



# HAMSTEAD HALL ACADEMY TRUST

## Job Description: Lead Teacher of Chemistry

**Reporting to:** Head of Science

**Location:** Hamstead Hall Academy

**Contract:** Permanent

**Working Pattern:** Full time

**Salary:** TLR 2a

### **CORE PURPOSE:**

To lead the Chemistry department in delivering a high-quality curriculum that ensures excellent outcomes for all students.

Develop and maintain a coherent and ambitious chemistry curriculum across Key Stages 3, 4 and 5, underpinned by the principles of strong disciplinary and substantive knowledge.

Ensure the implementation of high-quality teaching, consistent assessment practices, and effective intervention.

Support the professional development of chemistry staff and contribute to the strategic development of Science as a whole.

To perform in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in the document.

### **KEY RESPONSIBILITIES**

#### **Curriculum Leadership**

- Lead the development of a rigorous and well-sequenced Chemistry curriculum across KS3–KS5, ensuring progression, coherence, and challenge.
- Oversee the development and review of schemes of work (SOW), medium-term plans (MTPs), and departmental resources such as PowerPoints, assessments, and practicals.
- Ensure the curriculum prepares students for future study and employment by embedding key scientific skills and concepts at each key stage.
- Ensure coverage of required practicals and ensure that practical science is at the heart of the curriculum.

#### **Impact:**

Students experience a rich, coherent curriculum that builds knowledge over time and



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prepares them for examinations and further study.

A consistent approach to curriculum delivery improves student outcomes and supports whole-school improvement.

## **Assessment and Standards**

Lead the development and moderation of Chemistry assessments to ensure validity, reliability, and stretch for all learners.

Use assessment data to monitor student progress, identify underachievement, and plan timely interventions.

Take responsibility for student outcomes in Chemistry across KS3–KS5 and implement strategies to improve progress and attainment.

Support the implementation of departmental and whole-school assessment strategies, including peer and self-assessment, formative assessment, responsive feedback and whole class feedback.

Ensure effective use of data to inform teaching, set changes, and curriculum adaptations.

### **Impact:**

Improved reliability and diagnostic value of Chemistry assessments enable early intervention and support.

Gaps in learning are closed, leading to improved attainment and progress at GCSE and A Level.

## **Quality of Education and Teaching & Learning**

Model and promote evidence-based teaching practices across the Chemistry team, drawing on resources such as EEF “Improving Secondary Science” guidance.

Monitor the quality of teaching within Chemistry through lesson visits, book looks, and student voice and provide constructive feedback and support.

Support staff in developing pedagogy around common misconceptions, practical work, and scientific literacy.

Lead team meetings, sharing good practice and driving forward standards.

### **Impact:**

High-quality teaching across the Chemistry department ensures consistency and drives



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student achievement.

All staff feel supported in developing their practice and contributing to the department's shared vision.

## **Leadership and Management**

Line manage Chemistry teachers and oversee the performance management and CPD of staff within the department.

Take responsibility for departmental resources, including equipment and budgets, and ensure compliance with health and safety requirements in practical lessons.

Collaborate with other subject leads in science to ensure coherence and parity across the department.

Contribute to whole-school initiatives, including literacy, oracy, and curriculum development.

## **Impact:**

A well-led department that fosters professional growth and holds high expectations for staff and students.

Chemistry is a strength of the school, attracting strong uptake at KS4 and KS5 and contributing to whole-school success.

*This job description is subject to an annual review. It may be amendment or modification at the request of the Headteacher or the post holder after consultation.*



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## Person Specification: Teacher of Science (Lead Teacher of Chemistry)

### Qualification Criteria

- Graduate in subject to be taught
- Qualified to teach and work in the UK.

### Experience

- Successful experience of teaching Science in a secondary school
- Evidence of successful completion of initial teacher training.

### Skills and Abilities

- Teaching to a high standard
- Relates to and motivates students
- Works well within and contributes to team development
- Understands and values the processes of planning as an aid to raising standards
- Good classroom management
- Evidence of a commitment to an equal opportunities policy both in service delivery and employment
- To be able to teach and have knowledge of the Curriculum requirements in Science at KS3, 4 & 5
- Understands and is familiar with teaching and learning strategies.
- To use ICT to enhance the quality of T&L

### Other

- Willingness to undertake relevant training to improve existing skills and develop new ones.
- "...maintain high standards in their own attendance and punctuality" (Teacher's standards)
- This post is subject to an enhanced Disclosure and Barring Service check.