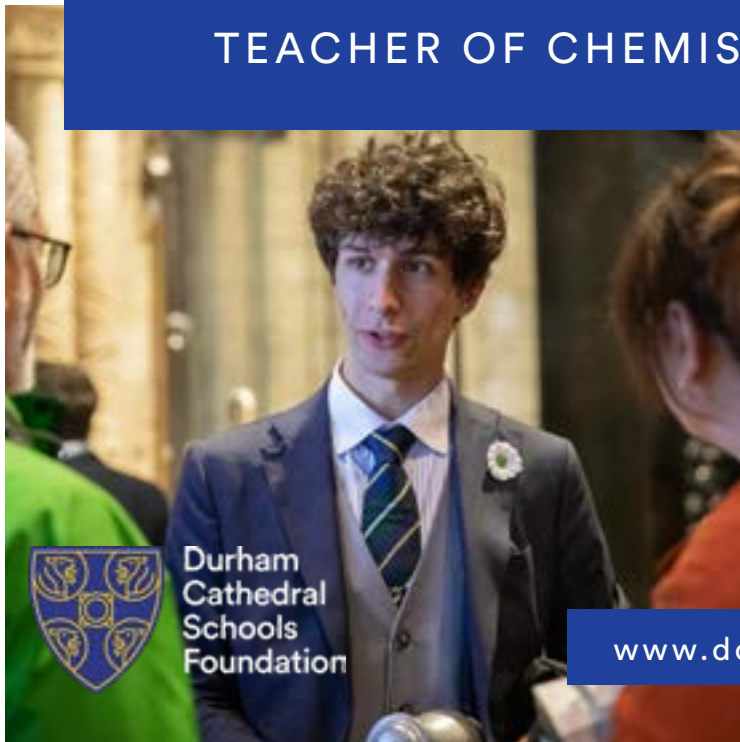




RECRUITMENT PACK

TEACHER OF CHEMISTRY (SEPTEMBER 2025)



www.dcsf.org.uk



ANDREW PEARSON

ACTING PRINCIPAL

WELCOME

In so many ways, all schools are similar and yet all schools claim to be different; so what is the unique quality that makes DCSF distinctive?

In short, we compete. In comparison to most schools, DCSF is small, but we do not let that stand in our way. Pupils here do lots of things that revolve around their education: sport, music, drama, outdoor pursuits, and so the list goes on. Pupils represent the school at county, national, and international levels, achieving impressive standards in all that they do and competing with the best of them.

Pupils dedicate time to these activities because they are fun and enhance CVs but, more importantly, because they develop the pupils as people; they learn to compete, they learn to win, and they learn

what to do when they fail or lose. Balancing all this with academic work is never easy but pupils learn from the very beginning that examinations cannot get in the way of an education that will last a lifetime.

There are many tasks which might compete as the most important for any headteacher, but getting the right people on the bus is not only a privilege but also the guarantee that DCSF remains distinctive and all that it is. The teachers here dedicate themselves to their pupils, they inspire questioning and a love of learning, and contribute to a warm and lively community.



WORLD CLASS LOCATION

"I got off at Durham, intending to poke around the cathedral for an hour or so and fell in love with it instantly in a serious way. Why, it's wonderful – a perfect little city – and I kept thinking: 'Why did no-one tell me about this?' I knew, of course, that it had a fine Norman cathedral but had no idea that it was so splendid. I couldn't believe that not once in twenty years had anyone said to me, 'You've never been to Durham? Good God, man, you must go at once! Please – take my car.' I had read countless travel pieces in Sunday papers about weekends away at York, Canterbury, Norwich, even Lincoln, but I couldn't remember reading a single one about Durham, and when I asked friends about it, I found hardly anyone who had ever been there. So let me say it now: if you have never been to Durham, go at once. Take my car. It's wonderful."

