



Fixed Term Chemistry Teacher

Bancroft's

Independent Co-educational Day School 7-18



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The Role

We are looking for an enthusiastic and dynamic candidate to join our team in a thriving Chemistry department on a fixed term contract. The successful candidate will be able to demonstrate sound subject knowledge, high academic standards and an ability to enthuse pupils of all ages. Activities designed to challenge pupil thinking and develop independent study skills are central to teaching at Bancroft's and a willingness to contribute to resources in this area is essential



Key Responsibilities

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning



Responsibilities/Accountabilities:

- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A level.
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration.
- Assisting in the preparation of a departmental handbook.
- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns.
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department.
- Where required, assisting in the induction of new staff into the department.
- Attending an annual review with your Head of Department.

Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations.
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels.
- Monitoring the progress and learning of pupils, for example by comparing performances of parallel sets; ensuring appropriate testing is conducted; that preps are set and that marking is swiftly and competently undertaken.
- Ensuring pupils are properly prepared and entered for exams and overseeing course work. Determining the level of entry for individual pupils.
- Participating in the setting of marking of internal exams and determining appropriate grade boundaries thereafter.
- Assisting with the setting of pupils appropriately where required.
- Giving appropriate guidance to pupils who wish to study the subject at further levels.
- Assisting with co-ordinating the organisation of expeditions and other extra-mural activities in relation to the department.



- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting.

Responsibilities in relation to the School:

- Carrying out School policy, including the School safety policy, in the context of the department.
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern.
- Setting and marking entrance exams and interviewing where necessary.
- Supporting the use of ICT within the department.
- Presenting the department at Open Days etc. as the need arises and in prospectuses.
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition.

Additional Work Information

- This job description is not an exhaustive list of all responsibilities or duties but reflects the major core of the role
- The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events
- To demonstrate a commitment to improving and developing the organisation's processes and facilities
- To carry out such duties that may be reasonably required by your line manager



Safeguarding

Bancroft's is committed to safeguarding and promoting the welfare of children and young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates are required to undergo child protection screening appropriate to the role, including checks with past employers and the Disclosure and Barring Service (DBS).



The Person

Essential Criteria

- Good degree or equivalent in Chemistry or related subject
- Confident
- Diligent
- Cooperative and Team Worker

Desirable Criteria

- QTS/PGCE
- Prior teaching experience of Key Stage 3, 4 and 5
- High ability pupils exposure
- 2nd subject teaching
- Oxbridge Teaching
- Practical
- IT Literate
- Enthusiastic and Creative



The Department

The Chemistry Department is a well-established, lively and successful department, which consists of six full time teachers and a full-time technician.

Chemistry is taught throughout the senior school. In years 7 and 8, Chemistry is taught as part of a Combined Science course. In these years, pupils are taught by one teacher covering all 3 sciences. GCSE teaching begins at the start of year 9, at which point each science is taught by a subject specialist. The school currently follows the AQA specification, and the majority of pupils complete the Triple Science course. Chemistry is a popular option at A level, with about 60 students taking it up each year; we follow the AQA specification.

Teaching at GCSE is in mixed ability groups of about 23. From year 9 to year 11, all pupils have 2 50-minute periods of Chemistry per week. As far as possible, teachers will remain with their groups for years 10 and 11. At A level, group sizes are typically between 10 and 12. Groups are shared between two teachers; each class having approximately equal time with each teacher, giving a total of 5.5 periods per week in the L6 and 6 in the U6.

The School regularly achieves extremely good exam results, with over 95% of GCSE pupils attaining 7-9 grades in the Sciences. This trend is continued at A-level, where typically 70% of Chemistry pupils achieve A*/A grades at A level. Although examination results are important to us, we are determined to provide a broad chemical education, not one merely focussed on exams. We want pupils to enjoy studying Chemistry and to understand its importance to everyday life.

The department is committed to using practical chemistry, experiments and exciting chemical demonstrations throughout our teaching. The Chemistry department is very well equipped, and operates in a suite of large laboratories with a dedicated Chemistry technician.



There is a strong interest in extra-mural activities. Many pupils sit the Chemistry Olympiad and Chemistry Challenge competitions. Pupils from the school regularly achieve Gold medals in the Chemistry Olympiad.

The department prides itself on the additional educational activities that are undertaken during the year, including Chemistry extension classes after school for sixth formers, Salters Festival of Chemistry and Chemistry mastermind. Pupils have also taken part in the IRIS project looking at the synthesis of ionic liquids.

All laboratories have WIFI, an interactive whiteboard and access to class sets of Microsoft Surface Tablets and Logger Pro Dataloggers. Extensive use of ICT is made in delivering the curriculum. Pupils are expected to use the SharePoint VLE to supplement their resources and complete work. Staff are encouraged to contribute to the future evolution of this system and to create other shared resources.



Background

The School

Bancroft's School was founded by the Drapers' Company in 1737 on the Mile End Road as a day-school for local boys from a diverse range of backgrounds; the School has come a long way geographically and institutionally since then but remains committed to pupils from a wide range of backgrounds and has a long tradition of excellence.



We are now a co-educational independent day school for around 1200 pupils from 7 to 18 and an unashamedly aspirational school, devoted to scholarship and intellectual inquiry. We aim to provide an atmosphere in which each child can flourish and we believe that children succeed when they take full advantage of the huge range of different opportunities we provide – whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music and attending some of our numerous clubs and societies, our pupils challenge themselves and learn by taking part wholeheartedly in school life.

We have the highest expectations for every child in the School and we support, encourage and nurture each individual; we want our pupils to enjoy life to the full, make enduring friendships and grow up in a friendly, safe but challenging environment.

At Bancroft's we continually strive to ensure that all our pupils leave here with the confidence, self-awareness and knowledge to thrive in the world beyond, as well as taking with them an awareness of others and an abiding curiosity about the world.

Bancroft's has a selective 5 or 6 form entry at 11+, with just under half the pupils coming from the Preparatory School. The school uses its own entrance exam and admits boys and girls in equal proportions. There is a further small entry at 16+, and most pupils stay into the Sixth Form. Public examination results are very strong and place Bancroft's among the top co-educational schools in the country.

After all of the disruptions and uncertainties of the last few Covid dominated years, the 2022 cohort managed to achieve an outstanding set of grades in their external examinations.

82% of all GCSEs at Bancroft's in 2022 were awarded the top grades of 9 or 8; 93% achieved either grades 9/8/7 with 99.9% graded as a 5 or better.

The A level results compared favourably with both 2020 (CAGS) and our last set of pre-pandemic grades (2019) and represent a very significant achievement after such a disrupted 2 years and in spite of these being this cohort's first set of significant exams.

Bancroft's pupils achieved 45.1% at A*; 93% of exams were awarded grades A* - B



Bancroft's is a forward-looking, modern school; a centre of excellence for the twenty-first century.



Working at Bancroft's

The successful applicant will receive an attractive salary package according to experience and expertise. Benefits include free school lunch and refreshments during the day, private medical insurance, pension (TPS) and concessionary fees for children attending the school (dependent upon academic assessment). We have a generous CPD budget and staff are encouraged to look for opportunities to develop their skills and expertise either to further their career or to support their enjoyment of their role. We have a Staff Wellbeing Group, and an active Senior Common Room who organise a range of social events. Staff have access to various sporting facilities such as the gym and the swimming pool at allocated times. We also have a staff group working on Diversity and Inclusion and are founding members of the Schools' Inclusion Alliance.

How to apply

An application form is available to download from the School website, <http://www.bancrofts.org/about-us/employment-opportunities> or by emailing recruitment@bancrofts.org

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children and applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

