



FROM THE HEADMASTER: PHILIP BRITTON
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TEACHER OF CHEMISTRY

THE POST

The post, commencing September 2018, is for a full time Chemistry teacher in a department which is a strong and vibrant unit within the school and an excellent setting for either starting or furthering a career in teaching.

THE SCHOOL

With 2,300 students on site, Bolton School is one of the largest independent day schools in the country. It is situated a mile or so from the town centre in a pleasant wooded campus, surrounded by 32 acres of playing fields. Two adjoining and similar buildings, now attached by a brand new, state of the art sixth form centre house the Boys' and Girls' Senior Schools, each under a separate Head and each providing a traditional academic education from the age of 11 years. There are also separate Junior Departments for boys and girls from the age of 7 and a coeducational Infant School and Nursery.

Entry to the Junior and Senior Schools is by competitive examination and interview. Interest in the School remains very strong and numbers have increased in the senior school in recent years. Bolton School selects on academic ability, with around three applications per place in the Boys' Division. Public examination results are excellent, and despite the increased competition for university places, a large number go to their first or second choice university. At GCSE, over 60% of results are grade A or A*. While the academic work of the two senior schools is largely separate, some joint working exists in the Sixth Form and there is considerable co-operation in extra-curricular activities. We seek to achieve the best of both worlds: mixed activity and single sex teaching.

The school, serving a wide area of the North West through over 20 coach routes, has for many years offered some form of fee assistance to a substantial proportion of its pupils. The school prides itself not only on its academic tradition, but on the immense range of other activities which are vigorously pursued both in and beyond the school day. The school has just completed its very ambitious plans for the development of new facilities and the refurbishment of existing buildings. A new Infant School and extended Boys' Junior school were opened in summer 2009 and a new Girls' Junior school opened in 2010. A newly built shared sixth form centre, the Riley Centre, was opened in the summer of 2013. Following this, attention will focus on our sports facilities. The Headmaster is a member of the Headmasters' Conference.

THE CHEMISTRY DEPARTMENT

All boys take chemistry up to Year 11, taking three science GCSEs and a small number taking the Double Award science route (AQA Trilogy 8464). Usually around 50 boys continue the subject to 'A' level. Oxbridge candidates are identified during Year 12 and tutored by members of the Department during Year 13.

The Scheme of Work is broadly based upon the National Curriculum, though, in practice, we take advantage of the School's independent status to allow members of the Department the freedom to develop their own areas of expertise and enthusiasm. Consistency of standards is monitored by regular progress tests. Years 8 and 9 enjoy three and four periods of Chemistry respectively per cycle, Years 10 and 11 five periods. Homework is set and assessed weekly.

Year 11 pupils are entered for the separate science chemistry EDEXCEL iGCSE by sitting two terminal examinations; there is no coursework component in this qualification although aspects of practical work are

assessed in the written papers. At 'A' level, boys are taught to the AQA Chemistry specification (7405). Our results have been excellent for some years: in June 2017 70% of all pupils gained an A or A* in chemistry iGCSE and since 2010 the Department has averaged 80% A*- B grades at A level. In both Year 12 and Year 13, boys are taught for eleven periods per two week cycle. The School operates a system whereby pupils study four AS levels and then usually drop one at A2.

All staff and boys were issued with iPads at the start of this school year; an interest in the use of mobile devices in the classroom would be desirable.

Teams regularly enter into a number of chemistry competitions, including the Salters' Festival of Chemistry (Year 8), Top of the Bench (Years 9, 11) and Young Analyst (Year 12); last year the school team were National Champions in Top of the Bench, and hope to defend their title in March this year having again won the regional round in the sixth form. A number of extension opportunities exist including an inter-division chemistry challenge, the written C3L6 paper (Year 12) and the Chemistry Olympiad (Year 13). During lunchtimes staff run a lower school science club.

The Department, which has received the Good School's Guide Award for the Best Independent School for Boys for Chemistry at A level, consists of a team of four full time and three part time teachers who are supported by two technicians. Chemistry is located in its own building and all rooms have been re-furnished. There are four large laboratories, one small room used exclusively for sixth form teaching, a prep-room, staff room, Head of Department office and chemical store. Each teaching room has a PC, Apple TV and a projector, and there are six PCs for staff use.

The Department has regular and frequent meetings, both formal and informal. We are looking for a committed and enthusiastic chemist to play a full part in the life of this lively and well-established department.

The School operates its own salary scale, which is related to, but enhanced beyond, the National Teachers' Scale.

