



# Teacher of Chemistry

## Candidate Information

# Welcome to Oakham School

**The world is experiencing a significantly increasing rate of change. Technological innovation and changing patterns of work and communication mean that those entering education today will require new skills and aptitudes to succeed. Many of these extend beyond those taught in individual subjects and an exceptional education must emphasis inter-disciplinary abilities.**

At Oakham we are anticipating and responding to these new realities across all facets of the School so that current and future generations of our students can thrive in their adult life and contribute to the communities in which they live.

In order to achieve this vision, we have developed six key strategic objectives. They guide our thinking and planning as we prepare our students to be successful, active, and lifelong learners, equipped with the skills and habits of mind to thrive in the twenty-first century.



A handwritten signature in black ink that reads "Neil Gorman".

**Professor Neil Gorman**

Chair of Trustees

## Our Strategic Objectives:

1. To adapt the Oakham curriculum to foster greater inter-disciplinary learning and the application of knowledge, and to consolidate the skills and habits necessary for success in the twenty-first century.
2. To ensure that pastoral care afforded to both pupils and staff effectively supports the school's long-term values and addresses evolving needs, whilst supporting the personal and educational development of our students throughout their time at Oakham.
3. To collaborate actively with external parties – both within and outside the field of education – to establish Oakham as a recognised hub of educational excellence, innovation and good practice, initially through the establishment of an Oakham Group.
4. To communicate the School's evolving educational provision as effectively as possible to current and prospective stakeholders – pupils, parents and staff.
5. To enable access to the school curriculum to those who could not otherwise afford to come here, and to look to share expertise and resources to extend the public benefit we provide.
6. To secure our ability to invest in the School's educational and pastoral provision, in line with our strategic vision, and to improve the School's infrastructure in ways that support those aims.



## **Message from the Headmaster, Mr Henry Price**

Thank you for considering this role of Teacher of Chemistry at Oakham School.

We are constantly committed to enhancing our approach to chemistry, and would welcome a new colleague with innovative ideas to share, and also a willingness to understand and enjoy the busy and rewarding life of a co-educational day and boarding school.

If you have any questions, or would like an informal discussion, please do get in contact via Mrs Jackie Pridmore on 01572 758506.

We look forward to receiving your application.

H.W.F. Price

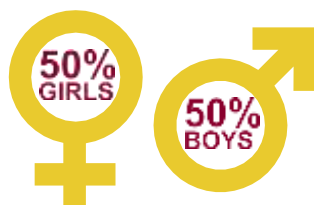
LOWER  
SCHOOL  
10-13

MIDDLE  
SCHOOL  
13-16

UPPER  
SCHOOL  
16+



7:1 PUPIL  
TEACHER  
RATIO



AT 16+  
A-LEVELS  
IB DIPLOMA  
PRE-U  
& BTEC

26  
GCSE  
SUBJECTS

250  
PUPILS  
TAKE PART IN



OVER  
125  
ACTIVITIES  
90 TRIPS  
AND 50  
FUND-RAISING  
EVENTS  
EACH YEAR





### About Oakham

Oakham School was founded by Archdeacon Johnson in 1584 and is now one of the largest co-educational Boarding and Day Schools in the country. It has 1,050 pupils ranging in age from 10 - 18 years, of whom 50% are boarders, accommodated in 10 Boarding Houses and 6 Day Houses.

### Learning at Oakham

All pupils at Oakham have the opportunity to learn where their strengths and passions lie and to explore the opportunities ahead of them. The School offers the choice of IB Diploma and A-levels, supplemented by the Pre-U, for Sixth Form pupils, and GCSEs and IGCSEs in the Middle School. Pupils are taught how to learn for themselves so that they will be equipped with the tools for being successful citizens in 2030.

Oakham's excellent teaching and highly motivated pupils deliver consistently impressive results.

There are 26 subjects on offer at A-level, including Business, Classical Civilisation, Economics, PE and Politics, and the School has offered the IB Diploma since 2000.

In 2019, at GCSE level, 52% of all examinations were awarded A\* or A. The A-level results were equally impressive, with 38% of all exams awarded A\*/A. Pupils achieved an average IB Diploma point score of 35.4, with 25% of pupils gaining 40 points or more.

Oakhamians move on to a wide range of excellent university destinations both across the UK and overseas.

