



Orbis
Education
Trust



Southfield School



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Orbis Education Trust

Teacher of Chemistry

RECRUITMENT PACK

March 2026

About

Orbis Educational Trust

Orbis Education Trust was founded In September 2021 and comprises of:

Southfield School, 11-18 years of age, single sex (mixed sixth form), 1,200 place secondary school (Ofsted rating – Good, with outstanding features (April 23).

Kingsthorpe College, 11-18 years of age, mixed sex, 1,500 place secondary school (Ofsted rating – Good, December 2019).

Hunsbury Park Primary School, 4 – 11 years of age, 351 pupils, (Ofsted rating – Good, September 2022).

A fourth school will soon join the Orbis family;
Hanwood Park School, 900 place secondary school.

Our mission is:

'To provide world-class education and extra-curricular activities, that empower every student to achieve their full potential. Through collaboration and innovation, we strive to create a learning environment that is inclusive, supportive, and challenging, and that inspires students to pursue their interests and passions.'

We are committed to closing the 'enrichment gap' and providing all students with a wider education to develop their life skills In our schools we have Combined Cadet Force (CCF) contingents (Royal Navy and Army), and extensive Duke of Edinburgh award programmes along with a broad enrichment offer.

We understand that every child is different and, therefore, encourage a culture of collaboration that embraces the views of students, parents/carers, staff and trustees. It is important that all stakeholders feel an integral part of the Orbis family.

As a trust, we are dedicated to working together to share best practices and resources and providing our students with a diverse range of opportunities that prepare them for success in whatever path they choose to follow.

Staff Wellbeing

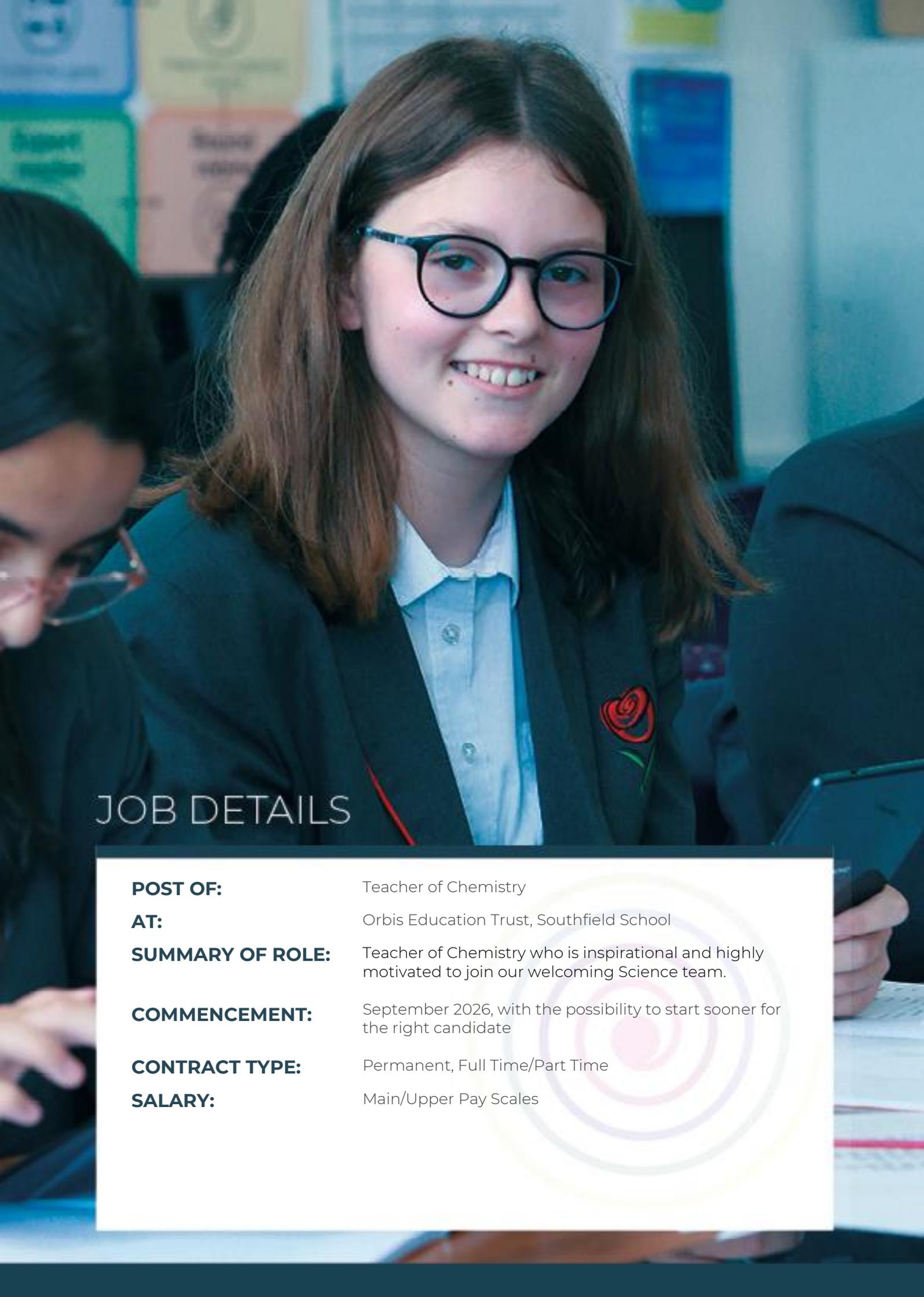
We truly believe that our staff are our greatest asset. We start from a position of professional trust and empower our staff to be the best they can within their roles. We know our staff want to deliver the best possible experience and outcomes for our students and we see it as our duty to make sure the training, wellbeing and motivation we provide to our staff allows this.

