

| DULWICH COLLEGE  
FOUNDED 1619

Information for Candidates

Teacher of Chemistry







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## Welcome

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Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good-humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us. We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne  
Master





## The College

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Dulwich College is an academically selective independent boys' school in south east London with a tradition of inspired teaching, genuine scholarship and co-curricular breadth.

Situated in 70 acres, yet only 12 minutes by train from central London, the College enjoys outstanding academic, co-curricular and sporting facilities, including The Laboratory, a RIBA National Award-winning Science and Arts building. There has also been an extensive refurbishment of its iconic Grade II\* listed Barry Buildings and surrounding landscaping.

Further information about the College can be found on our website [www.dulwich.org.uk](http://www.dulwich.org.uk)





## Vision, Values and EDI

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### Vision

Our vision is to be an outstanding school inculcating in every pupil an aptitude for work and study and a sense of service so they have the potential to make a positive difference in the world.

### Values

Our values are purpose, kindness and joy and through these values we seek to encourage curiosity and creativity, compassion and open-mindedness, resilience and integrity, and a collaborative outlook and an appreciation of how we all benefit from living and growing in a diverse and inclusive society.

### Equity, Diversity and Inclusion

We proudly celebrate the diversity that exists within our pupil and staff bodies, as well as in our alumni and parent communities, and recognise the important role that our rich array of backgrounds and experiences plays in building a vibrant, forward-looking community. As a result, Dulwich College stands firmly against discrimination and exclusion in all its forms.

We strive to build a supportive community that encourages a sense of social responsibility and which promotes the fundamental British values of democracy, individual liberty, respect and tolerance, and the rule of law. We will continue to work alongside members of our community to progress our inclusion work and embed our core values across all aspects of College life.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

As an employer we are committed to promoting and protecting the physical and mental health of our staff.



Emily Von Bergen  
Design & Technology Teacher

As I prepared to leave university, I was adamant that an office job was not for me. I am now in my seventh year here at Dulwich and I can state, without hesitation, that joining this school has proved to be the best career decision I could have made. I joined a thriving department and soon after Dulwich sponsored me through my PGCE. My colleagues represent a diverse body of talent and experience that I feel privileged to learn from and be a part of. In any given week, I could find myself tackling complex projects in D&T, coaching sport, planning RAF adventures with the cadets, or helping with D of E. The end of a busy day usually sees me in the gym, with colleagues, using our superb facilities. Dulwich College offers so much to staff, and to our students, it really is a supportive, thriving environment.



Don Mackintosh  
Head of Politics

After several years as a corporate lawyer followed by teaching in other schools, the College offers the most enjoyable working environment I have encountered. The friendliness of colleagues across the school is striking. My department is a hub of collaboration, advice, and humour. In my teaching practice I am given independence, while still receiving plenty of training and feedback to refine my pedagogy. Pupils are pleasant and hungry to learn. Something I have particularly appreciated is the way that co-curricular opportunities share an equal billing with academics. Some of my teaching allocation is given over to sport, rather than fitting it on top as an extra burden, which has given me space to develop my coaching skills as well as providing an ideal professional balance inside and outside the classroom.



Raj Joshi  
Physics Teacher

Prior to joining Dulwich I worked in leadership roles in a number of state schools and MATs in South and East London. The College is an incredibly welcoming place to work, and assessments, schemes of work and performance management are well planned and communicated, and even the coffee is excellent! Senior staff are open and approachable and there is transparency and mutual trust. The pupils at Dulwich are well-rounded with a wide variety of abilities and from a huge range of backgrounds. The College's scholarship programme and the commitment to diversity and inclusion, along with its extensive outreach and partnership programmes mean that I feel I am able to make a difference to the lives of young people. Dulwich college is an open, supportive, and enriching place in which to work and I would encourage applicants from any background to consider a role here.



Mary-Jo Doherty  
Director of Art

After graduating from the University of Ulster, I came to England to complete my Masters in Ceramics at the Royal College of Art. For many years I exhibited bespoke porcelain figurines across the world as part of the new wave of contemporary ceramicists. With the College's support I juggled this with a part-time teaching career and was eventually won over to a full-time role by the progressive thinking and enthusiasm of the students, and have led the Art Department since 2017. Challenge and imagination are embedded into the DNA of the College, and it has been a joy to be part of a community that strives to ensure diverse enrichment opportunities that appeal to students and teachers. With creativity at its core, it is exciting to be in an environment that supports and allows a journey into unknown territories, to discover a passion within the world of inclusive cultural possibility, which in turn helps all in the College community to gain confidence in our ability to take risks, problem solve and play to our strengths.





