



Welcome from the Chair of Governors

Thank you for your interest in the post of Head of Science at Chauncy School. This position replaces the current Head of Department who is stepping down from the role to teach part time at the school.

We are looking to appoint an experienced science teacher who will have responsibility for leading a large and successful science department. Specific responsibilities will include strategic direction, developing the science curriculum, leading and managing staff, providing continuing professional development within the department, ensuring the efficient and effective deployment of resources and promoting student achievement across the age and ability range. We teach Biology, Chemistry and Physics in Key Stage Three. We provide triple science and combined science GCSE qualifications and we offer A Level single sciences as well as a popular applied science course in our Sixth Form.

This post is equally suited to those seeking their first departmental lead role or existing Heads of Department seeking a new challenge.

All of our work is focused on promoting student achievement. We are the Ware School and the majority of students live within 3 km of the school. Chauncy is a great place to work and study. We are committed to the safety, happiness and success of the students and staff. Most teachers appointed during the last 10 years of significant growth have trained with us. There is a consistency of approach, particularly in teaching and learning.

Chauncy School is in an extremely strong position. It is financially secure, academically successful, fully staffed by highly motivated specialists and populated by young people who appreciate that staff dedicate their working lives to their success. That Chauncy has received consecutive Ofsted Outstanding grades is unusual for a school that actively welcomes students of all abilities.

I look forward to receiving your application.

Miles Ambler (Chair of Governors)

Our School

Chauncy is a popular, oversubscribed, successful school at the heart of Ware.

We are purposeful, forward-looking and determined to continue to be great. Students tell us that they feel safe and valued and Ofsted noted that their conduct is outstanding, encouraging exceptional opportunities for teaching and learning. Students at Chauncy are excited about their learning.

There is a passionate commitment by staff to inspire through excellent teaching. The strength of relationships between staff, students and parents has been vital in providing challenge and support, promoting achievement.

We have a tradition of academic success founded on students' ambition, belief in themselves and a school ethos that seeks to praise and reward all achievement. Promoting student achievement is at the heart of everything we do. We welcome students of all abilities and teach them in different groups from the start of Year Seven according to their academic needs. There is no limit to what our students can achieve with parental support, excellent facilities and superb teaching.

Aims

Chauncy School is committed to promoting student achievement.

Our aims are:

- to provide inspirational teaching and learning, underpinned by a broad, ambitious, responsive and dynamic curriculum
- to welcome students of all abilities, enabling each one to enjoy learning and achieve their very best
- to be a learning centre within our community
- to enable young people to become confident individuals who live safe, healthy and fulfilling lives

Key Information

Status	ACADEMY
Last Ofsted	16/07/2023
Ofsted Judgement	Outstanding
Forms of Entry	10
Year Established	1972
Type of School	Secondary
Age Range	11 - 18
Number of students on Roll	1507
Number of students in Sixth Form	273
% of SEND students	17.7%
% of EAL students	4.2%
% FSM students	16.9%
% of student Premium students	17.6%
School Website	www.chaucyschool.com

The Opportunity

Chauncy School is seeking to appoint a visionary and ambitious leader to fulfil the role of Head of Science). This role presents an exciting opportunity for somebody to join our curriculum team and contribute to our outstanding curriculum provision and tradition of excellent examination results at Chauncy School.

Strong leadership and strategic vision should be accompanied by experience. The post holder will ensure that all students in our school excel, regardless of their starting point.

The successful candidate will be committed to facilitating the ambition of the students we serve and ensuring that all students are provided with every opportunity to exceed their potential.

The successful candidate will be relentless in ensuring that we have a positive learning environment so that everyone in our school flourishes.

Candidates should pay attention to the job description and person specification and state in their Supporting Statement proven experience, showing evidence of the outcomes of their work and how they would make a significant contribution to the future success of Chauncy School.

Person Specification - Head of Science

Qualification	Essential	Desirable
A good honours degree (2:2 or above)	Y	
Qualified teacher status	Y	
Professional development focused on leadership and curriculum	Y	

Experience of teaching /Management	Essential	Desirable
On appointment, at least five years' experience as a successful teacher in a 11-18 secondary school	Y	
An outstanding practitioner across all Key Stages	Y	
Experience of leadership and/or management within faculty or department	Y	

Knowledge, skills and attributes	Essential	Desirable
Thorough knowledge and understanding of current curriculum updates	Y	
Ability to teach all sciences to GCSE	Y	
Ability to teach A level Biology, Chemistry or Physics, and/or Applied Science	Y	
Maintains a high standard of discipline in the classroom through well focused teaching and good classroom management	Y	
Able to set and deliver high expectations for accountability and consistency	Y	
Proven ability to bring about improvements in the quality of teaching and learning across a group or key stage that results in improved outcomes for students	Y	