Pupils also benefit from exceptional learning resources: well-equipped classrooms, a university-standard library, state-of-the-art Science and Design Technology facilities, 40 acres of outstanding sports pitches and a theatre and art gallery. The newly built Faculty

of Social Sciences and proposed extensions to the Music and Drama facilities reflect Oakham's ongoing commitment to providing the very best learning environment for students.

### Life at Oakham

Oakham is a caring community where pupils learn how to be independent, thoughtful and responsible young adults who are ready to take on the challenges of life beyond School.

The comprehensive structure of pastoral care, at the heart of which is the supportive House system, is designed to provide support tailored to the age of pupils at every stage of their Oakham journey.

In the Lower School, pupils join one of the four Lower School Houses that are situated on the separate Jerwoods campus. At 13, pupils join one of ten Middle School Houses in the heart of the School. In Form 7, their final year, girls move to Round House and boys to School House, where they experience a more university-oriented lifestyle. Every pupil at Oakham, whether boarding or day, belongs to a House, with an even split of eight girls' Houses and eight boys' Houses. Each House has a distinctive personality and there is a healthy level of enjoyable competition between them; playing for 'House Pride' and showing 'House Spirit' are familiar mantras that all pupils use.

Each pupil also has his or her own tutor, who works closely with Housemasters/Housemistresses and parents to help their tutees fulfil personal goals, develop strategies to manage their busy lives and feel both academically and socially stimulated. Small tutorial groups and regular tutorial meetings enable tutors to get to know their tutees very well. Tutors organise informal activities with their tutor groups to strengthen further the tutor-tutee relationship.

## Performing and Creative Arts

The arts have a strong tradition at Oakham that embraces excellence and enthusiasm, professionalism and participation. In Drama, studio productions sit alongside Edinburgh Festival plays; in Music, virtuoso musicians play concerts one day and novices take to the stage the next; and in Art and Design Technology, degree-standard exhibitions are on display while newcomers explore the challenges of ceramic sculpture, paint or electronics.

### Drama

Drama is a cornerstone of life at Oakham. It is a popular subject in the academic curriculum and forms the backbone of extra-curricular activity within the School. Now in its 32nd year, the Queen Elizabeth Theatre and its surrounding rehearsal spaces host an eclectic line-up of productions, students' own experimental pieces, cutting edge drama and full-scale musicals each year.

Under the tutelage of dynamic and experienced staff, students learn all aspects of theatre work, including design, lighting, sound, stage management, wardrobe, make-up and front of house. Dance, an essential for any would-be actor, is part of the curriculum up to Form 3, and any pupil can join the free weekly classes held on Wednesday evenings.

### Art and Design Technology

The Richard Bull Centre is home to the Art Department with dedicated studios and workshops for Art, Sculpture, and Textiles. The Jerwood School of Design is a purpose-built facility that contains cutting edge equipment, including CREO 3.0 CAD software, a 3D Rapid Prototype Printer and an extensive range of CNC machinery. A stone building in Kilburn Courtyard has recently been transformed into the Wheelhouse Art Gallery, providing a dedicated space to host exhibitions by students and visiting artists, and is open to the public.

### Music

It would be difficult to rival Oakham's musical offering both in quality and breadth of opportunity. Some 40 full time and visiting musicians teach over 500 lessons per week, and half of the pupils play in musical ensembles, choirs, bands, orchestras and performances in musical theatre.

Pupils take part in over 80 concerts each year in Rutland and prestigious venues around the UK, as well as attending professional concerts hosted at the School.

The Chamber Choir has a national reputation thanks to its profile performances and competitive successes, which include being runners up in the 2012 and 2016 *BBC Songs of Praise* School Choir of the Year Competition.

### Sport

Sport has always been an essential part of Oakham School life. There is a wide and varied sports programme on offer that provides competitive and recreational opportunities for pupils of all levels – from enthusiasts to elite athletes – to ensure that pupils lead healthy and fulfilling lives at School and beyond.

The School is a recognised training ground for national squads, including football and cricket youth squads.

PE is taught at all levels and pupils can study Sport Science at GCSE and A-level. Oakham is one of just 12 schools which offers the IB Diploma Sports, Exercise and Health Science course.

Oakham has an enviable reputation for excellent coaching and mentoring in a variety of sports.

