



LEICESTER
GRAMMAR
SCHOOL

Information for Applicants
Appointment of Teacher of Chemistry
September 2023

A message from the Principal

Many thanks for your interest in Leicester Grammar School Trust. I hope that the following introductory notes will give you an impression of our thriving and ambitious schools and will help you to decide whether or not to submit an application. You will gather from the Trust's remarkable history that it is an inspiring and vibrant place both to learn and to work, with a commitment to preparing young people for a lifetime of challenge and fulfilment. Staff share high expectations not only of what children can achieve but, above all, of who they can become – when enthused through dynamic teaching, provided with outstanding opportunities and supported through attentive pastoral care.

We recently celebrated our fortieth anniversary and it is an exciting time to join us. I hope you may wish to be part of this warm and happy community as it goes from strength to strength.

John Watson
Headmaster of Leicester Grammar School and Principal of Leicester Grammar School Trust



Leicester Grammar School Trust

Leicester Grammar School Trust (LGST) is a forward-thinking family of schools, underpinned by a strong sense of values. Its mission is to be an inspiring centre for co-educational excellence in academic and personal development, within a Christian ethos. We attract and encourage enthusiastic, dedicated and innovative teachers and support staff who all contribute to our pupils' progress and happiness.

At the heart of the Trust is Leicester Grammar School, founded in 1981 in response to the demise of the maintained grammar schools in the area. The Junior School was added in 1992, which broadened the educational offering of the Trust. The defining milestone in the Trust's development was the bold and inspired decision in the mid-2000s to move the two schools from the heart of Leicester to the edge of Great Glen, a rural village some seven miles to the south of the city. Since September 2008, the two schools have occupied a very attractive, 75-acre campus, which was officially opened by Her Majesty, Queen Elizabeth.

The acquisition of nearby Stoneygate School in 2016 has brought a third educational institution under the umbrella of the Trust, offering greater choice to parents in Leicestershire and surrounding areas who seek an independent education for their children. In September 2021, Stoneygate was relaunched as LGS Stoneygate, with its own unique ethos and identity within the Trust's family of schools.

Situated on the outskirts of one of the most multicultural cities in the UK, all three LGST schools are proud to draw children from city and county, and to welcome pupils and staff from a rich range of cultural and religious backgrounds.

Leicester Grammar School

Leicester Grammar School won the accolade of Sunday Times East Midlands Independent Secondary School of the Year 2020, and in the most recent Independent Schools Inspection (December 2019), achieved the highest possible grade of 'Excellent' in both categories: Pupils' Academic and Other Achievements; and Pupils' Personal Development.

Our pupils enjoy exceptional opportunities within and beyond the classroom; we have high expectations, but the success of our community stems above all from a culture of aspiration and care.

The school, indeed the Trust as a whole, is financially strong and led by a very committed senior team and an open, collaborative and well-qualified Board of fourteen local Trustees. We attract positive, polite and 'grounded' children, who display a strong sense of respect for one another and for staff. Concerns over behaviour are rare; our pupils thrive in a calm and purposeful community, well supported and guided by staff.

Examination results in 2019 were typically excellent, with over 50% of A levels graded A*/A and 81% A*-B. At GCSE, a very impressive 57% of grades were at 9/8/A* and the school was ranked 19th co-educational independent school nationally in the Times. Nine students have recently accepted Oxbridge places for 2023 entry.

The school has excellent local transport links, with both London and Birmingham under an hour away by train. The school is nestled in the glorious countryside of the East Midlands with many beautiful villages in the surrounding area. The market town of Market Harborough, situated 10 miles to the south of Great Glen, offers a strong sense of community and regularly features in the top 10 of lists such as the 'Most Liveable Place in England' and the Sunday Times Best Places to Live.

The school's aims are to:

- Promote intellectual curiosity and academic excellence.
- Provide a broad, balanced and stimulating curriculum.
- Offer a rich range of co-curricular opportunities which enhance pupils' physical, cultural and personal development.
- Equip pupils with the self-belief, consideration and skills required for a principled and fulfilling life.
- Create a happy and mutually-supportive community of learners and staff, in which each individual is encouraged and enabled to do and be their best.
- Care for the mental and emotional well-being of pupils, and be proactive in the promotion of a healthy lifestyle.
- Welcome pupils of diverse backgrounds and faiths, nurturing their social and spiritual development.
- Foster a generous contribution to charity, community service and society.