APPLICATIONS:

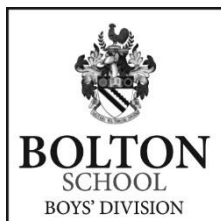
We ask candidates to apply online for the position via the School's website at www.boltonschool.org/academic-roles

The closing date is noon on 26 February 2018. Interviews will take place on 6 March 2018. A lesson will be taught as part of the interview process, details of which will be forwarded to those short-listed.

Bolton School is a warm and friendly community. We believe it provides an unusually rich experience for everyone involved and we are sure that you will find it to be a fulfilling place to work. We look forward to receiving your application.



Philip Britton
MBE, MA, MEd, FInstP
Headmaster



JOB DESCRIPTION

TEACHER OF CHEMISTRY

BOYS' DIVISION SENIOR SCHOOL

MAIN PURPOSE OF JOB:

To teach Chemistry to GCSE, AS and A2 level. To support the school's aims and objectives and to contribute to the review and development of its policies and procedures in order to ensure and maintain best practice and thereby promote the achievement and well-being of the pupils.

MAIN DUTIES:

General Duties

- To promote the general progress and well-being of pupils and to share in the corporate responsibility for maintaining good order and discipline in line with the school's Behaviour Policy.
- To participate in the school's pastoral system when required, in accordance with the job description of a form tutor or year tutor as outlined in the separate job description and amplified in the Divisional Handbook.
- To safeguard the health and safety of pupils when they are authorised to be on school premises and when they are engaged in school activities elsewhere.
- To register the attendance of pupils, and to carry out a share of supervisory duties, whether they are to be performed before, during or after school sessions.
- To provide guidance and advice to pupils on educational matters.
- To cover for absent colleagues within the terms of the agreed procedures.
- To participate in administrative and organisational tasks related to the Post.
- To attend assemblies.
- To carry out any reasonable duties given to him/her by the Head.

Specific Professional Duties

1. Teaching and Assessment

- To plan lessons for courses, having due regard to the curriculum.
- To teach pupils, according to their educational needs, including the setting and marking of work.
- To assess, record and report on the development, progress and attainment of pupils.
- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To participate in arrangements for preparing pupils for external examinations.

2. Educational Methods

- To share, advise and co-operate with others on the preparation, development and review of teaching programmes and materials, methods of teaching and assessment and pastoral arrangements.
- To make appropriate use of textbooks, ICT and other learning resources.
- To review methods of teaching and learning activities from time to time.
- To keep up-to-date with research and developments in subject(s) taught.

3. Working with others

- To participate in relevant meetings – departmental, staff, pastoral, INSET.
- To contribute to the programme for the induction and assessment of newly qualified and trainee teachers.
- To supervise any person providing support within the classroom.

4. Communication with Parents

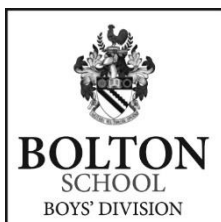
- To communicate and consult with parents via year group consultation evenings.
- To liaise with the Head of Department and the relevant Head of School when further communication is deemed necessary.

5. Staff Development

- To participate in the school's Professional Review arrangements.
- To take responsibility for own professional development and to set objectives for improvements.
- To participate in arrangements for further training and professional development as a teacher.

6. General Notes

- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of the Governors' Conditions of Employment.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and it may be subject to modification or amendment at any time after consultation with the holder of the post.
- The conditions of the Bolton School Salary Scheme provide enhancement to DfE salary provision in recognition of a strong contribution to the extra-curricular life of the school.



PERSON SPECIFICATION

TEACHER OF CHEMISTRY

BOYS' DIVISION SENIOR SCHOOL

EDUCATION/TRAINING/QUALIFICATIONS	ESSENTIAL/ DESIRABLE	EVIDENCE Application Form, Interview, Reference
Qualified Teacher Status.	E	Application Form
Degree in Chemistry or related subject.	E	Application Form
Upper Second Class Honours Degree from a respected University.	D	Application Form
Recent participation in a range of in-service training relevant both to the curricular and management aspects of the post	D	Application Form
KNOWLEDGE/EXPERIENCE	ESSENTIAL/ DESIRABLE	EVIDENCE
Classroom teaching experience within the senior age range, with excellent subject knowledge and classroom management skills.	E	Application Form & Interview & Reference
An understanding of pupils' educational development from 11 -18 years.	E	Application Form & Interview & Reference
Involvement in the development of schemes of work which prepare pupils for GCSE, AS, A2 and Oxbridge examinations.	D	Application Form & Interview
Experience of planning and implementing the curriculum and assessment, including Chemistry and cross-curricular aspects.	E	Application Form & Interview & Reference
Proven record for securing good public examination results.	D	Application Form & Interview & Reference
Knowledge of effective teaching and learning strategies across the age and ability range.	E	Application Form & Interview & Reference
Experience of school improvement strategies, including use of comparative data to set targets.	D	Application Form & Interview & Reference