Commitment to ongoing professional development and improvement	Y	
Strong interpersonal, written and oral communication skills	Y	
Strong data analysis skills, with the ability to use data to drive improvement	Y	
Understanding and knowledge to apply and support the safeguarding policies and processes in the school.	Y	

Job Description - Head of Science

Job title:	Head of Science
Responsible to:	SLT member: Assistant Headteacher and Headteacher
Salary/Grade	MPS / UPS with a Core Subject Lead TLR of 1b (£11,784)
Contract:	Permanent
Working pattern:	Full-time - 18 teaching hours per week
Job purpose:	
Main Duties & Responsibilities:	<p>Strategic direction</p> <ul style="list-style-type: none"> ● Set a clear vision for science aligned with whole-school priorities. ● Prepare, monitor and update the annual Subject Improvement Plan. ● Formulate and implement the strategic development plan for science. <p>Leadership and management</p> <ul style="list-style-type: none"> ● Lead and develop the Science Department, ensuring consistently high standards of teaching, learning, and student achievement across KS3, KS4 and KS5. ● Effective deployment of staff within science. ● Liaise with Key Stage coordinators, to manage staff absence. ● Chair departmental meetings. ● Manage the KS3 Coordinator, KS4 Coordinator(s), and STEM Coordinator, providing effective support and challenge. ● Manage the departmental budget and resources efficiently and effectively.

- Oversee tracking and data systems, ensuring accurate assessment and implementing data-informed interventions to support pupil progress.
- Ensure all students, including disadvantaged students, those with SEND, and those who may face other barriers to learning, achieve well.
- Manage and oversee laboratory technicians, including allocation of duties, training, health & safety compliance, and maintenance of laboratory spaces and equipment.
- Responsible for robust assessments to enable effective monitoring of student progress across all Key Stages.
- Quality assure departmental reports.
- Support the recruitment, induction, and retention of high-quality science staff.
- Arrange and oversee details for internal and external examinations.

Curriculum and teaching

- Model best practice in teaching and learning, and in leadership.
- Ensure the curriculum is appropriately sequenced and well taught across KS3, KS4 and KS5.
- Ensure consistently high-quality teaching and learning throughout the department, including lesson observations and feedback.
- Develop and review the science curriculum, ensuring progression, challenge, and inclusion at all stages.
- Review and develop schemes of work, ensuring they are current, ambitious and meet statutory requirements.
- Keep up to date with changes in the national curriculum and the new inspection framework, ensuring the department adapts accordingly.
- Contribute to our whole-school Curriculum Team.

Staff development

- Support the continuing professional development of science staff, identifying training needs and sharing best practice.
- Undertake appraisal reviews of staff in the science department.
- Foster a collaborative and high-performing team culture.

	<p>Efficient and effective deployment of resources</p> <ul style="list-style-type: none"> ● Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality, and inspire curiosity in students ● Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs ● Manage the subject budget effectively to ensure it is spent on resources that add value and enhance the learning experience ● Prepare appropriate resources for remote learning to ensure the curriculum can be delivered to students learning from home if necessary
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Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

How to apply

Before making an application please read the Guidance Notes on the Application Form, particularly sections relating to safeguarding and data protection.

Safeguarding

Chauncy School is committed to safeguarding children and young people and expects all staff to share this commitment. The successful candidate will be required to undergo an enhanced DBS with Barred List check followed by safeguarding training as part of their induction.

Application Process

To apply, please address your application to Mr. Steve Walton (Headteacher).

Send your completed **Application Form**, along with your **Equal Opportunities Monitoring Form** and **Supporting Statement** to Karen Baker (Admin Manager) via admin@chauncy.org.uk.

Your **Supporting Statement** should be no more than 2 sides of A4 paper, font size 11, **stating your proven experience, showing evidence of the outcomes of your work and how your leadership would make a significant contribution to the future success of science at Chauncy School.**

Closing Date

Applications must be received by **no later than 12 noon on Monday 13th April 2026.**

Shortlisting

Shortlisting will take place on **Wednesday 15th April 2026**. Candidates will be informed by **Friday 17th April 2026**. Please provide an accurate e-mail address as well as daytime and evening numbers so that we can contact shortlisted candidates.

Interviews

Interviews will take place on **Friday 24th April 2026**.

Additional Information

Please speak to **Pablo Ardiles (Assistant Headteacher)** via pablo.ardiles@chauncy.org.uk if you would like further information about this position.