



**JOHN LYON SCHOOL**

# **Lead Teacher of Chemistry**

**START DATE: September 2026**

# HEAD'S WELCOME

**Thank you for your interest in joining our team here at John Lyon School.**

As a leading co-educational independent school in North West London, we are proud to offer an exceptional all-through education for pupils aged 2 to 18. Many of our pupils begin their journey in our pre-nursery or Prep school and progress confidently into the Senior School and Sixth Form, emerging as well-rounded, intellectually curious, and socially responsible young people, ready to make their mark on the world.

At the heart of John Lyon is an enduring belief in the individual potential of every pupil. We are deeply committed to academic excellence, but equally to the development of character, creativity and resilience. Our classrooms are places of challenge and encouragement, where pupils are inspired by expert teachers to inquire deeply, think independently and strive for excellence.

Our School Values: Ambition, Community, Creativity, Enquiry, Excellence, Heritage, Innovation and Resolve, shape our culture, inform our teaching, and define the experience of those who study and work here.

Our pupils flourish not only in academic disciplines but through a rich and varied co-curricular programme. Sport, STEAM, music, drama, leadership and service opportunities are integral to school life and central to the holistic education we offer. As a Microsoft Showcase School, one of just 82 in the UK, we also place a strong emphasis on digital innovation, ensuring our pupils are prepared for the evolving demands of the modern world.

John Lyon is part of a broader educational ecosystem through John Lyon's Foundation and the Harrow Family of Schools, including Harrow School and its international network. This distinctive connection offers our staff and pupils a wealth of collaborative opportunities and global perspectives, enhancing the educational experience in powerful and meaningful ways.

This is an exciting time in the School's development. We are growing, evolving, and continually raising our standards to deliver the exceptional facilities, inspiring environments and comprehensive care our parents expect and our pupils deserve. If you are inspired by our mission and would like to contribute to the next chapter of our journey, we would be delighted to receive your application.

John Lyon is a warm, ambitious and forward-looking community. Our school environment is a deeply rewarding place within which to work, and both staff and pupils are encouraged to grow, achieve and thrive. Those who join us become part of a collaborative culture grounded in shared values, where passion for hard work and a commitment to excellence is celebrated and supported.

We look forward to receiving your application.

**Rose Hardy**  
**Head**



# ABOUT JOHN LYON

Founded in 1876, John Lyon School began as a day school for local boys in Harrow and the surrounding areas. It was established following the success of Harrow School, which John Lyon founded in 1572 after receiving a Royal Charter from Elizabeth I to create a free grammar school for children and youth. Over the past 150 years, the School has become co-educational and now provides an all-through education after merging with our Prep school (formerly Quainton Hall).

## THE COMMON ROOM

John Lyon has a very friendly and diverse Common Room with a mix of colleagues living locally, in London and as far afield as Hertfordshire, Bucks, Berkshire, Essex and Surrey. Many academic staff join the School straight from university whilst more experienced staff have taught in either Independent schools, state Schools or both. The Common Room runs a termly programme of wellbeing activities which is well supported by academic and support staff.

This includes theatre trips, celebratory meals, yoga, charity quiz nights and fixtures in archery, football, cricket, hockey and golf.

## OUR ETHOS

John Lyon has a richly deserved reputation for providing an excellent all-round education that combines high academic standards with excellence in Sport and the Arts and outstanding pastoral care. The School is a friendly and purposeful place. Learning is both broad and deep, and we offer a unique education that embraces opportunity and excellence both within and beyond the classroom. At John Lyon every pupil matters.

## OUR VALUES

John Lyon has a clear set of values that are vital to our community. Our values shape who we are, what we do and how we do it. Each value is woven into School life and our admissions process. Our Values are tangible and meaningful; they enable us to promote and teach a set of principles to our pupils that will help them thrive as happy individuals.



AMBITION



EXCELLENCE



INNOVATION



RESOLVE



HERITAGE



COMMUNITY



ENQUIRY



CREATIVITY



# Lead Teacher of Chemistry

*Reports to: Head of Science*

## JOB DESCRIPTION

### THE DEPARTMENT

The Science Department at John Lyon School is a dynamic, inspiring, and highly successful department committed to supporting pupils in achieving excellent outcomes in public examinations and progressing to highly competitive courses in science, engineering, and medicine at leading universities.

