



FRANCIS HOLLAND
SLOANE SQUARE



THE SUNDAY TIMES
**SCHOOLS
GUIDE
2023**
INDEPENDENT
SECONDARY
SCHOOL
OF THE YEAR

Teacher of Chemistry / Head of Chemistry
from 1 September 2026

Candidate Information

ABOUT THE SCHOOL

Founded in 1881, Francis Holland School Sloane Square is a highly sought-after, independent selective day school for girls. Francis Holland is located on a spacious site in a beautiful residential part of Belgravia. Since its foundation, the School has grown dramatically, especially so in recent years aided by significant building developments, and now has an enrolment of around 740 girls; 170 Juniors and 570 Seniors including over 140 in a fast-growing Sixth Form.

The main entry points to the School are Year 7 (11+) and Year 12 (16+) and are highly competitive. For entry to the Senior School, girls are selected via entrance examination and interview. In addition to art, classical ballet, drama, music and sport scholarships, the School offers a large number of means-tested bursaries up to 100% of the fees.

Public examination results have shown improvements year on year, exhibiting exceptionally strong value-added performance at both GCSE and A Level. Leavers go on to further education in the US, Canada and Europe, as well as Oxbridge and top Russell Group universities.

FHS is a vibrant international community, and families from major cities abroad often seek places for their children here as a priority. Each member of staff is involved in the pastoral life of the School, normally as a Form Tutor, and the care of the children is renowned and exceptional. A team of counsellors provide constant support to the pupils and staff, reflecting our emphasis on supporting wellbeing.

A very wide range of co-curricular opportunities is offered to the pupils, and all staff contribute to this vibrant dimension of the School. Over sixty clubs and societies, outstanding music and drama opportunities and renowned art department are complemented by an exceptional sporting reputation which benefits from the superb facilities of nearby Battersea Park. Overseas trips and annual expeditions for all pupils build resilience and independence. The School has a distinctive emphasis on creativity and innovation, and all pupils learn to use their 'time, talent and treasure' in the service of the local and wider community. Volunteering and fundraising are strong, and all girls develop an understanding of social enterprise, with many setting up their own business ventures. The School has several energetic partnerships, including a link school in Tanzania.

The School is one of two schools by the same name, governed by the Francis Holland Schools Trust. Its sister school, founded in 1878, is located near Regent's Park in London. The two schools share strong bonds and similar values. However, each school has its own individual characteristics and identity.

Francis Holland School, Sloane Square is just a short walk from Sloane Square underground station and Victoria railway station. Its central location makes it easy to reach by public transport and, for its students and staff, this facilitates fast and easy access to London's many famous cultural and historic attractions.



THE SCIENCE DEPARTMENT

- The Science Department at FHS is a vibrant, high-achieving team where curiosity, rigour and creativity sit at the heart of our approach. All pupils study three separate sciences from Year 7, following bespoke schemes of work in Years 7 and 8 designed to support transition and secure strong foundations. From Year 9, pupils follow the Edexcel IGCSE Science courses, progressing to Double Award or Separate Sciences.
- Chemistry is one of the most popular and successful subjects in the Sixth Form, following the AQA A Level specification. Each year, a strong cohort of pupils progresses to Chemistry-related degrees, including Medicine, Natural Sciences, Biochemistry and Chemical Engineering, with a number applying successfully to Oxbridge.
- The department is housed in a dedicated Science block with seven well-equipped laboratories, three prep rooms, an experienced and highly skilled technician team, and a large collegiate staff body. Chemistry teachers work collaboratively to develop curriculum, enrichment and excellent classroom practice. Enrichment opportunities include STEAM Club, Cambridge Chemistry Challenge preparation, and support for EPQ practical projects.
- The department is strongly research-informed and values professional reflection, coaching and interdisciplinary collaboration.



THE ROLE

We are seeking to appoint an outstanding and enthusiastic Chemist to join our highly successful Science Department. This post is available either as a Teacher of Chemistry or as Head of Chemistry, depending on the experience, skills and aspirations of the successful candidate.