Bill Bryson, *Notes from a Small Island*

M	A	R	K
MORAL INTEGRITY <p>We have the courage to say and do the right thing</p> <p>We demonstrate a will to do the right thing</p> <p>We can be relied upon to do the right thing</p> <p>We act in private as we do in public</p> <p>We stand firm for what is right</p> <p>We challenge things we think wrong and are open to challenge from others</p> <p>We are accountable for failure as well as success, and do not allocate blame</p> <p>We demonstrate and promote honesty, and are true to ourselves</p>	AMBITION <p>We achieve our goals by consistently working toward them</p> <p>We go above and beyond the call of duty</p> <p>We re ambitious when we set goals for ourselves</p> <p>We seek help and support before giving up and identify lessons in setbacks</p> <p>We encourage all to develop maximum potential and support others to achieve</p> <p>We embrace opportunities, challenge, and seek to develop our skills and talents</p> <p>We identify opportunities for School Development</p>	RESPONSIBILITY <p>We do what we say we will</p> <p>We are punctual and prompt in all that we do</p> <p>We use our resources responsibly, developing and caring for our environment</p> <p>We act before being asked and consistently deliver on expectations</p> <p>We prepare thoroughly for all tasks</p> <p>We are accountable for our actions</p> <p>We encourage autonomy in all and seek leadership</p> <p>We acknowledge and seek to resolve problems</p> <p>We pioneer better ways of doing things</p>	KINDNESS <p>We are open and approachable to all, no matter their gender, faith, race or background</p> <p>We welcome and listen to the opinions of others and look to engage and involve a diverse range of views in the community</p> <p>We attend to and include newcomers and those needing help, and actively build relationships</p> <p>We support each other and stand up for fellow colleagues and pupils</p> <p>We acknowledge individual needs within our diverse and inclusive community</p> <p>We speak positively of the School community, and are positive in responding to questions</p>
			

OUR VALUES

The Durham Cathedral Schools Foundation is underpinned by its values. For over 600 years, Durham Cathedral Schools Foundation has prepared the young of today to be the leaders of tomorrow in the lessons we teach both in and outside the classroom, but more importantly in the values we encourage in every aspect of our daily lives. Moral integrity, ambition, responsibility, and kindness are the MARK of a Durham Cathedral Schools Foundation education.

- We are ambitious for pupils, staff and wider school community.
- We want individuals to strive for excellence in all they do.
 - We want them to aim high and involve themselves in all areas of Foundation life with commitment.
 - We want individuals to grow as people by taking advantage of all the opportunities that are available to them at DCSF.
 - With a Christian ethos underpinning our values, we want all members of the Foundation community to be tolerant, respectful and kind.
 - We want individuals to become fully integrated members of the community, taking responsibility and fulfilling their leadership potential.
 - We want to educate and support the Choristers of Durham Cathedral so that they can sing the daily praises of God.
 - We want all Choristers to avail themselves of all the opportunities available to them at the Foundation.
 - We want the DCSF community to be diverse and inclusive, with each member working together as part of one family.
 - We want everyone in the DCSF community to be known as an individual, supported in their ambitions.
 - We want DCSF to play a wider role in the life of the City, Region and beyond through building sustainable partnerships.

Traditionally Modern

Learning has been part of the life of Durham for a thousand years. The Durham Cathedral Schools Foundation was formed in 2021 as a result of the merger between Durham School and The Chorister School.

Both schools have been at the heart of the city's education for most of that time; founded in the early fifteenth century as schools for "grammar and song" by Bishop Thomas Langley, Durham School was again refounded by Henry VIII in 1541. In a somewhat odd local tradition the Cathedral is often know as Abbey, expecially by Dunelmians and Old Dunelmians.

Durham School moved from its mediaeval home on Palace Green to its current location in 1844; although the city centre is only five minutes' walk away, the School has a peaceful, rural atmosphere.

Today, the Foundation educates around 750 pupils. The Chorister School is our prep school, and is for girls and boys aged 3-11. Durham School is our senior school, and is for girls and boys aged 11-18. Boarding is available to pupils aged 8 and up, and 20% of our pupils board. Just over a third of our pupils are girls.



Our vibrant and successful Sixth Form prepares pupils for the next stage of their journey. Within a community shaped by moral integrity and kindness, we cultivate ambition and responsibility, giving all Dunelmians the foundations to be happy and make a positive mark in the world.

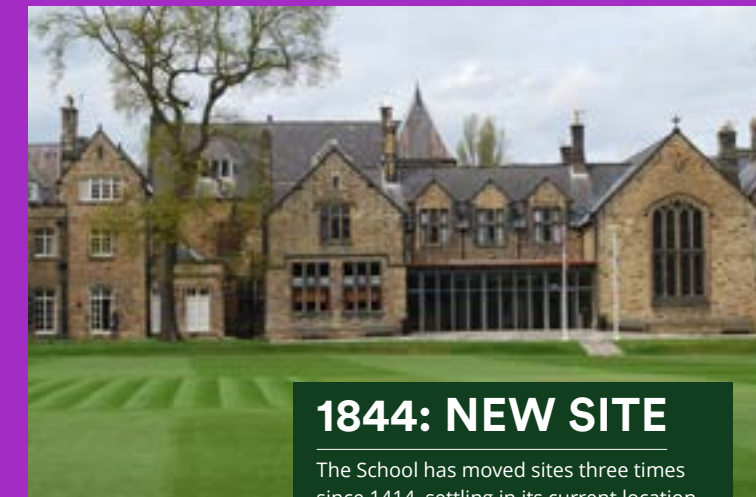
By embracing this ethos, our pupils not only learn to pass their examinations today, but also receive an education that gives them confidence for life and respect for all.