We continuously review our benefits package to balance the importance of career satisfaction, development and achieving a balanced approach to work and personal time and commitments.

Professional development is at the core of any profession. We ensure that staff have every opportunity to develop their teaching throughout their career. Our schools have a professional learning afternoon each week that enables staff to focus upon up to date, research led and relevant Continuous Professional Development.

What we offer:

- A competitive salary;
- Healthcare scheme for staff members and their families;
- One early or late finish per fortnight for teaching staff;
- Automatic progression through pay points;
- Extensive Continuous Professional Development;
- An in-house Leadership Development Programme;
- Career progression opportunities, we will always recruit internally where possible;
- Competitive pension;
- Generous paid holiday entitlement (support staff)
- Opportunities for flexible working Including a nine day fortnight;
- Free parking;
- A staff wellbeing day during term time;
- Cycle to Work Scheme;
- Discounts on holidays and retailers;
- Collection and delivery of dry cleaning;
- Long service awards and social events;



JOB DETAILS

POST OF:	Teacher of Chemistry
AT:	Orbis Education Trust, Southfield School
SUMMARY OF ROLE:	Teacher of Chemistry who is inspirational and highly motivated to join our welcoming Science team.
COMMENCEMENT:	September 2026, with the possibility to start sooner for the right candidate
CONTRACT TYPE:	Permanent, Full Time/Part Time
SALARY:	Main/Upper Pay Scales

Joining Southfield School

Southfield School has an enviable reputation, both locally and nationally, due to our established culture of high aspiration, high expectations and sustained academic achievement.

We are committed to providing a world class education that focuses on every student achieving their potential through a challenging and balanced curriculum, set within a calm, safe and stimulating learning environment. This is underpinned by our commitment to develop life long learning habits and personal characteristics through our shared values of optimism, resilience, balance, individuality and synergy.

We are preparing all of our students for a world of exciting possibilities. We believe that our school provides something unique and the perfect environment in which to flourish and grow.

At Southfield School, we want to instil certain habits and attitudes to enable our students to be more confident in their own learning ability. By becoming more effective learners, students will better concentrate, think harder and find learning more enjoyable.

