
FOR SEPTEMBER 2026

TEACHER OF CHEMISTRY MATERNITY COVER



Applications should be submitted no later than noon on
Friday 13 March 2026 through the MyNewTerm application portal.



ST ALBANS
SCHOOL



A WELCOME FROM THE HEADMASTER

I am delighted that you are considering applying to join the teaching staff at St Albans School.

Founded in 948 AD, St Albans School is one of the oldest schools in the country, with a rich heritage of academic excellence and innovation. While proud of our long history, we are a forward-looking school that prepares young people to thrive in a rapidly changing world.

Our pupils are intellectually curious, enthusiastic, and ambitious and we aim to foster in them not only academic success but also a lifelong love of learning. At the heart of our approach is the belief that passionate, knowledgeable teaching inspires pupils to explore subjects in depth, think independently, and achieve their best.

Beyond the classroom, life at St Albans School is vibrant and full of opportunity. We offer a wide-ranging and inclusive co-curricular programme, with activities spanning music, sport, drama, debating, CCF, outdoor education, academic societies, and much more. This breadth is central to the all-round education we provide, helping pupils develop confidence, resilience, and a strong sense of community.

Our pastoral care is a cornerstone of school life. We want every pupil to feel known, supported and encouraged to be themselves. We work hard to create a positive, inclusive environment where young people feel safe to take risks, learn from setbacks, and grow into thoughtful, compassionate individuals.

We also recognise that great schools depend on great staff. We are committed to supporting the professional growth and wellbeing of our colleagues. Whether through our robust programme of professional development, opportunities for career progression, or our supportive and collegial atmosphere, we aim to ensure that our staff feel valued and thrive as part of the St Albans School community.

If you are excited by the idea of joining a school that combines high academic standards with a deep commitment to developing the whole person, then I warmly encourage you to apply.

We look forward to welcoming you to St Albans School.

Joe Silvester
Headmaster



CULTURE OF THE SCHOOL

St Albans School is a community rooted in over a thousand years of tradition, yet forward-looking in its ambition. Located in the heart of a historic city, we are very much of the community we serve, not apart from it. Guided by our motto, *Non Nobis Nati* - "Born Not For Ourselves" - and our School Values, we encourage pupils to look beyond themselves and contribute positively to the wider world.

Pupils and staff experience a welcoming, friendly and cohesive atmosphere where newcomers quickly feel part of the community; we not only welcome diversity but actively embrace it.

Classrooms are safe and supportive spaces that foster curiosity, risk-taking and intellectual challenge. Pedagogy is rooted in research, with the School among the first nationally to be awarded the coveted Chartered College of Teaching Research Mark Plus status. Teachers are responsive to the needs of each individual and nurture both academic potential and personal growth, equipping pupils with the skills and confidence they need for life beyond the school.

Pastoral care is a defining strength of the School. All staff are trained in safeguarding and contribute to pupil wellbeing. Our pastoral care builds confidence and resilience, supported by tutors, Heads of Section, Sixth Form prefects and a large safeguarding team. Additional provision is made by our School Nurses, Mental Health Support Mentors, and Counsellor, ensuring that every pupil is well known, supported and encouraged to thrive.

The School offers a distinctive co-curricular breadth, with 200+ clubs and activities, including a wide sporting programme, vibrant performing arts, and leadership and service

opportunities through CCF and DofE. These experiences enable pupils to develop essential skills such as teamwork, leadership, creativity, resilience and empathy.

We are proud of our strong commitment to the community. Pupils engage in meaningful partnerships with local schools and care settings, and support charitable causes through fundraising and service projects, helping them to understand their responsibilities within both local and global contexts.

Looking ahead, we are excited to welcome our first cohort of girls into Year 7 in September 2026, ensuring that inclusion and community remain at the heart of all that we do.





THE DEPARTMENT

Chemistry is a popular and successful subject at St Albans School. Pupils are supported and challenged by a team of highly qualified and dedicated teachers, working in modern facilities designed to inspire and nurture learning.

The Department consists of six Chemistry teachers and three technicians. We occupy the first floor of the Science Block with Physics and Biology on separate floors, although all three Science Departments work closely together. We are well-resourced, with five well-equipped laboratories, each with a multimedia data projector, and three prep rooms. Each lab is equipped with two fume cupboards and there is a high demand for practical work within the department which forms an integral part of the scheme of work for each year group. The Chemistry Office is modern and has desk space for seven people, each with their own laptop computer, storage, our departmental photocopier and a central meeting table.

In the first two years (First and Second Forms), boys follow an Integrated KS3 Science course. The KS4 curriculum is taught over three years, culminating with all students taking the Edexcel Chemistry IGCSE at the end of the Fifth Form. Over the last few years between 45 and 55 students have gone on to study AQA A Level Chemistry, taught in mixed ability groups. All staff in the Department are expected to teach to this level. Details of public exam results can be found on the School website.