Last year over 100 pupils progressed to the national finals in over ten different sports, and the School is very proud of the list of Old Oakhamians representing their country at national and international level.

The recently refurbished sports facilities at the School are outstanding and include more than 40 acres of the best grass playing areas in the country, a multi-purpose sports centre, an indoor pool, two floodlit all-weather pitches for hockey and tennis, squash courts, a strength and conditioning room, fives courts and a fitness centre. The cricket square is first class standard and hosts county matches as well as school fixtures. There is also access to nearby Rutland Water for sailing and Luffenham Heath for golf.



# Teacher of Chemistry



## The Chemistry Department

Chemistry is a large and successful department within Oakham School, consisting of experienced teachers forming a dynamic team. With a strong sense of teamwork we work together to support each other and our students, ensuring we provide an engaging and enriching experience. We work closely with teachers of the other sciences across our faculty, particularly utilising the link of the trio of teachers across groups at GCSE.

We have six Chemistry teaching laboratories, a project laboratory, a prep room and staff office. The labs are all modern in design and form part of the well developed Mehra Science Faculty. The department is very well supported by three dedicated lab technicians. This enables us to incorporate a significant level of practical work and demonstrations into our teaching which we believe strongly enhances the experience, learning and enjoyment of our students. We follow the CLEAPPS guidance carefully during these tasks and support each other in developing our expertise in this area when needed.

ICT is an integral part of the chemistry curriculum at all levels; the department enjoys regular access to the Science Faculty suite of 25 computers and interactive whiteboard, as well as the extensive facilities available in the nearby outstanding Smallbone Library. Each laboratory is equipped with a data projector, visualiser and fume cupboard.

In the Lower School, our Year 6, 7 and 8 students follow a co-ordinated science programme. This highly practical course covers aspects of KS2 and 3 Science with teachers taking their groups through all three disciplines on rotation. For many of the Lower School Science projects we utilise Oakham School's enquiry based learning tool FOSIL and also enable students to achieve their Bronze CREST award within lessons during year 7. We find that opportunities such as these allow students' curiosity within science to flourish. We also run a number of trips linked to science within the Lower School, for example exploring habitats locally at Rutland Water and also visiting the birthplace of Isaac Newton, Woolsthorpe Manor. We are able to design our curriculum around this type of opportunity. Outside of lessons the school runs a Lower School science club within the activities programme, another highly enjoyable, hands on opportunity for students to explore further.

In the Middle School, our Year 9, 10 and 11 students follow the GCSE Triple and Double Award Science specification (AQA). The groups have specialist teachers in Chemistry, Physics and Biology. We currently run up to 9 sets in each year group with some students opting for the Triple Award of the three single science GCSEs, and the majority of the cohort working on the Double Award, Trilogy. Teachers are able to get to know their students well, often taking a group through both years 10 and 11, and working with individual students out of lesson time during supported studies. We share resources as a team and work closely with our technicians, developing practical tasks and activities seeking to both support and challenge students. Beyond the curriculum we offer chances for students to get involved in national competitions such as the Royal Society of Chemistry's Top of the Bench, where we recently had a highly successfully team at the regional finals. There is also a chance for students to work on further CREST projects within the activities programme.

In the Sixth Form (Upper School), students can choose between A-level Chemistry or the International Baccalaureate Diploma Programme (IBDP). In the IBDP, Chemistry is offered at both Higher and Standard level, providing a challenging course with an individual investigative project forming 20% of the course. There are also options within the IBDP course covering areas such as Biochemistry and Materials. Some of our teachers with particular experience in these areas have enjoyed developing these courses ready for our students. At A-level, our students follow the OCR A specification. Chemistry is a thriving subject in the Upper School, with around 70 students currently enrolled on our A-level and IB programmes. Extension classes are offered to potential Oxbridge candidates and those with a real passion for the subject; interested students have the opportunity to carry out independent research towards the Extended Project Qualification, and every year we have students opting to carry out their IB Extended Essay within the field Chemistry. All of our teachers get involved in the role of supervisor for these projects, often discussing the best way forward within the department office or over lunch.

As in the middle school, we offer students the chance to get involved in national competitions and regularly have a good number of keen students working on the Cambridge Chemistry Challenge or Royal Society of Chemistry Olympiad. We have also taken teams to the Schools' Analyst competition for the past three years. We take a group of students each year to a Chemistry in Action lecture day and also have a good link with Nottingham University, working in their teaching labs as part of a spectroscopy visit for our Year 13 Chemists.