Campus and Facilities

The new-build scheme, completed in 2008, provided the Grammar School and the Junior School, housed in the same building, with excellent facilities, outstanding equipment and a beautiful and practical space in which to learn and work together.

Accessed from the main entrance foyer of the Grammar School is St Nicholas' Hall which seats 900 and hosts assemblies, chapel services, school concerts and outside performances. An extension was added in 2015, providing additional science and lecture facilities, meeting and office space and an enhanced Sixth Form common room.

In addition, there is an indoor sports complex which offers multi-use courts for Badminton, Basketball and Netball. Indoor Cricket nets and Table Tennis are available, along with a well-equipped and supervised fitness suite, a Gym/Dance Studio and a 25-metre, 6-lane, heated swimming pool. With 75 acres of land, including several full-sized rugby pitches, cricket pitches and nets, two all-weather artificial hockey pitches, eight floodlit hard tennis and netball courts, it is no wonder that the site has been used as a team training base for numerous national teams, including the Canadian rugby team and the West Indies Ladies' Cricket teams.



The Science Department

The sciences are very strong and very popular at both GCSE and A level, achieving outstanding examination results. Our aim is to provide pupils with a theoretical and practical framework through which they can explore and develop as scientists. Academic study for its own sake is valued as well as a means by which to interpret the wider world. All the sciences are taught through a medium of experimentation, practical studies and projects.

At GCSE we offer our pupils the choice of taking all three separate sciences. Pupils are introduced to the key ideas from these during their Year 9. A large proportion of the Sixth Form study at least two Science subjects and many pupils go on to follow a Science-based career.

There are fifteen Science teachers in the faculty, five of whom are Chemists. Science teachers are supported by three highly experienced technicians.

The Science wing of the school includes accommodation for four dedicated, very well-equipped Chemistry laboratories with extensive stocks of up-to-date chemicals, a prep room, culture room, greenhouse and various stores. There is a central, open-plan Science faculty office, providing each teacher with their own work-space and extensive IT facilities in the school. All labs have data projectors. Wireless laptop computers are available for class use, as are sets of iPads. There is also a Science equipped Lecture Theatre with a 3D projector that can be booked for lessons or hosting visiting speakers.



The Chemistry Department

Chemistry is an important part of the core curriculum throughout the Lower School, with all pupils covering topics in Years 6 and 7 in Science where a single teacher delivers the Programme of Study across all three scientific disciplines. In Years 8 and 9 the individual scientific disciplines are introduced with all pupils studying Chemistry for two lessons per week so that topics can be covered in more detail in preparation for the challenge of the GCSE Chemistry course.

Chemistry is studied by virtually all GCSE pupils at Leicester Grammar School. Furthermore, all pupils are required to study at least two of the sciences at GCSE, although the majority study all three. The specification being studied is the Edexcel GCSE (1CH0) scheme.

Chemistry is an extremely popular subject at A-level – there are usually 90-100 members of the sixth form studying Chemistry at this level. The specification followed is Edexcel (9CH0).

After their time at LGS, our A-level Chemists invariably go on to top universities to study Sciences, Medicine, Dentistry, Veterinary Medicine, Engineering or Biomedical Science. Most years also see successful applications to Oxbridge for Chemistry and Natural Sciences.

A flavour of the valued extra-curricular opportunities the Department runs include:

- Chemistry Clinics for AS and A2
- Outreach Programme
- Chemistry Challenge Group
- International Chemistry Olympiad for Year 12/13
- Year 8 Salters Festival of Chemistry
- Year 10 Salters University Chemistry Camps
- Top of the Bench Royal Society of Chemistry Competition
- Cambridge Chemistry Challenge for Year 12
- Science Week Activities
- Essay Competitions, and
- Inter-School Science Quizzes e.g. the Uppingham School Chemistry competition.



