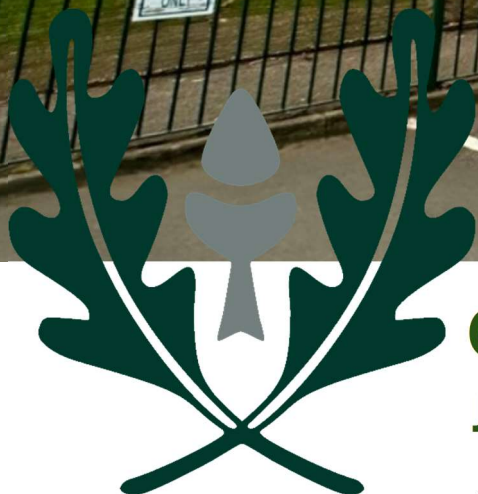




NEWSTEAD WOOD SCHOOL

"creating opportunities for success"



CANDIDATE PACK

JOB ROLE: Teacher of Chemistry

*A highly selective girls' state secondary school,
with a co-educational Sixth Form.*



OUR SCHOOL

Newstead Wood School is a high-achieving, oversubscribed selective school for girls with a national reputation for academic excellence, exceptional enrichment opportunities and a strong sense of belonging.

Founded in 1954 as Orpington Grammar School for Girls, Newstead Wood has a long tradition of enabling students to excel both academically and personally. At the heart of our school is the motto *Fortitudine Crescamus* — ‘May we grow in strength’ — which reflects our commitment to developing students who embody our core values of courage, excellence and compassion.

We believe that education extends far beyond the classroom. Alongside outstanding academic outcomes, students benefit from an abundance of opportunities for leadership, service, creativity, sport and personal development. From international educational visits and academic societies to student leadership roles and an extensive co-curricular programme, we encourage every student to discover and develop their talents and interests.

Our strong house system, comprising Nightingale, Wren, Swift, Falcon, Griffin and Phoenix, helps to foster a genuine sense of identity, community and belonging. As a diverse and inclusive school, we are proud of the supportive culture we have built, where every student is known, valued and encouraged to thrive.

Consistently recognised as an Outstanding school by Ofsted, most recently in 2022, Newstead Wood combines a tradition of excellence with a clear commitment to preparing young people to make a positive contribution to the ever-changing world around them.

WELCOME FROM THE HEAD

At Newstead Wood School, we believe our students deserve the very best—and that begins with the people who work here. We are looking for talented and committed colleagues who share our ambition for every student to achieve exceptional outcomes, develop strong character and leave school ready to make a positive contribution to society. We want staff who are passionate about their subject, dedicated to inspiring a love of learning and committed to maintaining the highest standards in everything they do.

Newstead is a school where excellence is expected from everyone, every day. We are proud of our diverse and inclusive community and seek colleagues who will embrace our values, contribute positively to our culture and work collaboratively to ensure that every student flourishes.

If you share our vision for an exceptional education and want to be part of a team that is ambitious, supportive and committed to continuous improvement, we would be delighted to welcome your application.

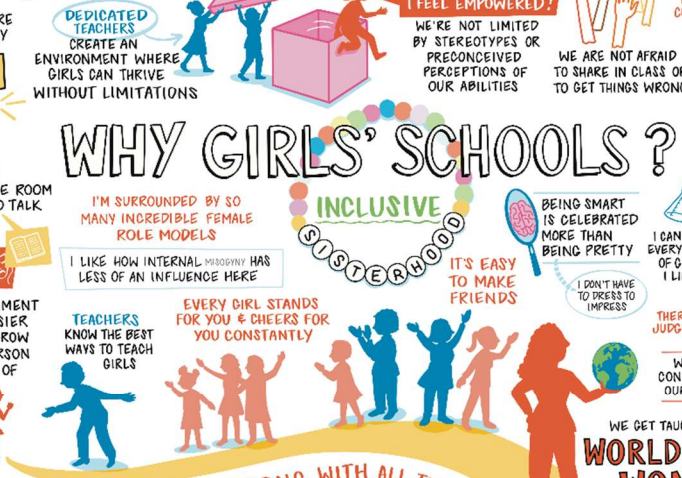
‘I am immensely proud to lead a community that combines academic excellence with warmth, inclusivity and ambition. Our students benefit from an environment where they are known, supported and encouraged to aim high. We believe talent should never be limited by background, circumstance or expectation—at Newstead Wood, there is no glass ceiling, only a commitment to helping every student realise their full potential.’