Additionally, there is a thriving Upper School Chemistry Society which holds events on a half termly basis. Sometimes inviting guest speakers from research, universities or industry and other times running in house sessions such as our annual Chemsoc Quiz or Chemistry escape room challenge.



# The Role

We are seeking to appoint an academically well-qualified, full-time Chemistry teacher to join a hugely successful and collaborative Chemistry department. The person appointed should have high professional standards, enthusiasm, energy, and a clear sense of teamwork. Key qualities also include demonstrable subject and classroom competence, combined with a flair for inspiring the next generation of young scientists. Strong administrative and organisational skills are vital in such a busy department, and the ability to work flexibly and take initiative within the team will be important.

We are constantly committed to enhancing our approach to chemistry, and would welcome a new colleague with innovative ideas to share. Confidence in the use of ICT in the classroom is vital, as well as experience of practical chemistry techniques. The role is likely to offer opportunities for teaching across the entire age range from 10-18. Applications from newly qualified teachers are welcome.

## Responsibilities

### Academic (under the direction of the Head of Chemistry)

- Contribute to the teaching of the department as set out in the timetable;
- Prepare lessons taking account of the pupils' abilities within each teaching group/set;
- Identify, encourage and help to realise each pupil's academic potential;
- Employ good subject knowledge, become fully acquainted with the appropriate specifications and schemes of work and carry out the requirements thereof;
- Be a good ambassador for the subject;
- Attend departmental meetings, subject meetings and INSET courses as appropriate;
- Take a proportional share of responsibilities for departmental activities (e.g. trips, societies, lectures) and new initiatives (such as ICT);
- Manage the classroom environment in a way conducive to successful learning and the maintenance of good pupil discipline, making use of sanctions and rewards in line with school policies;
- Check the attendance of, and keep necessary academic records for groups taught and apply the School's assessment framework;
- Maintain an up-to-date knowledge of pupils with special needs by becoming fully familiar with the relevant IEPs;
- Set and mark a proportional share of the internal examinations, mark coursework, write reports and PR grades according to School Policy;
- Set and mark work regularly for all pupils, in accordance with departmental guidelines;
- As appropriate, be aware of all departmental and school health and safety requirements including relevant risk assessments.

### Other academic responsibilities

- To attend Parent/Teacher meetings;
- When occasion demands, to communicate politely, helpfully and effectively with parents and guardians;
- To cover staff absence when asked by the Head of Department or Deputy Head;
- To attend staff meetings, In-Service Training and a limited number of whole school events as identified by the Headmaster;
- To participate in the School's scheme of staff appraisal and engage in CPD and Mutual Observation.

### Pastoral

- To work as a tutor in either the Lower, Middle or Upper School;
- To fulfil the duties and expectations of a tutor as published in the Staff Handbook.

### Extra-curricular

- To participate in the school's total curriculum programme. In general, this means assisting on an minimum of 2 afternoons or equivalent per week on average, as agreed with the Headmaster or the Deputy Head (Pastoral and Co-Curricular);
- Participate fully in the school's Service Weekend programme as agreed with the Headmaster, Deputy Head or Second Deputy.

### General

- Contribute to the collective work of the teaching staff in providing daily duty teams as per the Deputy Head (Pastoral and Co-Curricular)'s schedule. Some teachers may not take part in duties owing to alternative work at duty times in Houses etc. – these staff are identified by the Deputy Head (Pastoral and Co-Curricular);
- Contribute to the collective work of the teaching staff in providing supervisors for weekly detentions;
- Take a proportional share of examination invigilation;
- Exercise a duty of care to promote the safeguarding and wellbeing of pupils and contribute to the maintenance of a safe and secure school environment;
- Behave at all times with an awareness of the ambassadorial role that teaching at Oakham entails. Participate as appropriate in whole school marketing events, such as open days and activities days.



