









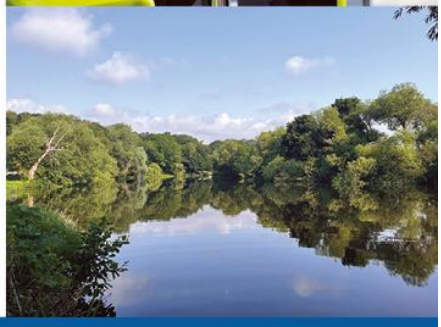

Lead Teacher of Chemistry
Full time, permanent
(job share would be considered)

Applicant Information Pack
November 2026

Teesside High School
Education as it should be

Lead Teacher of Chemistry
Job Description

Role	Lead Teacher of Chemistry
Job Purpose	To ensure the highest standards of learning, achievement and development for all students working within Chemistry. They will model outstanding practice, mentor colleagues and analyse data to improve outcomes.
Accountable to:	Head of Science

Key Accountabilities

- To plan and deliver high-quality, differentiated lessons on a day-to-day basis.
- To set homework in accordance with the Homework policy and to mark work regularly to aid progression, keep clear records of attainment and follow up on non-submission.
- To keep abreast of developments in science and ensure that these changes are implemented in lesson delivery and schemes of work.
- To organise and run extra-curricular opportunities and support interventions for students.
- To undertake duties as directed and in accordance with the school expectations.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Teaching and Learning

- To create the writing of challenging schemes of work for Chemistry that keep abreast of any developments in the field and to incorporate both skills and knowledge.
- To regularly review and amend schemes of work in Chemistry when required.
- Ensure that required 'Working Scientifically' and mathematical skills are mapped in the GCSE specification.
- Ensure that core practicals are included within schemes of work, effectively taught and monitored across the GSCE and A Level specification.
- To ensure that the department and students are equipped with the necessary resources for students to learn effectively at all levels.
- Monitor the quality and effectiveness of the teaching and learning within the Chemistry lessons.
- To carry out observations of staff teaching Chemistry and provide constructive feedback to further develop staff and teaching and learning within the Science faculty area.

Each teacher should always:

- Be vigilant for the appearance of welfare/conduct problems (attendance, punctuality, appearance, odd etc) of students and inform the relevant Tutor or Pastoral Support Lead.
- Set excellent standards of punctuality, speech and manner.
- Dress in a professional manner.
- Seek to make the classroom environment friendly and stimulating.
- Issue instructions clearly and without ambiguity.
- Listen to students and stimulate dialogue. Always seek to encourage students.
- Deal promptly with any aspect of student behaviour that is to the detriment of the development of other students in the group as a whole.
- Ensure that the classroom is always neat, tidy, safe and a pleasant place to work in, being attentive to the overall security of the premises.

Academic Progress
• To monitor homework, marking and attainment in Chemistry. • Use data to identify underachievement, identify target groups and communicate this effectively to staff and parents. • To write internal assessments and ensure mark schemes are applied consistently, so that current, forecast and predicted grades are accurate for all students studying Chemistry. • Use data from assessments to coordinate set changes and communicate this to staff. • To ensure that staff celebrate good work, use the commendation and reward system as well as academic sanctions and log them all in Edulink/SIMS.
Behaviour
• To support with the behaviour for learning within all Chemistry lessons. • To monitor behaviour issues within Chemistry lessons. • To support with parental meetings for all students studying Chemistry. • To support with the monitoring of the behaviour of students outside of lessons whilst in the Science area.
Leadership and Management
• To use department meeting to lead professional discussion. • Mentor new staff, PGCE students or NQTs. • Carry out performance management with staff in the Chemistry department. • Communicate with the Assistant Head regarding strengths, areas for development and any concerns regarding staff following probation and performance management meetings. • To deliver training to up skill non-specialists and ensure consistency in the teaching of learning within Chemistry for all years. • To develop teachers' knowledge and understanding of the Chemistry specification for GCSE. • To support teachers via coaching and mentoring. • To support the UCAS application process for students who are applying for courses that relate to the department's specialism.