## The role

### The Chemistry Department at Dulwich College

Chemistry, Biology and Physics are compulsory subjects in our curriculum in Years 9, 10 and 11. All three Sciences are taught by separate subject specialists from Year 9. Each year, approximately 200 boys are entered for these subjects as Separate Award IGCSEs and a smaller number are entered for Double Award IGCSE Science. Between 70 and 80 boys opt to study Chemistry at A level each year. We follow the Edexcel specifications at both IGCSE and A level. The Chemistry department is relatively large with ten graduate specialist teachers, supported by three experienced technicians. The department is well resourced, teaching in world-class laboratory classrooms that allow the seamless incorporation of practical work into lessons, and making extensive use of ICT.

We are looking for an enthusiastic graduate to become a member of a lively, friendly and ambitious Chemistry department. The successful candidate would be expected to teach Chemistry to IGCSE and A level, and General Science to younger boys in Years 7 and 8, as well as support the learning beyond the curriculum and preparation for university that we expect as part of our curriculum. We welcome equally, applications from experienced teachers and those new to the profession, including those undertaking a PGCE this year and those without any formal teaching qualifications. Current department members include those that have joined directly after completing their PhD, postdoctoral work, PGCE, or changed careers. The successful candidate will have excellent subject knowledge, a good degree in a relevant subject, a passion for Chemistry and a genuine enthusiasm for teaching young people.

**80+**  
clubs and societies  
representing enthusiasm,  
innovation and diversity

**150**  
visiting speakers at the  
College every year

**200+**  
pupils at Dulwich have free  
or subsidised places



## Job description

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### Job title

Teacher of Chemistry

### Reporting to

Head of Chemistry

### Period of employment

Permanent

### Hours of work

Full or part time applications will be considered

### Salary

The College has its own teacher salary scales, which are above those of the maintained sector and compare favourably with those at other independent schools of similar standing

### Tasks and duties

Contribute towards the school's principal objectives as follows:

1. To help ensure that all our pupils feel equally secure and valued. In particular:
  - Maintain a well-managed classroom that allows every student to flourish
  - Work closely with other members of staff to implement College policies on the curriculum and discipline
  - Support the Wellbeing of pupils, including acting as a Form Tutor
2. To offer academic challenges that enable all pupils to realise their potential. In particular:
  - Plan, prepare and deliver lessons that will inspire engagement and excellence in your subject, to a range of abilities
  - Prepare pupils effectively for external examinations, whilst also taking opportunities to encourage free learning beyond the syllabus





- Provide ongoing feedback to pupils, assessing their knowledge and understanding and providing direction to enable future improvements
- Review and reflect upon your own subject knowledge and teaching methods through observations, INSET and CPD.

3. To provide sporting, cultural, charitable and adventurous engagement for all our pupils to enjoy and through which they can learn to work co-operatively and to lead:

- Assist with curricular and co-curricular activities beyond lesson time

4. To nurture a supportive community that encourages a sense of social responsibility:

- Play an active role in departmental meetings, parents' evenings, whole College events (eg Open Mornings, Careers Conventions, Founder's Day)
- Play a role in helping promote the College to prospective pupils and parents

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

All staff must take care of their own health and safety and that of others, observe applicable safety rules, follow instructions for the safe use of equipment and co-operate with managers on health and safety matters (including the investigation of any incident).

# Person specification

Position: Teacher of Chemistry	Essential	Desirable	Assessment
Degree(s) in relevant subject area	Y		Application form
Teaching qualification		Y	Application form
A passion for the subject and its teaching	Y		Interview Lesson Observation
Willingness and ability to engage with professional learning, keeping up to date with relevant subject content and pedagogy	Y		Application form Interview
Ability to teach and enthuse pupils with a range of methods	Y		Interview Lesson Observation Pupil panel
Experience of teaching the subject in a school setting		Y	Application form
Experience of pastoral support in a school, for example as a form tutor or similar		Y	Application form
Experience of working with young people	Y		Application form Interview Pupil panel
Prior training in safeguarding and supporting the wellbeing of young people		Y	
Strong instincts for the safeguarding of young pupils	Y		Application form Interview
Ability and willingness to make a significant contribution both to subject-related activities and to the wider co-curricular life of the College	Y		Application form Interview Pupil panel
Ability to communicate effectively, both verbally and in writing, with staff, pupils, and parents	Y		Application form Interview Lesson observation
Ability to use relevant ICT effectively e.g.MS Office suite	Y		Application form Interview
Strong work ethic and high levels of personal organisation and integrity	Y		Interview
Ability to work collaboratively with others	Y		Interview

