



WILMSLOW  
HIGH SCHOOL



**TEACHER OF CHEMISTRY**

**APPLICATION PACK**



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# Headteacher's Welcome

Thank you for your interest in our Teacher of Chemistry vacancy.

At Wilmslow High School, we believe in the value of a 'whole' education, placing equal importance on strong pastoral care, academic progress, and a broad range of opportunities beyond our Formal Curriculum for every student. We are committed to the pursuit of excellence for every student, every day. We are incredibly proud of our school and our success is built on a strong partnership between our students, dedicated staff, and supportive community.

We have high expectations for behaviour and conduct; through the 'Wilmslow Way' we seek to develop 'young people of character' who routinely demonstrate the character values of PRIDE: Professionalism, Respect, Integrity, Determination and Empathy.

We are a forward-thinking, outward facing school and have forged strong links with other schools and learning communities. We expect our teachers to be highly skilled and tenacious; determined to achieve the very best for every student. To support our staff, we pride ourselves in providing an evidence informed, research driven professional learning programme to ensure that our staff continue to learn and develop, not just our students.

If you believe that you can make a difference for every student, every day, we would welcome your application.

Kind Regards,

Christina Kane  
Headteacher

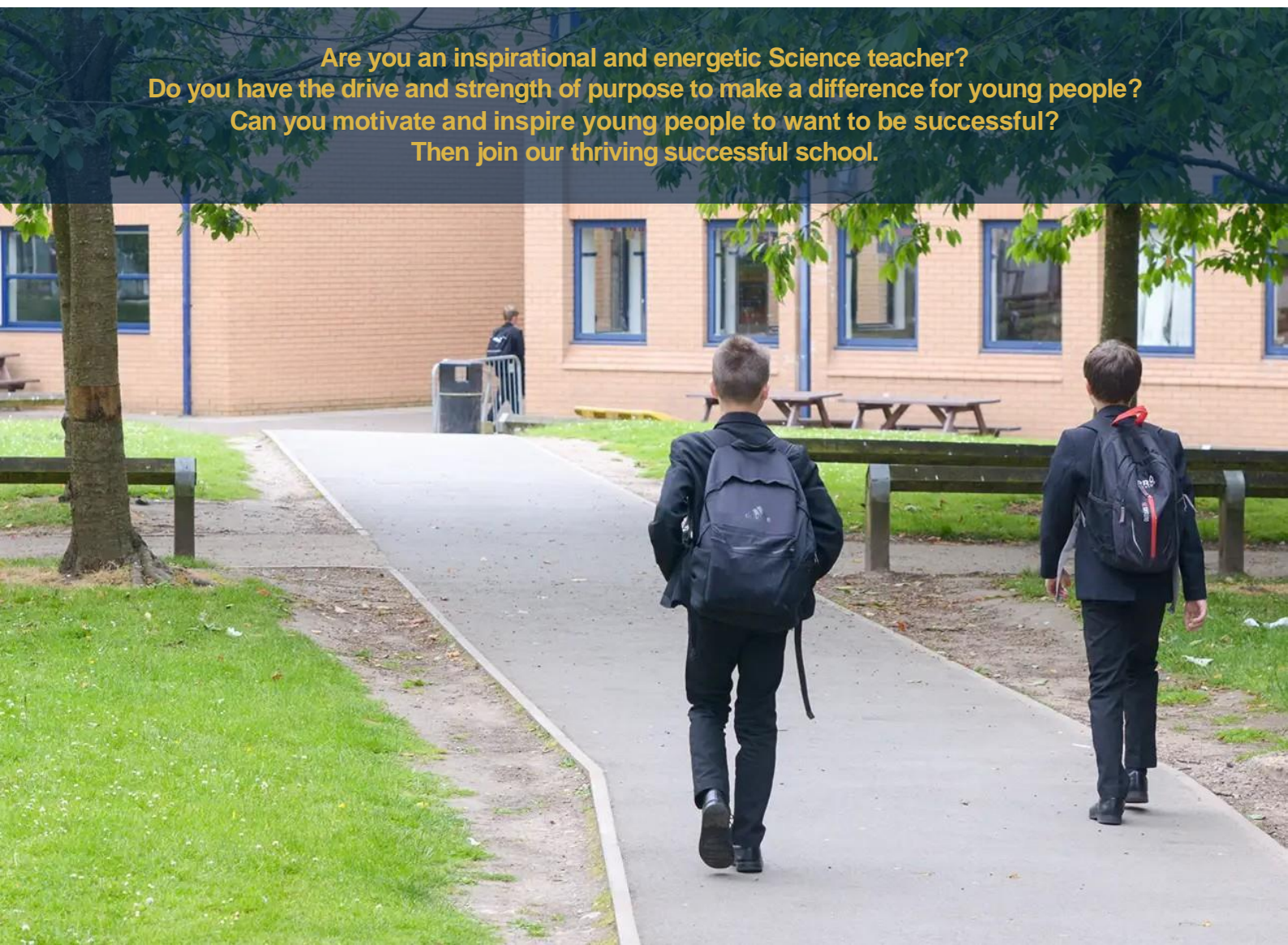




# Job Overview

Role:	Teacher of Chemistry
Salary:	£31,650 to £49,084
Range:	Main Pay Range or Upper Pay Range
Start Date:	1 September 2025
Contract Type:	Full Time
Contract Term:	Permanent
Suitable for ECT?:	Yes
Closing Date:	Monday 10 February 2025 at 12 pm

Are you an inspirational and energetic Science teacher?  
Do you have the drive and strength of purpose to make a difference for young people?  
Can you motivate and inspire young people to want to be successful?  
Then join our thriving successful school.





# About this role

**Interview date: W/C Monday 10th February 2025**

We are seeking to appoint an inspirational and energetic Teacher of Chemistry who is committed to ensuring every student achieves success.

We are proud to be truly comprehensive and fully inclusive. Our vision is to create a 'high challenge, low threat' culture where everyone belongs and can achieve success through "The pursuit of excellence for every student, every day".

Our large Science team consists of 24 members of teaching staff and 5 technical support staff. The curriculum area is well-equipped with 14 laboratories. We offer A Levels in Biology, Chemistry, Physics and Psychology and a variety of examination packages at GCSE, including Triple Science and Combined Science.

## **The successful candidate will:**

- Be an excellent teacher across all Science disciplines at KS3 and a subject specialist at KS4 and KS5.
- Have a real passion for education and a deep-felt desire to make a difference for young people.
- Be committed to a culture of high challenge, low threat and the belief that every student can succeed.
- Demonstrate commitment to developing their professional learning.
- Relish working as part of a large, supportive team committed to excellence.
- Have the resolve and tenacity to make a real difference to the performance of students.