Hannah Dalton, Headteacher





All achievements at school and beyond



icgs International Coalition of Girls' Schools

THIS IS WHERE I FOUND MY VOICE

DEDICATED TEACHERS
CREATE AN ENVIRONMENT WHERE GIRLS CAN THRIVE WITHOUT LIMITATIONS

OPPORTUNITIES
I FEEL EMPOWERED!
WE'RE NOT LIMITED BY STEREOTYPES OR PRECONCEIVED PERCEPTIONS OF OUR ABILITIES

I'M SURROUNDED BY SO MANY INCREDIBLE FEMALE ROLE MODELS

I LIKE HOW INTERNAL MISOGYNY HAS LESS OF AN INFLUENCE HERE

TEACHERS KNOW THE BEST WAYS TO TEACH GIRLS

EVERY GIRL STANDS FOR YOU & CHEERS FOR YOU CONSTANTLY

INCLUSIVE SISTERHOOD

IT'S EASY TO MAKE FRIENDS

BEING SMART IS CELEBRATED MORE THAN BEING PRETTY

I CAN BE EVERY TYPE OF GIRL I LIKE

THERE IS LESS JUDGMENT HERE

WE LEARN THE CONFIDENCE TO HOLD OUR OWN OPINIONS

WE GET TAUGHT TO BE WORLD-READY WOMEN

I FEEL BOLD, BRILLIANT, & STRONG WITH ALL THESE GIRLS BY MY SIDE

I AM PART OF A WHOLE COMMUNITY

I AM WANTED HERE

WHY GIRLS' SCHOOLS?

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Hannah Dalton, Headteacher



ACADEMIC EXCELLENCE

GCSE RESULTS 2024
Grade 9 **40%**

A LEVEL RESULTS 2024
Grade A* - B **85%**

GO TO A RUSSELL GROUP
UNIVERSITY 2024 **40%**

MOST POPULAR COURSES FOR UNIVERSITY

Medicine
Biomedical science
Computer science
Engineering
Economics
Accountancy
Fashion and Fine Art
Law
Maths
Politics and Philosophy
Psychology

MOST POPULAR UNIVERSITY DESTINATIONS

University of Oxford
University of Cambridge
Kings College London
Imperial College London
University College London
London School of Economics
University of Bristol
University of Nottingham
University of Warwick
Durham University
University of Sheffield

ELECTIVE PROGRAMMES

Medicine, Dentistry, Veterinary
Oxbridge Programme
GCSE Statistics
Crest Science Programme
Model United Nations
Jack Petchey Dance Programme
Fencing
Neuropsychology
Yoga



CAREERS & TALKS

Industry talks with
leaders to provide
students with career
insights

MENTOR STUDENTS

throughout university
application process with
mock tests and interviews

SUPPORTING PUPIL PREMIUM STUDENTS

SPORTING EXCELLENCE

Netball
Football
Rugby
Hockey
Badminton

KENT NETBALL CHAMPIONS

PARTNERSHIP WITH BROMLEY TENNIS CENTRE



DIGITAL PLATFORMS TO SUPPORT LEARNING

Sparx Maths
Sparx Science
Sparx Reader
Seneca Learning
MS Teams
Kerboodle
Uplearn
Massolit



TRIPS & VISITS

France Spain
USA Switzerland
World Challenge trip to
Borneo 2026

INTERNATIONAL EXCHANGE PROGRAMMES

TWILIGHT LANGUAGES
Mandarin
Japanese
Latin



*In the Sixth form,
students enjoy demanding
work and use academic
vocabulary to question
and challenge concepts
readily.*
Ofsted

*Leaders promote a
coherent, integrated and
nurturing approach to
the well-being of pupils.*
Ofsted

*Pupils thrive here. They
are happy and safe in
the school's nurturing
environment.*
Ofsted

*We found pupils positive,
focused and eager to
speak their minds - a good
reflection of the
independence of thinking
nurtured here.*
Good Schools Guide 2023



CLUBS & SOCIETIES

Music
Sports
Film and Drama
Debating
Science
Medical Societies
(MUA/MUN)
Languages
Arts and Graphics
Design and Textiles
Literature
Chess, Games, Puzzles



INTERNATIONAL COALITION OF GIRLS' SCHOOLS (ICGS)

As one of the UK's leading
super selective schools, we
are proud to be part of this
global network dedicated to
empowering young women
through education,
collaboration, and advocacy.