An appreciation of local and national policies, priorities and statutory frameworks, including those relating to the safeguarding of children.	E	Application Form & Interview & Reference
Application of ICT to teaching and learning.	E	Application Form & Interview & Reference
Experience and a thorough understanding of health and safety legislation and its application.	D	Application Form & Interview
Application of information and communications technology within the management role and in the context of teaching and learning	D	Application Form & Interview
PERSONAL SKILLS AND ATTRIBUTES	ESSENTIAL/ DESIRABLE	EVIDENCE
Good communication skills with the ability to communicate effectively across the Foundation.	E	Application Form & Interview & Reference
Inter-personal skills.	E	Application Form & Interview & Reference
The ability to prioritise time effectively and plan ahead.	E	Application Form & Interview & Reference
Confidence with an ability to motivate others, particularly pupils.	E	Application Form & Interview & Reference
Self awareness and presence.	E	Application Form & Interview & Reference
Commitment, enthusiasm, integrity and reliability.	E	Application Form & Interview & Reference
Independent thinker, able to put arguments forward and debate an issue.	D	Application Form & Interview
Flexibility and a willingness to learn.	E	Application Form & Interview & Reference
Ability to work as a member of a team.	E	Application Form & Interview & Reference
Caring, kind and approachable, especially in relation to pupils.	E	Interview & Reference

Positive and optimistic.	E	Interview & Reference
Willingness to become involved in the wider life of the School.	E	Application Form & Interview & Reference



TERMS AND CONDITIONS

TEACHER OF CHEMISTRY

BOYS' DIVISION SENIOR SCHOOL

SALARY
The starting salary will be dependent on experience. Bolton School has its own salary scale which is related to, but more advantageous than the national scale for Maintained Schools.
HOURS OF WORK
During term time staff will be expected to attend personally to such duties connected with the work of the School during any hours, including out of school hours, as the Head may reasonably direct. In addition, those who join the School will be required by the Head to work for varying short periods after the end, and before the beginning of any term. All teachers will be expected to make a contribution to the extensive extra-curricular programme.
HOLIDAY
All school holidays except as described above.
LINE MANAGEMENT
Head of Chemistry
PENSION
All teachers who join Bolton School will automatically become members of the Teachers' Pension Scheme unless they decide to opt out of the Scheme. The employee contribution will be as determined by the Teachers' Pension Scheme based on earnings; the employer will contribute 16.48%.
OTHER BENEFITS
<ul style="list-style-type: none"> Academic staff who remain members of the Teachers' Pensions Scheme will be able to access the benefits provided by the scheme, including a guaranteed defined benefit pension on retirement, and death in service benefits. Where appropriate fee remission arrangements will be offered for children to attend the Senior School. In line with school policy teachers will have the opportunity to arrange to educate their children from Nursery age to 6th form; all on the Bolton School campus. Convenient, affordable, quality childcare provision will be available before and after the school day for children who are also Bolton School pupils. Sporting and leisure facilities will be available including gym, outdoor pursuits centre, swimming pool and tennis courts. The opportunity to take part in the Childcare Voucher Scheme will be available. Lunches will be provided free of charge on campus. Training and Development Opportunities will be offered. Payment whilst absent will be in accordance with the current Teachers' Sick Pay Regulations, as defined in the School Teachers' Pay and Conditions Document.

All offers of employment will be made subject to the successful applicant providing the original qualification certificates, relevant to the position and as outlined in his/her application form. Identification documents will also be required including passport or picture driving licence, birth certificate, marriage certificate where applicable, current pay slip and evidence of address e.g. utilities bill, bank statement. Eligibility to work in the UK will also be checked.

After the appointment is made the successful candidate will be required to complete a medical questionnaire and a check will be made to see if a prohibition from teaching order exists along with a check of the Children's

Barred List and an Enhanced Criminal Records Check through the Disclosure and Barring Service. The School will seek two references prior to the interview.

The successful applicant will be required to complete a twelve month probationary period.