	Essential	Desirable	Assessment
Ability to work under pressure and to deadlines	Y		Interview
Enthusiasm, energy, initiative and a sense of humour	Y		Interview
Ability and willingness to lead a team effectively to deliver excellent teaching and learning across the department	Y		Application form Interview
Commitment to the ongoing development of own subject knowledge and relevant pedagogy, and that of the team	Y		Application form Interview
Ability and willingness to lead and develop supra-curricular activities in the department, including but not limited to outings, trips and expeditions, societies, and other events	Y		Application form Interview
Ability and willingness to develop an annual departmental development and lead on its delivery by the team	Y		Application form Interview
Ability and willingness to delegate fairly and appropriately	Y		Application form Interview
Ability and willingness to develop staff through initial teacher training and via ongoing professional learning and development	Y		Application form Interview
Ability and willingness to work effectively with senior leaders in the appointment of staff, appraisal and annual review, and the implementation of College policy and strategy	Y		Application form Interview



# Employee Benefits Supporting Our Team



## Help to make your money go further

### A flexible pension/pay package

Join the TPS or flex your package and join the Group Pension scheme with lower pension contributions, but a higher salary

### Lunches

Join colleagues for a free lunch at the school cafeteria, or pick up and take-away if you're busy

### Fee remission

Receive significant discount on fees at Dulwich College, Alleyns, JAGs and DUCKS (normal admissions process applies) Eat out at a discount Sign up to a TasteCard to receive significant discounts at many high street and local restaurants, as well as coffee and pizza delivery discounts

### Retail discounts

Retail discounts are available through SimplyHealth (automatic membership) and you can sign up to CostCo and TasteCard membership for discounts at CostCo and other high street retailers and major supermarkets

## A hand with your wellbeing

### SimplyHealth Cash Back Scheme

A scheme that gives cash back to cover some health expenses, including dental, physio, eye exams and prescriptions

### Telephone GP Support

24/7 access to online GP consultations, providing advice, diagnosis, referrals and ongoing support

### EAP (Employee Assistance Programme)

A 24/7 counselling and advice helpline offering guidance on emotional, financial and relationship matters

### Membership of our sports club

Free family membership at Dulwich College Sports club

### Eye tests

Free tests for regular computer users and a contribution to glasses needed as a result of VDU use

## Support for your life outside Dulwich College

### Enhanced family leave

To support your family when you welcome a new addition

### A new baby perk

A cash contribution from SimplyHealth when you welcome a new baby to your family

### Time off for IVF and assisted conception

Up to 5 days off to attend key appointments

## Help should the unimaginable happen

### Life insurance

Everybody in one of our pension schemes has life insurance automatically, should the worst happen

### Accident insurance

A policy that pays benefits following an accident resulting in permanent disability or dental damage

## Help with your commute

### Bike to work

A tax efficient way to buy a new bike for your commute

### Onsite parking

If you need to drive to work, you'll find free parking onsite

## A boost to your social life

### Social activities

Social activities run throughout the year ranging from Burns nights to book clubs, from a summer party to staff quizzes