Whilst exam results are exceptionally important we believe that it is also our duty to support our students to become lifelong learners.

From the very first day of year 7 we promote the idea that all Southfield students should aspire to be high level learners.

There is a vibrancy and an energy across our school. We firmly believe that Southfield School is successful because we work so well with each other.

Our commitment to staff development and well-being is structured so that our students receive the very best every day.

Southfield School aims to provide for the future needs of our students. Careers and types of employment opportunities are evolving continually. Some are yet to be created and so we see it as our obligation to prepare our students to be competitive in anticipation of the unknown. Therefore, our strong focus on academic attainment is equalled by our commitment to develop transferable skills and personal characteristics through the many opportunities we provide.

We provide an education that prepares our young people for a future in which they will need to be adaptable, resourceful and ethical in facing complex challenges. Being a Southfield School student will mean the chance to be successful and have a positive influence on the global community. We aim for all of our students to be able to make an impact and leave a positive imprint on the world. We nurture our students with the future in mind today.

Southfield School is justifiably proud of its well-developed enrichment programme. Every week students take part in our 'Electives' programme in which they enjoy a range of physical/adventurous, creative and cultural activities. There are a similarly wide range of clubs and fixtures and a wide range of school trips.

The Royal Navy Combined Cadet Force (CCF) Contingent is now well established and cadets enjoy a full programme of yacht and dinghy sailing, canoeing, kayaking and paddleboarding.

Finally, the Duke of Edinburgh (DofE) Award Scheme is well attended at all awards levels, bronze, silver and gold; the expeditions take place both on foot and in canoes.



TEACHER OF CHEMISTRY

We are seeking to appoint an inspirational, highly motivated and innovative Teacher of Chemistry, to complement our knowledgeable team.

The role: The Science department has a history of sustained outstanding performance outcomes. Students are able to take the three sciences separately at GCSE as well as the three science A levels. We also offer the Applied Science L3 course too. The successful candidate will join a supportive and collaborative science department made up of specialist science teachers in each of the three science disciplines. The department also runs a variety of science clubs and activities with students regularly participating in regional and national science challenges and events.

About us: Southfield is an exceptional girls' school with a mixed Sixth Form. This is a fantastic opportunity to be part of our ongoing journey of expansion and development. The school was accredited as World Class in July 2021 and as such, we are committed to providing a world-class education for every student through a well-designed and balanced curriculum. Our established culture provides a calm, safe and stimulating learning environment. Our most recent Ofsted inspection identified our personal development and sixth form as outstanding.

Ethical leadership is at the core of all decision making at Southfield. As such, staff are valued, treated with respect and afforded a diverse range of opportunities that come with professional trust. We place significant emphasis on working collegiately as a staff to share our expertise and subsequently enhance the learning experience with our students. Every member of the staff is involved in a variety of professional learning programmes that take place every Wednesday across the academic year. We have also implemented a bespoke leadership programme enabling staff to develop their knowledge and understanding of leadership. This has provided a number of promotional opportunities for staff within the school and wherever possible, we will promote from within our school.

Why join us:

We invest in and support our aspirant and highly skilled staff, making it easy to access opportunities for continued professional development

Our safe and nurturing environment enables staff to thrive. We believe that Southfield provides something unique and the perfect environment in which both staff and students have opportunities to flourish and grow in a world of possibilities.

We are a collaborative team working across the school and with wider Trust colleagues – sharing ideas, spreading best practice, supporting and challenging, and bringing out our very best

We offer:

- ✓ A staff wellbeing day during term time;
- ✓ Long service awards and social events;
- ✓ Healthcare scheme for staff members and their families;
- ✓ One early or late finish per fortnight for teaching staff;
- ✓ Automatic progression through pay points;
- ✓ Career progression opportunities
- ✓ Free parking;
- ✓ Cycle to Work Scheme;
- ✓ Discounts on holidays and retailers;

The position will start in September 2026, with the possibility to start sooner for the right candidate. Applications from ECTs are welcomed as are applicants wanting part time working.