This is an exciting opportunity to join a thriving, well-resourced department in which collaboration, scholarship and a love of learning are strongly valued.

Teacher of Chemistry:

The successful candidate will:

- Teach Chemistry at IGCSE and A Level, and contribute to KS3 Science across Biology, Chemistry and Physics
- Plan and deliver engaging, challenging lessons that promote deep understanding and intellectual curiosity
- Set and mark prep, monitor progress and provide clear, constructive feedback
- Prepare pupils thoroughly for internal and external assessments
- Work closely with colleagues and technicians to support high-quality, safe practical work
- Contribute to departmental development, enrichment and the wider life of the school
- Engage positively with coaching-based professional development and research-informed practice

This role would suit an early-career teacher with strong potential, or an experienced classroom teacher seeking a rewarding, pupil-focused post within a high-performing department.



THE ROLE

Head of Chemistry

The successful candidate will:

- Provide strategic and inspirational leadership across KS3, IGCSE and A Level
- Set and communicate a clear vision for the subject, aligned with whole-school priorities
- Lead curriculum development, assessment practice and quality assurance within Chemistry
- Support, coach and develop Chemistry teachers, fostering a culture of collaboration and excellence
- Play a key role in recruitment, induction and succession planning
- Oversee enrichment, competitions, trips and wider promotion of the subject
- Work closely with technicians to maintain the highest standards of safety and compliance, in line with CLEAPSS guidance
- Contribute to academic leadership across the Science Department and School

This role would suit an experienced Chemistry teacher with proven or emerging leadership experience and a strong commitment to developing others.

The ideal candidate will have:

- A strong academic background with a degree in Chemistry or a closely related discipline
- Secure subject knowledge at IGCSE and A Level
- A passion for Chemistry and the ability to inspire enthusiasm and confidence in Learners
- Excellent communication, organisation and interpersonal skills
- A collaborative, reflective approach and commitment to professional learning
- A clear understanding of safeguarding responsibilities and a strong commitment to pupil wellbeing



TERMS OF EMPLOYMENT AND BENEFITS

All new members of teaching staff are automatically enrolled in The Francis Holland Schools' Trust Group Pension with Aviva (salary exchange scheme) to which members will contribute 10% (the 'Employee' Contribution) and Francis Holland Schools contributes 20% (the 'Employer' Contribution).

The new Aviva (salary exchange) scheme offers tax advantages with the flexibility to reduce one's own contribution (without affecting the 'Employer' Contribution), and the ability to opt for a lower 'Employer' contribution in favour of a higher salary,

as well as the added benefit of Income Protection.

Further information about the benefits package is available from peopleteam@fhst.org.uk

Our benefits package includes:

- Wellbeing Scheme
- Cycle to Work Scheme
- Life Cover
- Free school lunch during term time
- Interest free travel and computer purchased loans

- The Francis Holland Schools Rewards Hub offering a vast range of retail and entertainment discounts
- Enhanced Maternity Pay
- 50% fee remission for own daughters
- Outstanding professional development opportunities
- Accredited ECT induction with reduced timetable and mentor support
- Approximately 20 fewer teaching days per year compared to the maintained sector
- Smaller class sizes compared to most maintained schools

APPLICATION PROCESS

Interested candidates are invited to submit an application via [My New Term](#). The closing date for applications is 8am on **Tuesday 5th May**. First round online interviews will commence on **6th or 7th May**. Final stage in person interviews will take place on **Tuesday 12th May**. Applications will be assessed upon receipt and the Trust reserves the right to appoint at any stage in the recruitment process. Early applications are encouraged.

Francis Holland Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo our safer recruitment checks and child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). This role is classed as regulated activity with children as it involves teaching, training or supervising children on a day-to-day basis and is exempt from the Rehabilitation of Offenders Act, 1974. Francis Holland Schools Trust champions diversity and inclusion in the workplace and strongly encourages applications from all sections of the community. Registered Charity: 312745