ACADEMIC EXCELLENCE FUND



ALUMNI NETWORK

DUKE OF
EDINBURGH'S
AWARDS



DEGREE APPRENTICESHIPS

Goldman Sachs
Barclays
Atkins
Charles Russell Speechlys
GSK

STEM LONDON COLLABORATION

providing quality Subject-
specific CPD combining
expertise in teaching and
learning Science



THE ROLE

ROLE:	Chemistry
REPORT TO:	Head of Chemistry
DEPARTMENT:	Chemistry
HOURS:	Full time
SALARY:	Main Pay Scale (Enhanced United Learning Pay Scale)
CLOSING DATE OF APPLICATION:	27 th September 2026

MAIN PURPOSE OF THE JOB

- Ensure all school safeguarding procedures are adhered to.
- To plan and teach Science across key stages 3 and 4 and challenge students to achieve at the very highest level.
- To plan and teach Chemistry at key stages 5 and challenge students to achieve at the very highest level.
- Be an enthusiastic advocate for Science and its role in education.
- Develop strong, collaborative relationships within the Science department.

KEY RESPONSIBILITIES

- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Developing positive and courteous relations with students, parent and colleagues.
- Ensure that schemes of work are followed, reviewed and modified to enable the maintenance and development of high standards of teaching and learning.
- Keep up to date with developments in Science and education in general to ensure that best practice is adopted within the department.
- Monitor students' work to ensure high standards are maintained and identify any specific learning needs.
- Ensure that individual pupil progress is regularly assessed, recorded and used to inform future teaching.
- Feedback to students and parents on progress, giving clear guidance for improvement, in accordance to the school's procedures.
- Promote Science within the school to encourage students' interest.
- To undertake any other duties as may be reasonably required by the Head of Department or Headteacher.
- The job description may be reviewed at the end of the Academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.



PERSON SPECIFICATION

		Essential	Desirable
Education/Qualifications and Training	Degree or equivalent	X	
	Qualified teacher status	X	
	Evidence of and commitment to CPD	X	
Knowledge Skills & Experience	Academic or pastoral leadership as Head of Year, Head of Department or similar	X	
	Understanding the demands and rewards of a fast-paced, growing school	X	
	Managing diverse teams in an effective, collegiate manner with regard paid to colleagues' welfare	X	
	Managing difficult conversations	X	
	Managing or leading change	X	
	Successful experience of managing change in an educational situation	X	
	Understanding of use of assessment data to raise achievement	X	
	Understanding behaviour management strategies	X	
	Teach using an increasingly wide range of teaching strategies to meet different learning needs and abilities	X	
Personal Characteristics	Ability to demonstrate sound judgement with decisiveness and manage sensitive and complex situations with care and clarity.	X	
	Personal integrity, self-awareness, empathy & kindness	X	
	Vision & determination; strategic thinking	X	
	Mental agility with good attention to detail	X	
	The ability to listen well and think clearly in difficult situations	X	
	Willingness to evaluate, monitor, refine, revise with a view to continuing improvement	X	
	Strong organisational skills and ability to meet deadlines	X	
	The capacity to inspire loyalty	X	
	Good sense of humour and positive team player	x	
	Highly visible leadership style & presence	X	
	Strong interpersonal skills, communicative abilities and emotional intelligence	X	
	High levels of personal organisation and professional efficiency	X	
	Excellent time management: ability to prioritise yet keep in mind a granular level of detail	X	
	Interest, awareness and understanding of educational trends and emerging good practice	X	



THE DEPARTMENT

Newstead Wood School has a thriving Science Department. The Sciences are our most popular subjects in our Sixth Form and almost all students take Triple Science at GCSE. Our results at KS4 and KS5 place us as one of the best schools in the country and are a result of the highly motivated and enthusiastic students and the talented and inspiring teachers at Newstead Wood School.

The Department aims to generate an enthusiasm for science, preparing students for an active, responsible role in an increasingly technological age. We work together as a supportive team, sharing good practice to enhance learning and teaching. All staff have the opportunity to teach all year groups.

The team consists of a Head of Biology, Head of Chemistry and Head of Physics, and work together with the Head of Faculty. We are a large department with numerous teaching staff and technicians, and a plethora of science enrichment clubs.

All staff teach across the sciences in Years 7 and 8 and some offer two subjects to GCSE. All staff are expected to play a part in enriching the curriculum and in developing teaching and learning materials to ensure we continue to offer a vibrant range of activities across Science.

Our students are a joy to work with each and every day. They are well motivated, enthusiastic and able. Practical work is firmly embedded in our lessons and students embrace the range of extracurricular opportunities we offer.

EQUAL OPPORTUNITIES

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We particularly welcome applications from BAME candidates as they are currently under-represented at Newstead Wood School.