The Post

We are looking to appoint an enthusiastic and well qualified teacher to join our talented Science team on a full-time basis. The successful candidate will demonstrate strength and experience with teaching Chemistry to A-level. We are happy to consider both experienced candidates and those who are at an early stage of their career.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupil intake. We consider the most important factor to be the right skills, abilities and attitude for the role which will ultimately improve the well-being and education of the pupils. Applicants must have the right to work in the UK.

Purpose of the job:

A teacher at Leicester Grammar School contributes to the well-being and development of the school by supervising, guiding and caring for pupils inside and outside the classroom. Teachers are responsible to the appropriate Head of Department, and expected to:

- teach within the agreed departmental scheme of work and follow agreed whole school policies on such matters as reports, marking and assessing and monitoring pupils' work and progress
- attend departmental meetings and INSET days, as well as whole school Staff Meetings as indicated by the Headmaster
- exercise proper care of rooms and equipment and follow the school's policy on Health and Safety matters.

While the first priority of a subject teacher is the teaching of their subject specialism including preparation, marking, assessing and evaluation of the success or failure of any period of teaching - it is expected that a subject teacher will:

- attempt to improve qualifications and expertise and keep up-to-date with subject material and exam requirements, as is necessary and practicable
- participate in the various co-curricular activities offered at Leicester Grammar School as own interests allow

- become involved in the Tutor, Pastoral and House systems currently in operation in the school
- maintain a professional and courteous manner

Additional Duties

- Support the aims and objectives of the Leicester Grammar School Trust, in line with all school policies and as detailed in the staff handbook
- Maintain personal resilience and well-being
- Work in accordance within current safeguarding and schools' guidance and legislation
- Use excellent organisational skills and interpersonal and communication skills to manage own workload and build relationships
- Be committed to the Leicester Grammar School Trust's vision and ethos.

Key Responsibilities

- Plan, deliver and assess appropriate lessons which ensure that the potential of all pupils is fulfilled
- Contribute positively and accept delegation, with department colleagues, to the production, implementation and evaluation of department Schemes of Work and resources
- Encourage pupils by regular marking, advising constructively by using targets and giving appropriate praise
- Be aware of individual pupils' needs, whether they are academic or social, and liaise with pastoral and well-being team where necessary
- Perform the role of Form Tutor and deliver Personal Social and Health Education
- Monitor assessment through use of data and target setting, and to maintain records of assessments of the students and levels of attainment as laid out in the National Curriculum, where appropriate
- Ensure equality of pupils regardless of ability, age, class, culture, disability, faith, gender, race or sexual identity
- Promote high standards for all pupils and maintaining high expectations both in and out of lessons
- Provide a positive environment where effective teaching and learning can take place and create opportunities for pupils to develop wider skills for later life

- Communicate effectively and be willing to develop and share good practice with colleagues, in meetings and through lesson observations
- Be committed to the demands of a high achieving school, both in the classroom and beyond
- Remain familiar with national and local initiatives within the subject area and focus on own professional development to the benefit of pupils
- Attend meetings and Parents' Evenings scheduled in the School Calendar
- Ensure that the school's Health and Safety policy is implemented
- Support and contribute to the school's responsibility for safeguarding pupils
- Lead and conduct oneself in an exemplary manner from a child protection point of view.

Additional Duties

- Work in accordance within current safeguarding and schools' guidance and legislation
- Use excellent organisational skills and interpersonal and communication skills to manage own workload and build relationships
- Monitor, review and evaluate departmental plans and strategies
- Support the School's well-being approach
- Be committed to Leicester Grammar School Trust's vision and ethos.



