



Fettes College

Teacher of Chemistry
Spring Term 2023



Fettes College is a leading HMC co-educational boarding and day school close to the heart of Edinburgh. It has a strong tradition of academic, sporting and cultural excellence underpinned by outstanding pastoral care.

Fettes opened its doors in 1870 and became fully co-educational in 1980: it is now an independent school of some 800 students. There are 592 students in the Senior School (13-18 years) and 208 students in the Preparatory School (7-13 years). The academic staff in the College consists of the Head and 90 full-time members of the Common Room. Our Prep School shares the same site and consists of a further 29 full-time teaching staff.

The school stands on a magnificent site of approximately 100 acres, but still within walking distance of Edinburgh's city centre. The historic main building holds the Chapel, Library, the English, Classics and History Departments as well as the Medical Centre and two boarding houses. A large purpose-built teaching block (the Spens Building) houses Art, Modern Languages, Mathematics, Economics, Geography and Music. The Theatre, Science Laboratories and Dining Hall are adjacent. The Preparatory School and seven further boarding houses (including a purpose-built U6th House) are also on the campus. Our sports facilities (including extensive playing fields, two all-weather pitches and a private Health Club) are excellent.

As well as our teaching staff we employ over 220 Operational Staff across the many departments, including Estates, Security, Housekeeping, Finance, Admissions and Marketing with a pervading sense of community amongst staff, students and parents alike.





The Aims of the College

Fettes College aims to nurture the individual while fostering a happy, well-ordered and caring community with strong family values at its core. To this end, we will do our utmost to ensure our students:

- Receive the highest possible quality of education within a boarding environment.
- Feel safe, valued, have a sense of personal worth, are thoughtful and considerate of the needs of others, possessing a willingness to take on responsibility.
- Develop their self-confidence, integrity, emotional resilience, loyalty, good manners and humour, leadership skills and teamwork.
- Value a sense of community and service, and develop a clear sense of right and wrong, equipping them for life beyond Fettes.
- Are provided with equal opportunities regardless of gender and identity, sexual orientation, disability, ethnicity or religion.
- Are encouraged to stretch and challenge themselves in everything they undertake.





Fettes College seeks to appoint an enthusiastic and inspiring Teacher of Chemistry to join their supportive and dynamic department.

We are looking for a highly motivated, forward thinking and enthusiastic teacher of Chemistry. The right person will be an excellent classroom practitioner who produces stimulating lessons and contributes to supporting other departmental activities while enjoying being a part of a close-knit team.

This role would be suitable for an experienced teacher or a newly qualified teacher.

Extra Curricular

The Chemistry Staff are involved in running a number of extra-curricular activities, including Chemistry Society and the Middle School Science Challenge. The School participates in a variety of inter-school quizzes for lower and middle school students and many students have attended University-Based courses (e.g. Villiers Park, the Chemistry Masterclass at Heriot Watt University, and the Cambridge Olympiads). All staff are involved in a thriving Science Society which offers students the chance to meet visiting speakers from universities around the country and attend outside lectures at places such as the Royal Society, Royal College of Physicians and the Royal Observatory. The Science Society also offers a variety of trips, a book club and film and quiz evenings.





Chemistry at Fettes

We have a thriving Chemistry department, consisting of five full-time teachers and one full-time laboratory technician. It is housed in a modern science block with four good-sized laboratories, a prep room, chemical store and departmental office. The Sixth Form also have access to the Science Study Room for independent work and research.

The department meets regularly to discuss teaching and learning strategies. We pride ourselves on delivery of high-quality lessons with excellent practical and experimental support.

There is an expectation that students will aim high, reach their full potential and enjoy the study and practice of Chemistry. The department follows the Edexcel IGCSE Chemistry and Dual Award Courses in the Middle School. In the Sixth Form students can elect to take A Levels (OCR A Level (H432)) or the International Baccalaureate Diploma Programme (IBDP) at either Standard or Higher Level.

Every member of the department is provided with a Surface Pro Laptop and we use Microsoft 365 and especially OneNote to enhance our teaching. It is expected that the successful applicant will, if not already, become competent in the use of technology within their teaching.

The department achieves excellent results in external examinations: at GCSE there was a pass rate of 97% (9-7) in 2019. About 25% of the Sixth Form study Chemistry, with 71% of IB students gaining one of the top three grades in 2019, and 57 % of the A Level students gaining A-B.







Quality of Life

Fettes (and, more widely Edinburgh and Scotland) offers an exciting environment in which to work and live. The Common Room organises a variety of social events which often take advantage of the proximity of the city centre. The school is situated a short walk from the restaurants and bars of Stockbridge and within easy reach of the cultural centres of galleries, concert halls, theatres and cinemas. Each member of staff enjoys membership of the excellent on-site Westwoods Sports Centre and there is never far to travel for further outdoor pursuits such as water sports, hill-walking, skiing and climbing. Staff also have the opportunity to lead or assist on challenging and exciting trips and tours to all corners of the globe.