*We are delighted to have
been named as London
State Secondary School of
the Year 2025 in this year's
Sunday Times Parent
Power schools guide!*

Working at Newstead





WHY WORK WITH US?

Competitive Pay



Competitive remuneration & benefits. For teachers, we guarantee to pay above the maintained sector.

Pension Scheme



Generous TPS/LGPS pension schemes to all academy based colleagues. (26.68% TPS and 22.9% LGPS)
Both schemes will pay a death in service payment of 3 times your pensionable pay.

Health Care Cash Plan



Money towards the cost of essential healthcare such as trips to the optician, dentist or physiotherapist up to certain annual limits. Virtual GP access 24/7.

Cycle to Work Scheme



Tax efficient cycle to work scheme.

Discounts



Access to over 250 exclusive discounts on everything from coffee and cinema tickets, to holidays, shopping and gym memberships through Perkbox.

Discounted RAC Cover



Free On-site Parking



Free Annual Flu Vaccination



Support and Training



Career Development and CPD



We offer a robust professional development programme including in house training, external courses and a mentoring/coaching scheme to support your growth.

Enhanced Parental Leave and Family friendly policies



Enhanced maternity pay and a supportive company sick pay policy

Employee Assistance Programme



Confidential independent advice and support on a range of financial and legal matters, counselling and support with a 24/7 helpline.

Excellent Transport Links



Rail services to central London and Kent & the South Coast depart from Orpington station (18 minutes walk). The area is served by a number of bus routes. Free parking is available to all staff onsite.

Staff Wellbeing classes & socials



Access to free of charge yoga classes, fitness classes and "Let's talk" clubs. Staff socials including quizzes, parties and a choir.

Car Lease Scheme



Access to great discounts on car leasing of low emission cars through a direct debit scheme



HOW TO APPLY

You can complete the application online via the school website [here](#).

If you have any questions or would like an informal discussion or school visit, please contact our HR Department: recruitment@newsteadwood.co.uk or call 01689 853626.

INTERVIEWS

The closing date for applications is 27th September 2026.

Applications will be reviewed as they are received. The school reserves the right to appoint at any stage of the recruitment process; early applications are therefore encouraged.

Please note, we do NOT accept applications by Curriculum Vitae.

SAFEGUARDING NOTICE

Newstead Wood School is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

RECRUITMENT POLICY

Newstead Wood School is working hard to become a more diverse organisation which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from minority candidates. We always appoint on merit.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact the HR Department, telephone 01689 853626 or email recruitment@newsteadwood.co.uk. Newstead Wood School actively supports equality, diversity and inclusion and encourages applications from all sections of society.

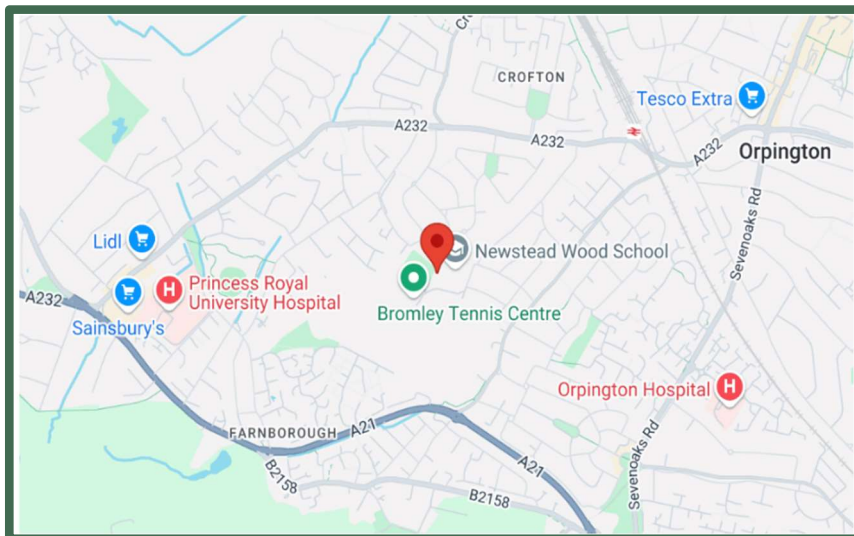
USEFUL LINKS

[School Website](#)

[School Prospectus](#)

[United Learning Group](#)

[UL Benefits](#)



LOCATION:

Newstead Wood School
Avebury Road
Orpington
BR6 9SA
Telephone: 01689 853626



NEWSTEAD WOOD SCHOOL

"creating opportunities for success"