Chemistry beyond the curriculum is important to us. Each year we enter the RSC Chemistry Olympiad with great success. Science and STEM clubs operate alongside a well-attended Partnership scheme teaching Science to local junior school pupils. Educational trips include GCSE 'Science live!' events as well as the Lower Sixth Form Chemistry enrichment trip to Heidelberg. We have a team of six Senior Chemistry Mentors appointed each year who are Sixth Form pupils who help to plan and run events such as House Chemistry, as well as helping younger pupils at Chemistry clinic after School. All teachers are expected to be part of the after School Chemistry Clinic rota (weekly on Wednesdays). Named after one of our

most illustrious former pupils, the Stephen Hawking Society organises regular outside visitors to talk to students. We are fortunate to attract high quality speakers who give our students an insight into the study and application of science in the wider world.

The Department is forward-looking, reflective and ever-evolving and has curriculum and professional development high on its agenda. It is very supportive of all staff; strengths and interests are developed and used, and there is a strong collaborative culture.





THE ROLE

To deliver high-quality teaching and learning in Chemistry, ensuring that pupils are inspired, challenged, and supported to achieve their full potential. The post holder will contribute to the academic success and wider life of the School through effective classroom practice, pastoral care, and active involvement in departmental and whole-school activities.

Essential qualities, skills and experience

- An excellent classroom practitioner with a genuine passion for Chemistry, able to lead by example and inspire pupils across the whole age range.
- A good degree in Chemistry or a closely related discipline.
- Commitment to achieving the highest academic standards and ensuring all pupils reach their full potential.
- Desire to stretch the ablest pupils through extension lessons and support students who find the course more challenging through clinics and revision lessons.
- Outgoing and positive with a 'can-do' mindset and the enthusiasm and gravitas to be an outstanding ambassador for the School.
- Approachable and measured in manner with the ability to set high standards in the classroom whilst forming strong working relationships with pupils, colleagues and parents.
- Reflective about teaching methods.
- Commitment to continuing professional development.
- Organisation, discretion, resilience, flexibility and attention to detail.
- Excellent skills in oral and written communication.
- Willingness to contribute to the School's extensive co-curricular programme.
- Confident proficiency with using Microsoft Office, especially Outlook, Word and Excel. Training will be provided on the School's Management Information System, VLE and Microsoft Teams and OneNote, if required.

Desirable qualities, skills and experience

- A successful track record of A Level and GCSE teaching.
- Post-graduate academic and/or teaching qualifications (e.g. PGCE).

Safeguarding Children

The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding Policy and procedures at all times. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School, they must report any concerns to the Headmaster or Designated Safeguarding Lead (DSL).



STAFF BENEFITS

We believe that our staff are our greatest asset. We are proud to offer a generous and thoughtfully designed package of benefits to support your professional growth, wellbeing, and work-life balance.

Pension Options:

- **Teaching Staff:** Access to the Teachers' Pension Scheme, a defined contribution scheme through the Aviva Pension Trust for Independent Schools, or a non-pensionable 'total cash' model.
- **Support Staff:** Access to two defined contribution schemes provided by The Pensions Trust.

Free On-Site Parking: Parking is provided at no cost to staff, with availability in the evenings and weekends too.

Complimentary Lunches: A free daily hot lunch is provided during term time for staff working over the lunch period, including vegetarian options, bistro-style dishes, homemade soups and a fresh salad bar.

Professional Development: Staff benefit from extensive professional development opportunities, which can include gaining a teaching qualification whilst working with us.

Fee Remission: All staff are eligible for fee remission, with a reciprocal arrangement in place with St Albans High School. Details are available via our HR Department.

Health Care: Staff have access to Benenden Health Care who support employee physical, mental and financial health needs including 24/7 counselling and support helpline; 24/7 access to a GP; and discounted Health Assessments.

Cycle to Work Scheme: Through Cyclescheme, staff can purchase a bike or e-bike through salary sacrifice, saving up to 42%, depending on your tax band.

Salary Extras: All staff have access to Salary Extras, our online benefits platform, offering:

- Discounts on shopping, restaurants and leisure
- Health and wellbeing programmes
- An Employee Assistance Programme
- Financial advice and guidance
- Spread-the-cost schemes for technology and motor maintenance

Staff Accident Insurance: Claim money back for certain injuries or accidents occurring in and out of the workplace.

Counselling Support: Our on-site School Counsellor is available to staff (when not fully booked by pupils) for confidential mental health and emotional wellbeing support.

Annual Flu Vaccination: For staff not eligible for the NHS flu vaccination programme, the School offers free flu vaccinations every Autumn term.