Chemistry Department
The Science department has good facilities with five spacious, well equipped laboratories and two prep rooms.

Our KS3 Science curriculum is taught as three distinct separate areas of Biology, Chemistry and Physics. At KS4 we deliver both AQA GCSE Chemistry and AQA Combined GCSE Science Trilogy with specialist subject teachers. In Sixth Form, AS and A Level Chemistry is taught with the vast majority of our students choosing to complete the full course to A level, with many continuing this interest onto University places and higher apprenticeships in Science based vocations. We also teach Level BTEC Applied Science.

Our Chemistry department constantly strive to bring a sense of awe and wonder into our students' everyday life, bring the "wow factor" with exciting experiments and links to real world context.

The successful candidate will be someone with an ability to stimulate curiosity and interest in Science and who is prepared to give full commitment to the aims and ethos of the Science Department and to Teesside High School. We run an extensive extra-curricular programme with clubs, competitions and trips both locally, nationally and further afield. A strong ability to collaborate with colleagues in raising the profile of Science and STEM subjects within the school and wider community is essential.

Person Specification

	Essential (E) Desirable (D)
Qualifications and Experience	
Ability to teach Chemistry at GCSE	E
Ability to teach Chemistry at A Level	D
A proven record of raising the attainment of all pupils within the department and develop the team	E
Ability to reflect on your own and student performance in lessons and adapt practice accordingly	E
Must have the upmost integrity as well as high levels of motivation and commitment	E
Ability to work independently and as part of a team, contributing to science INSETs	E
Education to degree level or equivalent QTS	E
IT Knowledge	
Expert knowledge of the Microsoft and Google package	D
Ability to swiftly adapt to and utilise new/various systems/software	D
Capable of making effective and appropriate use of ICT in lesson delivery and within the learning area	D
Leadership and Management	
Work effectively both as a leader and as a member of a team	E
Initiate, lead and manage change	E
Set high standards and provide a role model for students and staff	E
Skills and attributes to fit with those middle leaders/managers	E
Ability to develop and maintain positive relationships with teachers, support staff and parents	E
Motivate all those involved in the delivery team	D
Liaise effectively with other organisations and agencies	D
Communication and Skills	
Negotiate and consult fairly and effectively	E
Build relationships with key stakeholders	E
Excellent communication skills, both orally and in writing, to audiences of different ages and sizes	E
Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in practical and written work	E
Effective planning, assessment and record keeping	E
Proactive approach and efficient time management and prioritisation skills	E
Genuine interest and passion for the education of young people and the ability to contribute more widely to the life and community of the school	E
Develop, maintain and use an effective network of contacts	D
Personal Qualities	
A commitment to inclusive education	E
Evident enjoyment in working with young people and their families	E
Ability to inspire confidence in staff, students, parents and others	E
Adaptability to changing circumstances/new ideas	E
Personal impact and presence	E
Ambition for self and school	E
The ability to work long hours, thrive on pressure and deliver high quality performance, whilst maintain perspective and a sense of humour.	E
A willingness to speak your mind, while maintaining absolute integrity, honesty and confidentiality.	E
A commitment to professional development	D

The Application Process

For application forms and further details please contact the School on 01642 782095 or via recruitment@teessidehigh.co.uk

The closing date for applications is Thursday 3 December at 12 noon, with interviews scheduled to take place on Wednesday 9 December.

If you wish to apply for this role, use your application letter to explain why you are interested in this and how you would fulfil the role required. Please also complete and return the school's application form, (including the names and contact details for two referees), and the Equal Opportunities form. We cannot accept applications without these. You may wish to include a supplementary CV, but this is not compulsory.

Completed application and equal opportunities forms should be returned with a covering letter and CV to recruitment@teessidehigh.co.uk

Safeguarding Policy

Teesside High School has a responsibility to protect and safeguard children and young adults. A copy of our Safeguarding Policy is attached as an essential part of our recruitment for this post. We ask that you are familiar with the essential messages in this document if you are called for interview. The School will refer to the Department for Education document, 'Keeping Children Safe in Education' and any amended version in carrying out the necessary required DBS checks.