From Years 7 to 9, pupils benefit from a stimulating and wide-ranging science curriculum, studying Biology, Chemistry, and Physics for two lessons per week in each subject. In Year 10, pupils are encouraged to tailor their studies by selecting two or three sciences for IGCSE, with many pupils choosing to pursue all three. All three sciences remain equally popular at IGCSE and consistently attract large cohorts at A-Level.

The Science Department comprises 12 specialist teachers, supported by two technicians, and is housed in eight well-equipped laboratories. At Key Stage 4, pupils follow the Edexcel International GCSE syllabus, while at A-Level the department teaches the AQA syllabus in Biology and Chemistry and the OCR syllabus in Physics. Each science has a dedicated Lead Teacher who oversees curriculum delivery and assessment, ensuring high standards and consistency across the department.

The Department offers an exciting and comprehensive co-curricular programme, providing a wealth of enrichment opportunities for pupils, from science clubs for Key Stage 3 to biomedical and engineering societies for Sixth Formers. Pupils are encouraged to take part in a range of prestigious competitions, including Olympiads in all three sciences, and the department regularly hosts intellectually stimulating academic lectures delivered by external speakers.

## MAIN RESPONSIBILITIES

### I. Leadership:

- Lead the Chemistry department with enthusiasm and strong subject expertise, inspiring a love of science and ensuring departmental practice aligns with the strategic vision of the Head of Science.
- Collaborate with the Head of Science to drive high academic standards and maximise student achievement in Chemistry.

- Promote a culture of reflective teaching within the Chemistry department, encouraging staff to engage with current educational research and innovative pedagogies.
- Model outstanding classroom practice in Chemistry to inspire, guide, and develop teaching staff.

## **2. Teaching and Learning:**

- Lead the ongoing development of a rich and challenging Chemistry curriculum, from Year 7 to Upper Sixth, updating schemes of work and teaching resources.
- Ensure that schemes of work are thoughtfully designed, inclusive, and regularly reviewed.
- Track pupil progress and skill development in Chemistry, intervening where necessary to ensure that all pupils are supported both in and outside the classroom.
- Ensure effective assessment within the department and the development of examination skills, enabling pupils to maximise their potential in end-of-year examinations.
- Use baseline data and enhanced results information to drive departmental improvement.
- Monitor the quality of teaching and learning through regular lesson observations and departmental work scrutiny.
- Work with the Learning Support department and the Excellence Team to ensure all pupils are supported and encouraged in their learning.
- Engage with the School's Diversity, Equity and Inclusion programme through the department's curriculum, co-curricular activities and visits.

## **3. Staff Management and Development:**

- Support the Head of Science in the line management of all Chemistry teaching staff.
- Assist with recruitment, induction, and professional review processes for Chemistry teachers, ensuring high standards within the department.
- Contribute to Science department meetings by leading delegated agenda items and chairing regular Chemistry curriculum meetings.
- Engage with professional development, both informally and through CPD and Staff Professional Review processes, to maintain and enhance teaching excellence.
- Identify and address training and development needs for Chemistry teachers, proactively supporting their growth and effectiveness.

## **4. Academic Enrichment:**

- Ensure appropriate co-curricular activities, including educational visits, are offered to pupils in every year group.
- Lead a dynamic and engaging enrichment programme for Sixth Form pupils and support pupils preparing for entrance examinations to competitive universities.
- Promote Chemistry within the wider School community, including liaising with the Prep School.
- Engage in cross-curricular activities with other Senior School departments.

## 5. Operational Responsibilities:

- Manage the Chemistry Department budget responsibly, ensuring that resources, equipment, and laboratories are safe, well-maintained, and conducive to high-quality practical science.
- Work closely with Laboratory Technicians to ensure smooth delivery of practical work and compliance with all health and safety regulations.
- Oversee risk assessments, laboratory protocols, and staff training to maintain a culture of safe, purposeful scientific practice.

