



<b>Job Title</b>	<b>Science - Head of Subject (Chemistry or Physics)</b>
<b>Grade/Salary</b>	MPS/UPS plus TLR 2b
<b>Date Required</b>	13 <sup>th</sup> April 2026 or 1 <sup>st</sup> September 2026
<b>Closing Date</b>	Wednesday 7 <sup>th</sup> January @ Midday
<b>Interview Date</b>	w/b Monday 19 <sup>th</sup> January
<b>Reporting To</b>	Head of Faculty

**We are actively seeking a motivated and highly skilled individual to take on the role of Head of Subject at The Bromfords School from either 13<sup>th</sup> April 2026 or 1<sup>st</sup> January 2026. This is a fantastic opportunity for a committed teacher to take the next step in their career and shape the future of science education in our school (ideally in Chemistry or Physics).**

As Head of Subject, you will lead a team of dedicated professionals, drive curriculum innovation, and foster a love of science in our students. We are looking for someone with excellent subject knowledge, leadership skills, and a track record of delivering outstanding outcomes.

### **Specific Responsibilities**

Leadership and delivery of the Chemistry or Physics curriculum including:

- Ensuring high standards of teaching, learning, and student achievement including accountability for outcomes in the subject led.
- Develop and implement an engaging and challenging Chemistry or Physics curriculum across KS3–KS5.
- Monitor and evaluate teaching and learning to ensure continuous improvement.
- Support and mentor Chemistry or Physics teachers and technicians within the department.
- Manage departmental resources, budgets, and assessment strategies.
- Promote enrichment opportunities such as science clubs, competitions, and trips.
- Collaborate with the Head of Science and other Science subject leads to ensure a cohesive approach across the faculty.

### **General Responsibilities**

- To plan, deliver and teach lessons and sequences of lessons to meet the individual, personal and academic developmental needs of students and so build their capacity as independent learners.
- To follow the Scheme of Work and assessment programme as provided to ensure that all students make progress.
- To be accountable for student progress by liaising with teaching and support staff to monitor and support individual children and teaching groups.
- To participate in the development of appropriate syllabuses, materials and schemes of work.
- To be Form Tutor of an assigned form and to carry out related duties in accordance with the general job description of Form Tutor.

### **Additional Duties**

- To carry out a share of supervisory duties in accordance with published rosters
- To participate in appropriate meetings with colleagues and parents relative to the above
- To assess student progress to provide detailed feedback to students to the Head of History.





- Motivate and progress students' learning by using clearly structured, engaging teaching and learning strategies.
- Promote and support the inclusion of students, including those with specific needs, both in learning activities and within the classroom.
- Use behaviour management strategies, in line with school policies and procedures, to contribute to a purposeful learning environment and positive engagement.
- Contribute to the overall ethos, work and aims of the school by attending relevant meetings and contributing to the development of policies and procedures within the school.
- At all times carry out duties with due regard to the school's safeguarding and Health and Safety policies
- To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies.

### Key Attributes

- Ability to organise and prioritise workloads
- Have highly effective communication skills (both written and verbal)
- Demonstrate a high level of attention to detail
- Ability to identify stakeholders' needs quickly and deal with queries
- Demonstrate reliability, tact, diplomacy, confidentiality and sensitivity are paramount to this post
- Work in a team with collective goals, whilst being able to work on your own initiative
- A firm yet caring approach
- The ability to undertake a variety of tasks, often at the same time
- The ability to "Think outside of the box"
- The ability to relate to both students and adults
- Prepared to go 'above and beyond' to support the school and students.

***The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.***



## About the School

Our school is a strong, caring community with an ethos based on our three core values; supporting to students to achieve; providing opportunities for enrichment in order to extend students' education within and beyond the classroom; preparing students for the wider world and life beyond school with key life skills and learning relevant to their life, both in the present and in the future. We have high expectations of all members of our school community, with aspirations for everyone to be the best they can be, in all that they do. Visitors to the school regularly comment on the calm and welcoming environment; we very much look forward to welcoming your child to our school.

Our OFSTED inspection in October 2024 validated the impact of the significant work that has taken place to develop the character and culture of the school. Inspectors commented that students articulated that they felt happy, safe and that diversity is valued. It was noted that "pupils, staff and parents and carers agree that this school has improved since the previous inspection" and this is further evidenced through the Parent View responses, with 83% of responses recommending the school, an increase from 46% just under two years ago.