Durham Cathedral Schools Foundation has a long and ancient history. The secret to our longevity is our passionate teachers, who, using innovative approaches and new technologies, seek to kindle the intellectual curiosity of our pupils, preparing them to answer the questions of tomorrow.



1414 & ALL THAT

Durham School was refounded in 1414 by Bishop Thomas Langley. Its origins go back to the Diocese of Lindisfarne, founded by St Aiden in 635 and the building of Durham Cathedral in 995, by Aldhun.



1844: NEW SITE

The School has moved sites three times since 1414, settling in its current location in 1844, just across the river from the city.



2021: THE FOUNDATION

In 2021 Durham School was reunited with the Chorister School after over 600 years of seperation to form the Durham Cathedral Schools Foundation. Other former constituent schools include Dunelm School and Bow School.



OUR FUTURE

The Foundation has a proud history but also a fantastic future. Working in partnership with overseas investors, we have developed new schools in Doha, Dubai and Kenya. We are also thriving domestically, with 750 or more pupils across the Foundation. In Spring 2024 we announced the creation of a third senior girls' house, Lodge House, and plan to open new sports facilities in time for the 175th anniversary of our Rugby Club, DSFC in 2025.



THE POSITION

This position represents an excellent opportunity for a suitably well-qualified individual to teach Science from September 2025.

The position is full time.

The successful candidate will be able to teach Chemistry to A level, and the sciences to KS3; some experience of preparing candidates for Oxbridge entrance would be helpful but not essential.

DCSF is committed to promoting the safeguarding of children and expects all employees to share this commitment. any job will be made subject to satisfactory checks, including an enhanced DBS disclosure.

DCSF is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.





THE DEPARTMENT

Science is compulsory in Years 7-11 and Chemistry is extremely popular at A level.

Staffing

Staffing The Science department consists of eight members of full-time teaching staff, and two specialist technicians.

Resources & Accommodation

The Department consists of seven dedicated laboratories and two large technician rooms. There is a departmental office and wireless access for staff and pupils is located throughout the School.

All teaching and learning is supported by the use of the Microsoft Teams virtual learning environment. Pupils There are four A level Chemistry classes (two Lower VI and two Upper VI).

The Department is well-resourced and is a popular feature of the GCSE and A level curriculum attracting a good uptake from pupils.

Results

A level

2024: 70% A*-A 90% A*-C

2023: 65% A*-A 100% A*-C

GCSE

2024: 100% 7-9

2023: 94% 7-9 100% 4-9

Tristram Society

The A level Science students also run the Tristram Society, which arranges lectures by visiting academics on a range of science topics.

Chemistry students are usually entered into the Chemistry Olympiad examinations each year.

Other Activities

The Department offers pupils the opportunity to take part in a range of co-curricular activities and there are opportunities to experience leadership with younger pupils.

We have strong links with Durham University to enable pupils to use the excellent facilities at the University Science Site and Bill Bryson Library.

Pupils also benefit from access to lectures, seminars and other workshops run by leading academics.

JOB DESCRIPTION

• **Key Function:**

- Teach Chemistry to A level and all sciences at KS3.
- Contribute to the wider co-curricular, pastoral, and boarding programme of Durham School.

Line Management

- Responsible to the Head of Department of the main subject specialism.

The Role

- Have secure and up-to-date knowledge of examination board requirement.
- Plan, prepare and deliver highly effective lessons to promote good pupil progress. Differentiate work to ensure inclusion for all pupils including those recognised as Gifted. Understand and follow department policies, programmes of study and schemes of work.
- Regularly evaluate teaching practice as part of the appraisal process.
- Maintain an effective working environment. Promote positive values and behaviour in pupils. Regularly set, mark and provide feedback on classwork and homework as determined by the homework timetable and in line with School policy.
- Liaise with parents when appropriate and attend all relevant parents' evenings.