To apply for this role, please visit: <https://mynewterm.com/jobs/136976/EDV-2026-SSG-48248>

Closing date for applications is 9.00am Monday, 20th April 2026, interviews will take place week commencing 20th April 2026. If this role attracts sufficient interest before closing date, we may decide to interview this vacancy at an earlier date, so an early application is advised. If you want more info about the role, please contact us at recruitment@orbismat.com or 01536 513063

Southfield School is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo enhanced DBS clearance. The school is committed to Equal Opportunities in Employment.



Job Description

Post Title	Teacher of Chemistry
Curriculum Area	Science
Full time/Part time	Full time/Part Time
Line Manager	Curriculum Leader

Principal Responsibilities

- A. **Teaching and Learning**
- Apply pedagogical discipline and methods appropriate to the abilities of each group, in accordance with current subject schemes of learning and both curriculum area and school policies
 - to support and challenge students to raise standards of achievement, including the needs of individual students
 - to adhere to the feedback policy of the curriculum area and school
 - to maintain a safe, stimulating and orderly learning environment in accordance with the school policy
 - to check students' attendance and punctuality at each lesson and take appropriate action in line with department and school policies
 - fully engage with the range professional learning activities
- B. **Planning and resources**
- to contribute to the ongoing review of schemes of learning within and across key stages
 - to collaborate with curriculum colleagues in the planning and the preparation of learning resources
 - to ensure learning resources include a focus on key vocabulary and reading
 - to share resources with colleagues
 - to ensure that all resources are returned to storage as required
- C. **Records**
- to keep accurate records of student progress and attendance in accordance with school policy
 - to complete assessments and reports as required
 - to liaise with the curriculum leader to review progress
 - refer safeguarding concerns in accordance with school policy
 - adhere to the school behaviour policy and award sanctions and rewards accordingly
- D. **Parents/carers**
- to prepare for, and participate in, parent consultation events evenings to review student progress
 - to contribute to the preparation for, and involvement in, open evenings and other events
 - to maintain positive communication with parents/carers
- E. **General Duties**
- to participate in the performance management process in accordance with school policy
 - to attend curriculum meetings and staff meetings and to represent the subject, as required, at relevant school meetings
 - to be familiar with and to adhere to relevant parts of the school's health and safety policy
 - to perform any other duties as may be reasonably requested by the Headteacher
 - to undertake the tutor role to help students make excellent academic and social progress
 - to carry out duties with due regard for the school's policies on equal opportunities, health and safety, and child protection

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks will be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share its commitment. The successful applicant will be required to undergo enhanced DBS clearance.

Person Specification

Attributes	Essential Criteria	Desirable Criteria
Education and Qualifications	Degree in Chemistry or other suitable qualification. QTS/PGCE.	
Experience and Knowledge	Proven successful teaching experience in a secondary school or good evidence from ITT course. Sound pedagogical understanding. Sound knowledge of the National Curriculum and programme of study at KS3 & KS4.	Experience of teaching in more than one school. Experience of teaching at A Level. Experience of delivering extra-curricular activities.
Ability and Skills	A passion for Chemistry and the ability to share this with young people. Ability to teach across all specialisms at KS3 Ability to teach a science specialism at KS4 & KS5 Ability to motivate students of all abilities. Excellent communication skills, both oral and written. Ability to use ICT in all aspects of teaching and learning. Ability to organise time efficiently and work to deadlines. A creative thinker. Ability to work independently. Evidence of continuing professional development.	The ability to teach multiple science subjects at KS4 or KS5
Personal Characteristics and Aptitude	A team player and able work effectively with diverse groups of people. Adaptable and flexible. Strong interpersonal skills. Committed to personal professional learning and development.	
Suitability to Work with children	Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'. Appropriate and relevant references will be checked. Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact.	
Equal Opportunities	Ability to demonstrate awareness/understanding of equal opportunities. Commitment to equal opportunities in the delivery of the curriculum.	