# Person Specification

Criteria	Essential	Desirable
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• Excellent subject knowledge.</li> <li>• Up-to-date knowledge of appropriate teaching resources and examination specifications.</li> <li>• Clear understanding of the importance of effective safeguarding.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of intervention processes to raise achievement.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching Chemistry to examination requirements.</li> <li>• Experience of leading academic extra-curricular activities.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent communication, presentation and influencing skills with the presence to engage and empower staff and pupils.</li> <li>• The ability to create a positive and motivating learning experience for pupils.</li> <li>• Excellent planning and organisation skills, with the ability to identify, prioritise and respond to issues with flexible and effective solutions.</li> <li>• Excellent ICT skills to enhance and support Teaching and Learning.</li> <li>• The ability to prioritise own time, work under pressure and to deadlines.</li> <li>• The ability to contribute actively to the department's development.</li> <li>• A flexible and innovative approach to developments in Teaching and Learning.</li> </ul>	
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Build and maintain effective relationships with staff, students and parents.</li> <li>• Holding and promoting a positive attitude.</li> <li>• Promote a caring community ethos of the School and its teamwork approach.</li> <li>• An inspirational, committed and highly effective classroom practitioner who is dedicated to achieving the best pupil outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate and network with other professionals within and beyond the School.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent.</li> <li>• Evidence of continuing professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Relevant Post Graduate degree.</li> </ul>

# Life in Oakham and Rutland



Normanton Church

Oakham is a thriving market town with a population of around 11,000. Rutland is the UK's smallest county and is a beautiful part of the country – a hidden jewel set within rolling countryside traditionally used for hunting. Rutland Water with its many tourist attractions is on our doorstep and the surrounding villages are full of quintessentially English charm.

Oakham's excellent road and rail links mean that London (1 ½ hours), Birmingham (1 ½ hours) and Cambridge (1 hour) are all within easy reach, whilst locals are spoilt for choice between Leicester (30 minutes), Peterborough (30 minutes) and Nottingham (50 minutes) for their nearest cities to visit.

The town has a twice-weekly open air market, a monthly farmer's market, and a wide range of specialist shops, which include a number of family owned businesses of which three are butchers, one is a baker, and two are delicatessens.

Oakham's 12th century castle benefited recently from extensive refurbishment thanks to a £2.1 Million Heritage Lottery Fund Grant and now offers a varied programme of events in addition to its improved facilities.

The town's other attractions include the Rutland County Museum, many places to eat and drink serving locally sourced food and Oakham's famous Grainstore beer, and several highly popular local sports clubs (rugby, football, cricket, tennis) not to mention the town's leisure centre.

Oakham is well served by primary schools – four state and one independent. At secondary level there is a highly regarded 11–16 community college and a sixth form academy that Oakham School helped to establish.

The town is currently undergoing a period of significant expansion with several substantial new housing developments under construction. For full details of current house prices go to [www.rightmove.co.uk](http://www.rightmove.co.uk).

# Application and Interviews

## Making an application

Candidates who wish to apply for this post should send an application form and CV along with a covering letter addressed to Henry Price, Headmaster to:

Mrs Jackie Pridmore  
Senior Deputy Head's PA  
Oakham School  
Chapel Close  
Market Place  
Oakham  
Rutland  
LE15 6DT

Either by post to the address above or email:  
[recruitment@oakham.rutland.sch.uk](mailto:recruitment@oakham.rutland.sch.uk)

The closing date for applications is Friday 21 February.  
Interviews will be held on Wednesday 4 March.

Under current legislation, we are required to advise applicants that this appointment will be subject to a satisfactory Enhanced Disclosure with the Disclosure & Barring Service. Details of any criminal record (spent or unspent, due to exemption from the Rehabilitation of Offenders Act 1974) must be disclosed at interview. Only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining a position at Oakham School.



Oakham

## Information

### Salary and Professional Development

Oakham operates its own competitive salary structure, and the school is keen to recruit and retain high quality staff. There is a generous professional development budget, and staff are encouraged to undertake research and training that will both develop them and enhance the school's educational provision.

### Newly Qualified Teachers

The school is fully accredited to participate in the ISTip NQT Induction Programme in order to provide qualified teacher status (QTS) at the conclusion of a newly qualified teacher's first year at Oakham.

### Application and Interviews

Shortlisted candidates will be invited to spend a day at the school and to meet the Headmaster, Deputy Head (Academic) and Head of Department, as well as members of the department and other colleagues from the school. Candidates will be asked to teach a lesson as part of the selection process and further details will be forthcoming should you be shortlisted.







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