“When you tire of Edinburgh, you tire of life (with apologies to Samuel Johnson). If you want all the fun of living in a capital city, yet want to afford a home; if you like the countryside, the sea, the hills, but also need good theatre, decent restaurants and shops; if you want a place that you are proud to live in and want to live in, then why not move to Edinburgh? It is amazing. And if you are going to move to Edinburgh then why not work at such a fantastic and friendly school as Fettes. There is no compromise; a great school in a great city!”



Conditions of the Appointment

- 1 The appointment will date from the start of the Spring Term 2023.
- 2 Salary will be by negotiation and will depend on the qualifications and experience of the successful candidate.
- 3 Subject to the availability of places at the time of first entry, you will be eligible for a generous staff discount on school fees.
- 4 All applicants must be either registered with the GTCS or eligible for GTCS registration. If you are unsure of your eligibility you must check the GTCS website: www.gtcs.org.uk before applying.

Other details and conditions of service will be discussed at interview.



The Head of Chemistry, Dr Clare Mathison, would be happy to discuss this post with interested candidates before a formal application is made. She can be contacted by email: cr.mathison@fettes.com.

Applications should be made through the Fettes College page on www.TES.com. The closing date for applications is 12 pm on Friday, 21st October 2022; however, applications will be reviewed as and when submitted. Interviews may be scheduled, and we reserve the right to appoint, prior to the closing date.

Fettes College aims to provide a workplace in which all staff are treated in a fair and consistent manner. We will ensure, to the best of our ability, that staff and all others who have contact with the College are not discriminated against, either directly or indirectly.

We are committed to providing equality of opportunity in all areas of dealing with staff, whether in recruitment and selection, promotion or training and development.

We are keen to welcome applicants from diverse backgrounds into our staff body. If you would like a friendly conversation with an employee who identifies as an ethnic minority, please feel free to contact Sara Medel Jiménez (s.medeljimenez@fettes.com) who will be happy to share her experience of Fettes College.



Excellent Career Development

There are multiple further opportunities for career development, whether those are of an academic or pastoral nature, or in the extracurricular fields of sports coaching, leading activities or the multiple responsibilities which arise in the education of young people. The close-knit nature of boarding school life means that staff enjoy excellent student/teacher relationships and there are usually opportunities for suitable new appointments to progress quickly and take on whole-school responsibilities within a short time.

“I found out in my very first term of being attached to a boarding house how fundamental it is. I had a student in my class who has always been quiet, but when I got to know him in house, outside of the structures of the classroom environment, he opened up somewhat. I found he had depths that he had previously not revealed, and he trusted me more and would participate more actively in my lessons. In some ways, being a part of a boarding school is like living in a village. There are so many opportunities to get to know those around you as people, and not just as students or colleagues.”





Why Teach at Fettes College?

Fettes College is both a traditional and progressive co-educational boarding school, which offers teachers unique professional and personal opportunities as well as an outstanding quality of life situated in the heart of one of Europe's greatest capital cities.

“The induction programme was well-planned and allowed me to start the term with enough information to get going, but spread the rest of the training across the first term which avoided a huge overload of information and meant that as a group of new staff we got to meet and support each other throughout our first term.”



A Supportive Common Room

New teachers at Fettes join a friendly and supportive Common Room with a dynamic mixture of age and experience. Every new member of staff undergoes a detailed induction process and engages thereafter in a supportive Professional Development and Review process to develop their skills as an all-round teacher and meet the Professional Update Standards of the GTCS.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

“I have always been struck by how supportive, welcoming and competent the staff is here. The quality of my colleagues, and not just the teachers, is one of the best things about working at Fettes.”



The Ideal Candidate

Successful applicants for a teaching post at Fettes would be expected to have the following characteristics:

- Excellent academic pedigree
- Ambitious, diligent, keen to develop their existing talents
- Willing to embrace new experiences
- Understand the commitment required of a boarding environment
- Enthusiastic to become involved in all aspects of school life

Expectations of our Staff

The academic teaching that takes place in the classroom is of fundamental importance and we pride ourselves on the quality of learning and teaching at Fettes. However, typical of a boarding school, our teaching staff do so much more than teach. Our full-boarding ethos means that each member of the teaching staff will become fully immersed in all aspects of life at Fettes. This means that every teacher is also a Tutor attached to one of our boarding houses and as such is on duty in house one evening per week and has a group of tutees to mentor and guide. Teachers also involve themselves in the Fettes community by coaching sports and bringing their particular interests and strengths to our thriving extra-curricular programme (where over 40 activities are offered).

Fettes expects all our staff to be professional, well-mannered, well-presented and courteous to students, staff and visitors to the College always. All staff are expected to read and understand the various school policies we must ensure that these are followed.

“Fettes is a busy and nonstop school but a fulfilling and happy place to teach with an underlying sense of calm.”





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