If you would like to join a forward-thinking, research driven school committed to the pursuit of excellence, and have the skills and tenacity to really make a difference for young people, we would welcome your application.

We are committed to safeguarding and promoting the welfare of children and expect all staff to respect this commitment. Consideration of a person's suitability to work alongside children is part of the selection process.



## About this role

### If invited for an interview, you will be:

- asked to complete a self-declaration form answering questions in relation to any criminal record or other information that would make them unsuitable to work with children.
- subject to an online search. This is to help identify any incidents or issues that have happened, and are publicly available online, which we may wish to explore at interview.

### If successful, you will be subject to:

- completion of an enhanced disclosure check from the Disclosure and Barring Service.
- pre-employment checks which will include references, Health, Right to Work in UK, DBS and a declaration that neither they nor anyone who lives in the same household is a disqualified person under the Childcare (Disqualification) Regulations 2009.

### Current or previous employers will be contacted, and information requested will include:

- disciplinary offences relating to children, including any for which the penalty is 'time expired'.
- whether the applicant has been the subject of any child protection concerns.





# Job Description **Teacher of Chemistry**

## **Purpose of Post**

To teach Chemistry within the Science team, to carry out such associated duties as are reasonably assigned by the Headteacher and to contribute to the promotion of a culture which celebrates both learning and achievement. To perform the role of form tutor, if designated as such.

**To whom responsible: Curriculum Team Leader of Science**

## **Main responsibilities**

### **1. To set high standards that enable students to learn and remember their curriculum**

- Have high expectations that all students can achieve meaningful success in the classroom.
- Set high expectations for standards of work for all students.
- Set high expectations of oracy and literacy for all students.
- Encourage all students to build safe and effective learning habits and routines.
- Be accountable for all students' attainment, progress and outcomes.

### **2. To know students well**

- Know the capabilities and prior learning of all students including any knowledge gaps or barriers to learning.
- Plan teaching to build on existing knowledge and capabilities, and to close gaps and remove barriers.
- Encourage and support all students in setting ambitious goals for learning.
- Demonstrate knowledge and understanding of how students learn and the effective teaching strategies to support this.

### **3. To have good subject and curriculum knowledge**

- Have secure knowledge of the curriculum and how the Curriculum Journey is best sequenced to support students in learning and remembering knowledge.
- Understand common misconceptions within the curriculum and how these are effectively identified and addressed.
- Demonstrate commitment to developing subject expertise.
- Promote high standards of literacy, articulacy and correct use of English.
- Contribute to the ongoing development of powerful Curriculum Journeys.



