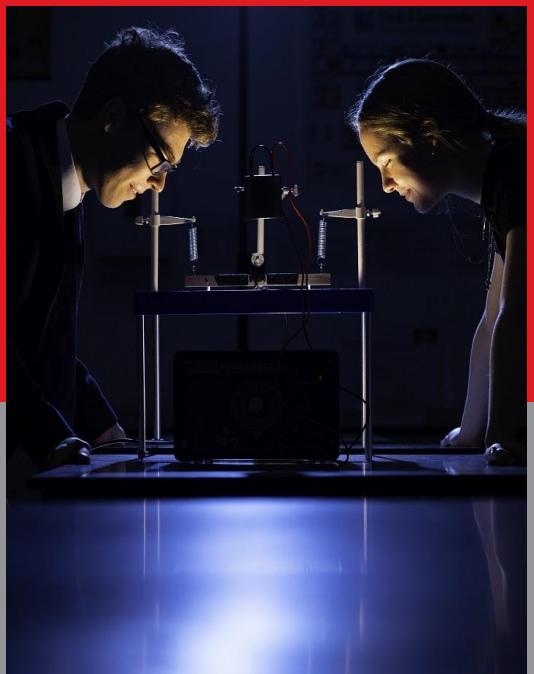




JOIN OUR TEAM

‘Staff are immensely proud to work at this school. They feel valued and supported. Staff, parents and pupils typically describe the school as “a wonderful community”.’

Ofsted, March 2025 (Outstanding)



Recruitment pack



SUBJECT LEADER OF PHYSICS

POSITION:	Subject Leader of Physics
TYPE:	Teaching
HOURS:	Full time
CONTRACT:	Teaching, permanent
PAY:	MPS / UPS (fringe) plus TLR 2b
START DATE:	September 2026

An exciting opportunity has arisen for an enthusiastic, well qualified and experienced teacher of physics to lead our physics department. Supporting the subject leader for science, you should have experience of teaching high achieving students at GCSE and A Level. In addition, the ability to teach another science would be an advantage. The successful applicant will be part of a friendly, welcoming and supportive team of scientists, where teachers and support staff work together, regularly sharing resources and good practice.

BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

Chesham Grammar School is one of the largest employers in the town of Chesham. We know that our staff are our most important resource and we try to do all we can to look after them. Our vision is for everyone at CGS to enjoy, achieve and belong. This applies to staff and students alike. Some of the benefits of working at CGS are:

- A strong commitment to ensuring staff workload is manageable and to staff wellbeing
- Minimum 14% PPA for all teachers (more for TLR holders)
- Engaging, highly motivated and able students
- High staff retention
- Staff social events
- London Fringe Allowance
- Long service awards
- Preferential admission for qualified children of school staff
- Access to the generous Teachers' Pension Scheme (TPS)
- A comprehensive induction programme for new staff
- Strong commitment to ongoing staff CPD, including support for NPQs
- Free on-site parking
- Cycle to work scheme
- Subsidised gym membership at Chesham Leisure Centre (next door to the school)

APPLICATIONS Please complete an application form via the "mynewterm" portal (follow link: <https://mynewterm.com/school/Chesham-Grammar-School/137091>)

CLOSING DATE FOR APPLICATIONS: Monday 19 January 2026, 10am

INTERVIEW DATE: Friday 23 January 2026

We reserve the right to interview and appoint on application. Early applications are encouraged to avoid disappointment

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service

Our commitment to Equality, Diversity and Inclusion

At Chesham Grammar School, our vision is for everyone to enjoy, achieve and belong. Our commitment to equality, diversity and inclusion is one way in which we seek to fulfill this for everyone in our diverse and vibrant school community



CHESHAM GRAMMAR SCHOOL



Annmarie McNaney
Headteacher

January 2026

Dear colleague,

Firstly, I would like to thank you for your interest in Chesham Grammar School and our Subject Leader of Physics role. I hope this information will help you decide whether you wish to apply for this exciting position. CGS is a co-educational selective school with 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS was graded outstanding by Ofsted when it was last inspected. It is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS a truly exceptional place in which to study and to work. Our public examination results are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university at the end of Year 13, including Oxford and Cambridge.

Our curriculum is broad and rich from Year 7 with all students studying traditional academic subjects. They also explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to Year 12. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is superb and vertical tutoring, organised around our strong House system, gives the school a very distinctive family 'feel' and enables every student in the school to be known well by their tutor. It also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions throughout the year in sport, music, art, drama to name but a few.

CGS is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to ensure they are exceptionally well prepared for life. Our approach to learning seeks to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently and collaboratively. We are constantly seeking ways in which to develop their character and there are many opportunities for students to take a leadership role within the school or to participate in a wide range of extra-curricular activities. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.

At CGS we also want our staff to continuously develop. Much of our CPD is 'in-house'; we have a clear focus on the sharing of good practice within the school where there is already so much expertise. We encourage our staff to visit other schools and to bring back ideas which can be shared with colleagues. We work collaboratively with several local schools through our membership of both Challenge Partners and the Astra Teaching School Hub and SCITT.

This role is a superb opportunity. We are seeking an outstanding classroom practitioner and leader who will inspire and motivate our students and staff. Science has an important place in the life of the school and the department is very highly regarded within school and beyond it. We have recently had half of our science laboratories refurbished which has enhanced the science learning experience. The department is staffed by high quality, passionate and experienced teachers and support staff who work incredibly hard to get the best from and for our students. Results at both GCSE and A level are excellent and science is a popular option, with a number of students going on to study science at university. In short, our department is inspirational.

