allow their imaginations to run wild. We host a number of lectures delivered by both external and internal speakers, and pupils frequently attend lectures and conferences at universities and research laboratories in the local area.

The Chemistry Department

The Chemistry Department is forward-looking, progressive and dynamic, with an excellent academic record over many years. The department enter students into a number of external examinations and competitions such as the British Chemistry Olympiad, C3L6 and The Chemistry Race. In September 2022, there will be a total of 7 Chemistry teachers; it is a growing and exciting department to be a part of.

All pupils in Years 9-11 study Chemistry as either part of the Edexcel IGCSE Triple Award Science or Double Award Science qualification. In the Sixth Form, we follow the OCR A specification. A-Level Chemistry is a popular subject at A-Level with around 80 students studying it in the 6th Form. The subject is a popular A-Level option and often taken in concert with Physics, Biology and Mathematics A-Levels. The uptake of Science EPQ projects is particularly high and science staff assist in the delivery and support of these. The Chemistry department has strong links with the University of Bristol and we regularly visit their research facilities, taking students to isolate caffeine and synthesise benzocaine every year. Interest in studying Chemistry, Biochemistry and related courses after Cheltenham College is particularly high, with a number applying to Oxford, Cambridge and many other high-profile institutions Worldwide.

The Post

The successful candidate is responsible, through the Head of Chemistry and the Head of Science, for the academic performance, organisation and administration of the teaching of pupils according to a set curriculum. Promotion of the values of Cheltenham College is integral to the role and it is essential that the post holder is a good role model for the pupils and can prepare them to make a positive contribution to society.

Teaching

The successful candidate will be accountable to the Head of Chemistry and Head of Science for the quality of their teaching. They will take responsibility for several classes across the age and ability range of the school, and expectations will include, but not be limited to, the following:

- A full-time teacher has approximately twenty-seven lessons per week of forty minutes and is expected to undertake duties and play an appropriate part in the co-curricular life of the College.
- Set and mark work, and provide regular written and verbal feedback to pupils in line with the College and Departmental policies;
- Create opportunities for pupils to develop academically and personally;
- Deliver guidance to A-Level candidates on the completion of practical work and provide regular written feedback in laboratory notebooks;
- Liaise with the appropriate department technical staff to ensure the correct planning and delivery of practical work;
- Share resources, and share “best practice” with the rest of the department;
- Communicate with parents over pupil progress both at parents’ meetings and via email or telephone when appropriate;
- Take some responsibility for an area of the College curriculum within the department;
- Demonstrate an excellent subject knowledge and show enthusiasm to learn themselves. They will also be expected to reflect on their own practice to allow personal development;
- Show evidence of, and have an interest in, professional and personal development. There will be the scope to attend relevant training courses and conferences; and
- Participate in the College’s Performance and Professional Development (PPD) programme.

Expectations

Members of Common Room are expected to teach their subject[s], to act as tutors, to be attached to day or boarding Houses, to make a substantial contribution to the co-curricular programme and to support the boarding ethos of College.

Although hours of work are not specified precisely, the working day begins with a registration period at 8.30 am and will often include evening commitments during term times. Members of Common Room are expected normally to be on site throughout the working day and to be available even when they have no formal commitments. Saturdays begin at 8.30 am and all full-time members of Common Room are expected to be in College whether or not they are teaching. There are College and/or House-based activities at weekends in which they are also expected to play a part. Outside of the formal term times they are expected to be in College for College or departmental INSET and to be available to fulfil any reasonable duties.

Chapel is central to College life reflecting its Christian foundation. On weekdays members of Common Room are expected to attend the brief morning service.

Terms and Conditions

- The teacher will teach 27 lessons of forty minutes per week and is expected to undertake duties and to play an appropriate part in the co-curricular life of the College.
- The College has its own salary scale.
- College offers a defined contribution Workplace Pension Plan plus a Flexible Benefits Pot. The scheme offered is through APTIS: Aviva Pensions Trust for Independent Schools and includes a generous College contribution.
- Permanent members of staff are entitled to a substantial reduction in fees for their children.
- Members of staff may use the College sports facilities (at staff allocated times).
- Subsidised health scheme membership (Benenden).
- Discounts and offers for College staff from local businesses and retailers.

Mar 23