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## **4. To plan effective lesson sequences**

- Use lesson time effectively to support students learning and remembering the curriculum.
- Use homework and out-of-class activities effectively to support students building fluency.
- Use formative assessment to inform planning of effective lesson sequences.
- Make pedagogical choices that help students to learn and remember the curriculum.
- Reflect individually, and as part of a wider team, on effective approaches to lesson sequencing.

## **5. To adapt teaching when appropriate and be responsive to need**

- Demonstrate knowledge and understanding of effective adaptive and scaffolding strategies.
- Plan for, and use, adaptive and scaffolded strategies in the classroom to support all students in learning and remembering the curriculum.
- Have a secure understanding of additional or special educational needs which may inhibit students' ability to learn and remember the curriculum.
- Be aware of any students who may require additional support in the classroom and ensure that you know their capabilities, prior learning, knowledge gaps and barriers to learning well.
- Adapt and scaffold teaching to building on existing knowledge and capabilities, and to close gaps and remove barriers.
- Demonstrate knowledge and understanding of effective adaptive and scaffolding strategies.

## **6. To assess how well students are learning and remembering the curriculum**

- Know and understand how to assess the curriculum accurately.
- Use formative and summative assessment to track progress and identify learning gaps.
- Use data and formative information to monitor how effectively students are building fluency in learning and remembering the curriculum.
- Give students feedback that moves learning on, enabling them to build fluency in learning and remembering the curriculum more effectively.

## **7. To create a successful learning climate and to manage behaviour effectively**

- Have ambitious expectations that all students can achieve meaningful success in the classroom.
- Maintain a safe environment for students at all times.
- Use clear rules and routines for behaviour in and beyond the classroom in accordance with the school's behaviour policy.
- Build strong relationships with students rooted in mutual respect and positive attitudes.





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## **8. To fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the school.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively.
- Demonstrate commitment to improving teaching through professional learning and responding to feedback from colleagues.
- Communicate effectively with parents/carers with regard to students' learning and wellbeing.

## **Responsibilities**

You are required to carry out the duties of a schoolteacher and to meet the Teachers' Standards as set out in the current School Teachers' Pay and Conditions Document (STPCD).

With particular reference to the role of Form Tutor and of Classroom Teacher, you are expected to meet the expectations outlined in the Staff Handbook.

## **Safety and safeguarding**

To take all reasonable steps to ensure the Health and Safety of students and staff within the teaching base environment.

To promote and safeguard the welfare of students in accordance with the school's child protection policy.

Wilmslow High School is committed to safeguarding and protecting the children and young people that we work with, as such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school, this is in line with statutory guidance Keeping Children Safe in Education and The Education Act, we expect all staff and volunteers to share this commitment.

## **Local Authority Flexibility Policy**

Notwithstanding the detail in this job description to undertake, in accordance with the policy, such work as may be determined by the Headteacher from time to time, up to or on a level consistent with the Principal Duties of the job.

## **'No Smoking' Policy**

The school is an entirely 'no smoking' and 'no vaping' environment.

## **Review**

This job description will be subject to review annually at the end of the academic year or earlier if necessary.

In addition, it may be amended at any time after consultation with you.



# Person Specification

Qualifications and Training	Essential	Desirable
Have a suitable degree	X	
Have qualified teacher status	X	
<b>Experience</b>		
Successful teaching experience at secondary level (can be teaching practice)	X	
Successful experience of delivering impactful Science intervention programmes		X
<b>Knowledge and Skills</b>		
Have excellent subject and curriculum knowledge at KS3 and KS4	X	
Have excellent subject and curriculum knowledge at KS5		X
Strong understanding of the theory and practice of effective teaching and learning	X	
Knowledge of a broad range of assessment strategies and how to use these to shape learning and maximise progress	X	
Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers.	X	
Good level of ICT skills	X	
<b>Personal qualities</b>		
Have excellent subject knowledge and a true passion for science	X	
A passion for education and a deep-felt desire to make a difference for young people	X	
Ability to manage a classroom effectively, maintaining firm but fair discipline	X	
Demonstrates a sense of responsibility to achieve success	X	
Ability to prioritise and plan effectively to meet deadlines and manage workload	X	
Demonstrates logical, practical and/ or creative approaches to tasks	X	
The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff	X	
Excellent written and spoken communication skills	X	
The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school.	X	
Must have an ability and suitability to safeguard and promote the welfare of children	X	
A commitment to raising standards across the whole age and ability range	X	
Have rigorous professionalism in everything, accepting nothing but the best in a culture of excellence	X	
Demonstrate commitment to developing professional learning	X	





# WILMSLOW HIGH SCHOOL

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