### Free entry to Dulwich Picture Gallery

Show your staff pass for free entry to the Picture Gallery

### Discount at Dulwich Golf Club

Show your staff pass to receive the discounted 'Member's guest' rate

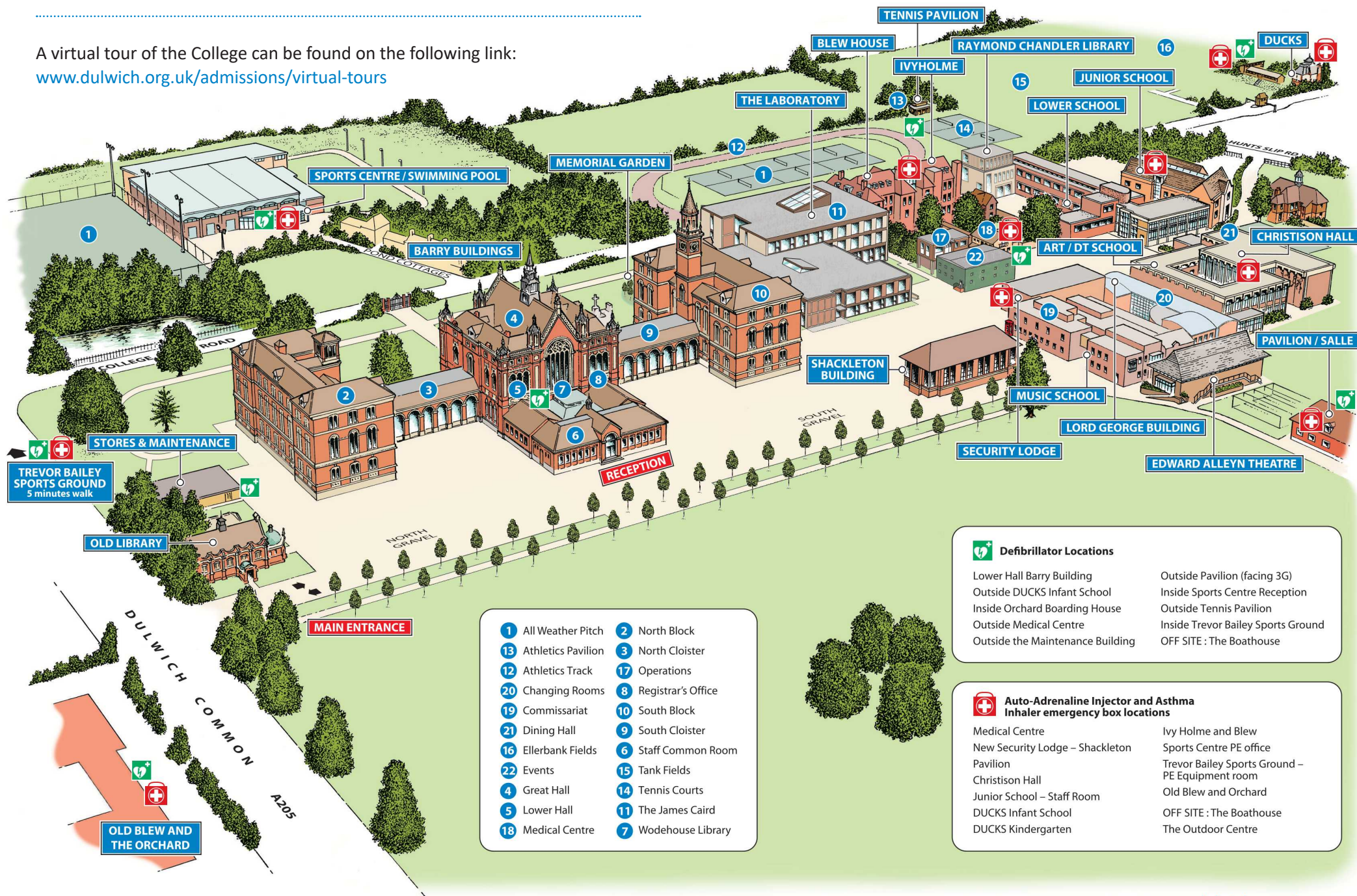
Discounts for private functions



# Campus map

A virtual tour of the College can be found on the following link:

[www.dulwich.org.uk/admissions/virtual-tours](http://www.dulwich.org.uk/admissions/virtual-tours)



## Defibrillator Locations

Lower Hall Barry Building	Outside Pavilion (facing 3G)
Outside DUCKS Infant School	Inside Sports Centre Reception
Inside Orchard Boarding House	Outside Tennis Pavilion
Outside Medical Centre	Inside Trevor Bailey Sports Ground
Outside the Maintenance Building	OFF SITE : The Boathouse

## Auto-Adrenaline Injector and Asthma Inhaler emergency box locations

Medical Centre	Ivy Holme and Blew
New Security Lodge – Shackleton	Sports Centre PE office
Pavilion	Trevor Bailey Sports Ground – PE Equipment room
Christison Hall	Old Blew and Orchard
Junior School – Staff Room	OFF SITE : The Boathouse
DUCKS Infant School	The Outdoor Centre
DUCKS Kindergarten	

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|-----------------------|----------------------|
| 1 All Weather Pitch   | 2 North Block        |
| 13 Athletics Pavilion | 3 North Cloister     |
| 12 Athletics Track    | 17 Operations        |
| 20 Changing Rooms     | 8 Registrar's Office |
| 19 Commissariat       | 10 South Block       |
| 21 Dining Hall        | 9 South Cloister     |
| 16 Ellerbank Fields   | 6 Staff Common Room  |
| 22 Events             | 15 Tank Fields       |
| 4 Great Hall          | 14 Tennis Courts     |
| 5 Lower Hall          | 11 The James Caird   |
| 18 Medical Centre     | 7 Wodehouse Library  |





## Application Procedure

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To apply for this role please visit our [vacancies page](#)

### Closing date

8.00am on **Friday 16 January 2026**

### Interview date

1st round interviews will take place online on **Friday 23 January 2026**

2nd round interviews will take place on site on **Friday 30 January 2026**

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064





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