- Complete end-of-term written reports to a high standard and according to School guidance.
- Attend INSET, departmental meetings, and whole school meetings and briefings as directed. Undertake cover and invigilation duties as directed by the Deputy Head.
- Contribute to the development of departmental resources.
- Fulfil the role of the tutor within the House system, including day and evening duties.
- Be vigilant and consistent in ensuring that pupils are always safe and secure, in line with the School's safeguarding policy.
- Contribute to the School's co-curricular programme in fields such as sport, drama, music, societies, etc.

Other Responsibilities

- To act as a positive role model to our students and promote the school M.A.R.K values
- Facilitate the development of children's confidence, ambition, responsibility and personal pride in achievement, behaviour and appearance.
- Have high professional standards and so be an appropriate role model of reliability, behaviour and appearance.

Please note that the above is a summary of the full job description and is produced only as a guide to the responsibilities attached to this post and further responsibilities.

	Essential	Desirable
Professional	Strong academic background	•
	Degree from recognised university in relevant subject	•
	Relevant teaching qualification [QTS]	•
	Teaching to A level [or equivalent]	•
	GCSE or A level examiner	•
	A record of and commitment to continuing professional development	•
	Excellent and effective classroom management skills	•
	Using technology in the classroom	•
	An awareness of safeguarding issues, legislation and good practice	•
	Able to analyse data effectively	•
	Able to work on one's own as well as in a team across the Foundation community	•
	An ability to represent the school on public occasions in a professional manner	•
	To be aware of general developments in education	•
	Enthusiastic about working in a school environment and with young people	•
	Experience of running enrichment activities	•
	Ability to support the co-curricular life of the School	•
	Knowledge of the UCAS application process and willingness to learn about alternative options.	•
	Able to lead, manage, and motivate others	•
	Able to inspire, to teach and motivate learners	•
	The ability to balance broad strategic thinking with attention to detail	•
Personal	To uphold the School's core values publicly	•
	To be organised with ability to prioritise and work to deadlines	•
	Have an excellent punctuality and attendance record	•
	Be of smart professional appearance	•
	Excellent written and verbal communication skills	•
	Have a willingness to engage in further training	•
	Good judgement of people and situations	•
	Effective and confident communicator	•
	A people person with a sense of humour, who can show both sensitivity, decisiveness, flexibility, authority and warmth at the appropriate times	•

OUR STAFF



Miss Louise Hinde

Languages' Teacher & Explorer

"Learning a language is about more than simply vocabulary and grammar, it is about opening worlds; I try to show my pupils that their worlds should never be limited by language."



Mr Andrew Beales

Development Director

"My role is all about creating opportunities for young people with the support of Foundation community. From the archives through parents, alumni, to lettings and events the Development Office is a driving force for change at the Foundation.

Individuals need to develop too, and I am grateful the School have helped me to undertake an MBA in Educational Leadership."

ADDITIONAL INFORMATION

Other Information

Boarding is a thriving part of Durham Cathedral Schools Foundation; we offer a wide range of co-curricular activities, and would welcome any successful candidate who can make a commitment to leading & supporting an activity or sport.

The Application

All applications are to be submitted on the School's application form; these are obtainable from the School website: www.dcsf.org.uk. Alternatively, please contact the Principal's PA, Mrs Emma Mussell, on 0191 731 9270. principal@dcfsf.org.uk.

The Deadline

The deadline for all applications is noon on Monday 28th April 2025 but please feel free to submit your application as soon as possible.

The Interview

Interviews will commence the week beginning Monday 5th May 2025. The interview process will include the teaching of a lesson, the opportunity to meet departmental colleagues, as well as visit the School. Further details and a schedule will be provided in advance of the interview.

Safeguarding

Durham Cathedral Schools Foundation is committed to promoting the safeguarding of children and expects all its employees to share this commitment. Any job offer will be made subject to satisfactory checks, including an enhanced DBS disclosure.

Equal Opportunities

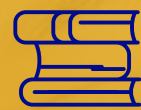
Durham Cathedral Schools Foundation is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.



128 staff



100+ activities



25 A level options



1:7 total staff to pupil ratio



130 Teams



95.5% A*-C at A level

Confidence for Life
Respect for All

STAFF BENEFITS



Free Gym use & Nationwide Discounts



Training & Development to Masters Level



Company Pension Scheme



Apprenticeships to Diploma Level



Free Lunch



Onsite Medical Centre



Fee Remission



Electric Vehicle Scheme



Free Will Service



Employee Wellbeing Support



Enhanced Sickness Pay



Free Parking



GET IN TOUCH:

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