## ADDITIONAL RESPONSIBILITIES

- Attend regular Heads of Department and staff meetings and training sessions.
- Represent the School and department at *School in Action*, Open Day, and Open Evening events.
- Be available as a tutor to an assigned tutor group and to carry out related duties in accordance with the general job description of Form Tutor.

## GENERAL DUTIES

- Safeguarding and Child Protection
  - Act in accordance with the School's Safeguarding and Child Protection Policy and complete all required training.
  - Promote the welfare and safeguarding of all pupils at all times, taking appropriate action where concerns arise.
- Confidentiality and Data Protection
  - Handle sensitive information discreetly and in line with GDPR and School policies.
  - Maintain confidentiality regarding pupils, staff, parents, and governors at all times.
- Teaching and Learning
  - Deliver high-quality teaching in accordance with School policies and expectations.
  - Plan, prepare, and review lessons and schemes of work to meet the needs of all pupils.
  - Assess, record, and report on the development, progress, and attainment of pupils as required.
- Pupil Development and Pastoral Care
  - Support the academic, social, and emotional development of pupils.
  - Uphold high standards of pupil behaviour in line with the School's Behaviour Policy.
  - Undertake Form Tutor responsibilities (where applicable) and contribute to the wider pastoral care of pupils.
- Health, Safety and Wellbeing
  - Take reasonable care of your own health and safety and that of others.
  - Follow the School's Health and Safety Policy and report any concerns or incidents promptly.
- Professional Conduct
  - Maintain high standards of personal and professional behaviour, acting as a role model for pupils.
  - Support and uphold the ethos, aims, and values of the School.
  - Build positive and professional relationships with pupils, parents, and colleagues.

- Flexibility and Contribution to School Life
  - Undertake any other duties that may reasonably be required by the Head or Senior Leadership Team.
  - Contribute fully to the wider life of the School, including co-curricular activities, events, and trips.
- Professional Development
  - Participate in the School's appraisal and professional development processes.
  - Take responsibility for keeping knowledge and skills up to date, including compliance training.
- Equality, Diversity and Inclusion
  - Promote inclusive practices and equality of opportunity across all aspects of School life.
  - Challenge and report inappropriate behaviour or discrimination in line with School policies.
- Team Contribution
  - Work collaboratively with colleagues to support pupil learning and wellbeing.
  - Share good practice, resources, and ideas to contribute to the effectiveness of the academic team.

It should be noted that a job description is not an exhaustive list of activities, and employees may be asked to carry out other duties commensurate with the grade of the post. The job description may also be amended to take account of changed circumstances, and employees will be consulted if this is necessary.

## PERSON SPECIFICATION

<b>Qualifications &amp; Knowledge</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Suitable qualifications, including a bachelor's degree and QTS status	X	
Understanding of Safeguarding and Child Protection Protocols	X	
Teach Biology, Chemistry and Physics effectively throughout the ability range (Key Stages 3 & 4)	X	
Teach Chemistry effectively at Key Stage 5	X	
<b>Skills &amp; Abilities</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Ability to generate enthusiasm for the subject to motivate pupils	X	
Good interpersonal and communication skills with pupils and colleagues, including listening and respect	X	
Demonstrate excellent in-depth knowledge of the subject curriculum and application	X	
Can demonstrate high standards of classroom management	X	
Manage assessment, recording and reporting pupils' progress	X	
Leadership experience		X
Ability to teach a second subject effectively throughout the age and ability range		X
Commitment to personal and professional development		X
Willing to be involved in the wider activities of the School		X
Confidence to contribute their own ideas and initiatives to the philosophy of the School.		X
Practical understanding of administrative demands		X

The post holder's responsibility is to promote and safeguard the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of pupils in the School, they must report any concerns to the School's Designated Safeguarding Lead.



## John Lyon School

Senior School, Middle Road, Harrow-on-the-Hill,  
London, HA2 0HN  
020 8515 9400

## John Lyon School

Nursery & Prep School, Hinds Road, Harrow,  
London, HA1 0RX  
020 8515 9500