Person Specification

Essential Qualifications, Experience and Skills

- Have a recognised teaching qualification PGCE or equivalent (QTS)
- Be, or have the potential to become, an inspirational teacher of Chemistry to A-level
- Demonstrate commitment to high academic standards
- Ability to build strong working relationships with pupils, other professionals and parents
- Ability to communicate effectively and appropriately with a range of audiences, such as pupils, colleagues and parents
- Excellent time management and organisational skills
- Ability to follow instructions, policies and procedures

Desirable Qualifications, Experience and Skills

- Good ICT skills, and the willingness and ability to learn new systems, as required by the post
- Demonstrate commitment to your own professional development
- Have an understanding of the benefits of co-education and be willing and committed to become involved in the pastoral and co-curricular life of a busy and ambitious school community
- Able to demonstrate and promote positive values, attitudes and behaviour with young people
- Understanding of safeguarding
- Ability to teach KS3 Science and/or Biology or Physics to KS3 is desirable, but not essential

Personal Qualities

- Have an enthusiasm for your subject specialism
- Willingness to work flexibly according to the fluctuating demands of the role
- Model and promote good manners and an understanding of the needs of pupils of all abilities
- Ability to work as part of a team and collaboratively across the school
- Excellent interpersonal skills

Above all, the successful candidate will have an infectious enthusiasm for the value and relevance of Science in young people's lives.

Please note this job description outlines the main duties and responsibilities of the position and is designed for the benefit of both the post holder and Leicester Grammar School Trust in understanding the prime functions of the post. It should not be regarded as exclusive nor exhaustive as there may be other duties and requirements associated with and covered by the post.

Original certificates will be required as proof of qualification. All other attributes will be assessed using the contents of the application form, at interview and with professional references.

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Working within Leicester Grammar School Trust

Staff in our schools are well qualified and enthusiastic, and have high expectations of themselves and their pupils. The Trust has a strong reputation for pastoral care and teaching staff are committed to co-curricular activities.

The Trust participates in the following pension schemes:

- Teacher Pension Scheme, for eligible teaching staff
- Standard Life Pension, for support staff
- Fee remission for the children of our staff is available at all schools across the Trust. There is an excellent and loyal support staff, who understand their vital role in contributing to pupils' growth and achievements.

Other benefits enjoyed by our staff include:

- Access to Medicare health plan
- Employee Assistance Programme, which provides 24 hour support for the employee and their immediate family members
- Daily lunch allowance provided by Sodexo Catering during term-time
- Free on-site parking
- Cycle to Work scheme
- First class sports facilities, including gym and pool
- Thriving staff common room
- Excellent pastoral care including our School Nurse and Chaplain
- Rural walking trails around the School site
- Regular theatre trips & social events
- Wide range of musical and singing groups
- On-site coffee house at Leicester Grammar School



How to apply

If you are interested in this opportunity please forward a completed application form with your curriculum vitae and a covering letter addressed to Mr John Watson, Headmaster, via the following email address:

recruitment@leicestergrammar.org.uk

Applications will close at **9.00am on Monday 24 April 2023**; any incomplete applications or applications received after the deadline will not be considered.

Please note that short-listed candidates will have a tour of the school as part of the interview process. References will be sought from the short-listed candidates' nominated referees prior to interview and there will be an opportunity to submit a Criminal Record Declaration prior to interview.

Interviews will normally take place during the following week. However, be aware that interviews may be held at any stage after applications are received, so interested candidates are therefore advised to apply as soon as possible. We reserve the right to close this vacancy earlier than the specified deadline, if a suitable candidate is found.

Safeguarding

Leicester Grammar School Trust is committed to safeguarding and promoting the welfare of children and young people, and this is reflected in our recruitment procedures. All post-holders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) clearance with a Barred List check. References will be sought prior to interview. Additional pre-employment safeguarding checks include, but are not limited to, satisfactory identity, right to work, medical fitness declaration, and references. LGS will seek a reference from the candidate's most recent Headteacher following a successful interview process, even if not nominated as a referee by the candidate. Additional checks will be made to verify employment history as appropriate. The LGST Safer Recruitment Policy is available on the school website for further information.

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she is responsible, or with whom he/she comes into contact, will be to adhere to and ensure compliance with the school's Safeguarding Policy and the current version of Keeping Children Safe in Education at all times. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, such concerns must be reported to the school's Designated Safeguarding Lead or to the Headmaster.





LEICESTER GRAMMAR SCHOOL

Independent Co-educational Day School
for children aged 3-18

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Registered charity number 510809




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