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you a feel for CGS and for this post. Our website is an excellent way to find out about all that goes on within the school so please do take a look: www.cheshamgrammar.org and feel free to get in touch if you would like to know more or would like to visit the school. If you wish to apply, please complete an application form on the mynewterm portal <https://mynewterm.com/school/Chesham-Grammar-School/137091>. Additionally, please submit a letter of application within the application process or submit a letter separately to recruitment@redkiteschooltrust.org.

I look forward to hearing from you.

Yours sincerely,



Annmarie McNaney
Headteacher

CGS FACTS

1947

School Founded

186

Teaching days per year

1332

Number of students

408

Number of sixth form students

57%

2025 A level A- A grades*

85%

2025 A level A- B grades*

44%

2025 GCSE 8-9 grades

67%

2025 GCSE 7-9 grades



Annual Celebration of Sport Award

19

RESIDENTIAL TRIPS

11

DIFFERENT COUNTRIES

36

Number of staff who have worked at Chesham Grammar School for over 10 years.





SUBJECT LEADER OF PHYSICS

RESPONSIBLE TO:	Subject Leader of Science
GRADE:	MPS / UPS (fringe) plus TLR 2b
HOURS:	Full time
CONTRACT TYPE:	Teaching, permanent
START DATE:	September 2026

OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

KEY ELEMENT OF THE ROLE

- To be accountable for the professional leadership, management and development of physics
- To ensure there is a coherent, appropriately sequenced curriculum in place which reflects the whole-school curriculum intent
- To secure high quality teaching, effective use of resources and high standards of learning and achievement for all students
- To develop and enhance the teaching practice of others
- To monitor and support student learning and progress
- To effectively manage and deploy resources in the delivery of physics
- To promote positive values and attitudes
- To demonstrate professional values and practice

TEACHING

- Ensure that lessons which incorporate an appropriate range and depth of subject knowledge are planned and taught within physics
- Ensure that lessons within physics have clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- Lead the department in tailoring teaching and learning strategies for individual students accordingly
- Ensure that a variety of assessment, marking and feedback strategies are used within physics to inform planning, develop learning and evaluate students' progress
- Lead the department in providing constructive feedback to help students reflect upon and improve their work
- Ensure the highest possible standards of student behaviour
- Responsible for the department development plan
- Responsible for the efficient and effective deployment of members of the support staff where appropriate.

CPD

- Be responsible for the line management of staff, ensuring that all staff in the department demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme
- Lead professional development of staff in physics through example and support including where appropriate, the use of coaching, appropriate training providers and CPD courses.
- Ensure early career and trainee teachers are monitored, supported and trained.

PASTORAL

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

GENERAL SCHOOL RESPONSIBILITIES

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
EDUCATION AND QUALIFICATIONS		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
EXPERIENCE		
A proven track record of impact as a teacher	✓	
A proven track record of impact at departmental level		✓
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
PERSONAL SKILLS AND QUALITIES		
A demonstrable passion for physics with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to think analytically and strategically	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓



ABOUT

We are a large and successful team of 13 well-qualified specialist teachers, 4 highly skilled technicians and a laboratory assistant. We are friendly, hard-working, well-motivated and supportive. As a team we have a wide range of experience and all work towards our shared focus of delivering challenging and inspiring lessons at all key stages. All teaching staff have the opportunity to teach across the full age range, with Sixth Form teaching shared according to individual interest and expertise. Our technicians work collaboratively under the direction of our experienced senior technician to support high quality teaching and learning. The Faculty is led by a very experienced Team Leader, supported by three accomplished Subject Leaders.

The department benefits from a suite of well-equipped science laboratories, with a large, purpose built prep room and a shared office space. We invested over half a million pounds in the science facilities in Summer 2025, where five of our laboratories and our prep room were fully refurbished. We currently have a capital fundraising project in place and plan to refurbish the remaining laboratories and our office space in the near future.

We run a 5-year programme of study for students in Years 7-11. In Years 7 and 8, students are taught separate Biology, Chemistry and Physics units, which covers the KS3 National Curriculum content, by a single teacher. Through this approach, we help to smooth the transition from primary school, whilst getting to know our younger students really well and providing them with the support and feedback they need to make excellent progress. In Year 9 and beyond, students are taught Biology, Chemistry and Physics by specialist teachers, providing access to teachers with detailed specialist knowledge, as they begin studying GCSE content. The skills that students need for successful independent study are mapped across the 5 year programme.

At GCSE, students follow the AQA syllabus, with the vast majority of our students studying the triple science course. Biology and Physics A-level students also follow AQA, whilst Chemistry students follow the OCR A-level syllabus.

We have detailed schemes of work in place at all levels, with a focus on independent learning and encouraging students to work out concepts for themselves, in line with our whole school approach (the 'CGS Learner'). We are incredibly proud of the achievements of our students, including the amazing results achieved at both GCSE and A-level. Our students go on to study a broad range of university courses and degree apprenticeships, with the vast majority securing their first choice destination.

We offer a range of extra and co-curricular activities for our students. These include CGS MedSoc, Engineering Club, curriculum support sessions, fieldwork days, Science Olympiads and a wide range of in-house activities. This year our Sixth Form students will again run a range of 'Expert Lectures' during CGS Science Week.

HOW TO APPLY

To apply for this post, please complete an application form in full. Please also submit a letter of application which, in no more than two sides of A4 outlines:

- Your reasons for applying for this post
- How you believe your experience to date has prepared you for this role
- What skills and strengths you believe you will bring to CGS and to the department

Application forms should be completed and submitted via the mynewterm portal - link to home page <https://mynewterm.com/school/Chesham-Grammar-School/137091>

SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

INTERVIEW

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation/administrative task and tour of the school. Some roles may have a student and staff panel interview and a written task. Selected candidates may be interviewed by the Headteacher or other members of the management team.