There is further evidence to support the impact of these positive changes including Local Authority reviews and student and parent voice, alongside a significant reduction in the number of fixed term suspensions. Attendance has also improved with data in line with the national figures for 2023-24 and a marked reduction in persistent absenteeism.

Teaching & learning across the school has shown increased consistency following the introduction of the Teaching and Learning toolkit but there is further work to be done around assessment for learning and adaptive teaching to ensure that students make more progress than is currently the case.

We are delighted that given the rapid improvements made, the inspection team have full confidence in the school having the capacity to improve further the effectiveness of teaching that pupils experience.

Early Career Teachers undertake a fully inclusive and supportive induction programme and are mentored continually throughout their term of training to ensure guidance is on hand at all times. This is complemented by the robust two-year Early Career Framework programme.

Our Governing body is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share in this commitment. The successful applicant will be offered a position subject to full pre-employment checks including an enhanced DBS clearance, satisfactory medical checks and two satisfactory references.

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## About the Trust

We are a successful Multi Academy Trust based in the South-East of Essex and currently manage four local secondary schools. Each school within our Trust is a place where we believe in the power of education to transform lives.

Our philosophy is centred around the belief that schools can achieve better educational outcomes for students by working together as a collective entity. The Compass Trust is founded on the principles of collaboration, innovation, and inclusivity, with the aim of providing a supportive and nurturing environment that enables schools to flourish and students to succeed.

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## Additional Benefits

As a valued member of our team, you will be entitled to the following benefits (***\*Subject to eligibility criteria***)

- Employer Pension Contribution
- Access to the “Cycle to Work” scheme
- Eye test vouchers in partnership with Specsavers
- Access to our Employee Assistance Programme (includes confidential counselling and online discounts)
- Virtual GP Access - including minors 16 and under
- Annual onsite flu vaccination programme
- Free tea and coffee provided daily.
- Discounted Tastecard subscription
- A Well-being week every term (this includes no afterschool meetings)





## How to apply

When applying for this position, please use The Bromfords School application form, which can be found on our school website under Vacancies, or click here - <https://www.bromfords.essex.sch.uk/recruitment-documents/>

We encourage visits from prospective candidates to meet members of our school community and to experience our school at first hand. If you would like to do this, please contact Kathy Rich, PA to the Headteacher on 01268 627848 or via email to [recruitment@bromfords.essex.sch.uk](mailto:recruitment@bromfords.essex.sch.uk)

Please note, we reserve the right to close this vacancy early, call applicants to interview, and appoint, prior to the closing date

We look forward to hearing from you.





## Person Specification

Category	Essential	Desirable
<b>Application</b>	<ul style="list-style-type: none"> <li>Supportive reference/s.</li> <li>Well-structured supporting letter.</li> </ul>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status.</li> <li>An honours degree in Chemistry or Physics</li> <li>Evidence of relevant recent professional development.</li> </ul>	<ul style="list-style-type: none"> <li>2.1 degree or better in Chemistry or Physics.</li> </ul>
<b>Experience &amp; Skills</b>	<ul style="list-style-type: none"> <li>Experience of teaching across all Key Stages with evidence of outstanding outcomes.</li> <li>Experience of analysing data and acting on it to drive student improvement.</li> <li>Familiarity with current educational developments and best practices in science teaching.</li> <li>Excellent record of attendance and punctuality.</li> <li>Ability to motivate and inspire staff and students.</li> <li>Ability to use tact, diplomacy, sensitivity and good humour.</li> <li>Be a team player.</li> <li>Effective written and spoken communication.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of coaching other staff so that their classroom practice develops.</li> <li>Experience of robust self-evaluation and development planning linked to this.</li> <li>Developing experience of monitoring and evaluating teacher effectiveness in relation to standards and outcomes</li> <li>Evidence of curriculum development and innovation.</li> <li>Ability to demonstrate imagination and flexibility in working methods and the ability to adjust rapidly to new priorities and developments.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>L2 Safeguarding Training within previous 12 months.</li> <li>Evidence of commitment to CPD in improving themselves as a practitioner.</li> </ul>	