Sports and Leisure Facilities: Enjoy full access to our excellent facilities, including:

- The fitness suite before/after school and on weekends
- The swimming pool (twice weekly and on weekends during term time; extended access in holidays)
- The Sports Hall, available for private use

Library Access: Staff can use our well-stocked School Library, offering a wide selection of fiction, non-fiction, academic resources, and online materials.





PROFESSIONAL DEVELOPMENT

At St Albans School, we place great value on professional growth and warmly encourage all colleagues to continue developing their pedagogy and skills throughout their time with us. This is supported by our teacher-focused review and development process, alongside a generous CPD budget that enables colleagues to access a wide range of opportunities.

We offer an extensive programme of internal CPD where staff can explore pedagogical theory and classroom practice together. Monthly seminars, workshops, and journal clubs provide lively forums for learning and discussion, with recent themes including literacy, oracy, growth mindset, and AI. Our Professional Studies programme offers trainees and early career teachers regular, in-depth exploration of the Teachers' Standards, providing strong support during the early stages of their careers. For colleagues new to teaching, there are also opportunities to gain QTS and a PGCE in partnership with the University of Buckingham.

We are proud to support colleagues who wish to carry out their own educational research. Staff undertaking projects benefit from the guidance of a senior leader acting as mentor, helping them to refine ideas and bring innovative approaches into the classroom.

Leadership development is another key focus. Internal promotion and professional development opportunities are advertised to all staff, and we also purchase places at a variety of educational conferences, encouraging colleagues to present to the wider educational community. Current and aspiring middle leaders are invited to take part in the Forum for Leadership, where staff come together to share experiences, reflect on challenges, and develop effective approaches to leading teams.

Our vibrant academic community offers further opportunities for enrichment. The School runs several academic societies and a Sixth Form lecture series delivered by eminent speakers, all of which staff are warmly invited to attend. Colleagues are equally encouraged to share their own passions and expertise with both the staff body and pupils, contributing to the intellectual life of the School.

Whether you are at the start of your teaching journey or looking for your next challenge, you will find at St Albans School a supportive community and many opportunities to grow as a subject specialist, researcher, and educational leader.





EQUITY, DIVERSITY AND INCLUSIVITY

St Albans School is committed to promoting equity, diversity and inclusion through the creation of an environment in which individuals have the opportunity to thrive and be valued for what makes them unique. We are committed to work to eradicate discrimination and prejudice, reduce barriers to learning and promote participation for all, responding to and embracing the diversity of our pupils, parents, staff, governors and volunteers.

The School recognises the benefits of having a diverse and representative school community who value one another and the contributions everyone is able to make. We celebrate difference and we provide opportunities to share perspectives and support one another.

We are members of the Schools Inclusion Alliance and strive to uphold the stated standards. The School is committed to the principle of inclusion and opposes any and all discrimination, including that defined in the 2010 Equality Act based upon age, sex, marriage and civil partnership, gender reassignment, race (including colour, nationality, cultural, ethnic or national origins), SEN and disability, sexual orientation, religion or belief, pregnancy and maternity status. The School will take all reasonable steps within its power to ensure that members of the school community are treated fairly and have the opportunity to participate in achieving their full potential, with additional support provided where appropriate.

All members of the community are responsible for supporting an inclusive environment and there is a designated EDI lead as well as a Governance Committee. Regular training on EDI is provided for staff to ensure they fully understand, and can facilitate and support, the School's ethos and aims for EDI.

Our pupils are taught across the curriculum and co-curriculum to respect themselves and others in a tolerant, understanding and multi-cultural community. The academic curriculum is regularly reviewed to ensure it is reflective of the cultures and backgrounds of our pupils. We have a programme of diversity events and a range of societies and forums to provide support, share experiences and enable pupil voice. Through the development of skills and values, embodied in our motto 'Non Nobis Nati' (Born not for Ourselves), we empower young people to live lives which will contribute positively to the benefit of wider society.



FURTHER INFORMATION

This vacancy is for a full-time Teacher of Chemistry (Maternity Cover)

The School has its own salary structure based on, but substantially above, national scales and a wide range of opportunities for advancement beyond the basic incremental spine. The School provides statutory induction for ECTs and will assist graduate entrants to the profession to gain QT status.

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the post, irrespective of background or protected characteristic.

A relocation package including a mortgage subsidy scheme and/or short-term single bed-sit accommodation may be available in appropriate cases.

St Albans School is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the School are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Applications should be submitted no later than noon on Friday 13 March 2026 through the MyNewTerm application portal available here:

www.st-albans.herts.sch.uk/information/vacancies/

The School reserves the right to make an appointment before the closing date, so early applications are encouraged.

