



# Recruitment Pack

Teacher of Science

Chemistry Specialism Preferred

Required for September 2025

Full time or part time available

*I am delighted that you are considering applying to work at Sandbach School. Hopefully, this document will give you an insight into the school, our values and what it's like to work here.*



We are looking to recruit teaching staff with a philosophical commitment to outstanding comprehensive education both inside and outside of the classroom.

It is our belief that progress in all aspects of learning is affected by the quality of relationships forged within the school community. We recognise the entitlement of all pupils to a high quality and equality of experience, provision, care and support. To that end we endeavour to marry all that we see as best in education development with all that is desirable from the traditions of our past.

The core values of Sandbach School are those embodied in the School's motto and crest displayed on all uniform badges and school documentation. Such values are known, understood and should be practised by all members of the Sandbach School Community.

The Latin motto broadly translates as **“As you sow, so shall you reap”** or the more you put into school life, the more you will get out of it.



**UT  
SEVERIS  
SEGES**



Our values can be summed up as:

- Commitment to excellence in all aspects of school life – “working hard and playing hard”.
- Respect for self and others, combined with a responsibility and caring for all members of the school and its wider community.
- Integrity, honesty and open-ness in how every member of the school community operates.
- Encouragement of all to be creative, innovative and able to take initiative in order to develop every individual beyond their perceived potential.

# OUR SCHOOL



Sandbach School is a mix of traditional and new buildings set in 30 acres in the heart of the town of Sandbach. We are fortunate to benefit from wonderful resources in a beautiful setting which few schools can rival!

The historic town of Sandbach is itself a desirable place to live benefitting from good transport links, excellent housing and amenities

Our catchment covers Sandbach itself, but also encapsulates many other areas in Cheshire East, catering for parents who chose the single sex education that we offer.

***“WONDERFUL  
RESOURCES IN A  
BEAUTIFUL  
SETTING”***

Our intake is truly comprehensive, covering the full spread of ability and social profile. Whatever the student’s background or level of need, we to seek to develop their talents and aspirations. Student feedback is overwhelmingly positive.



# WORKING FOR US

**“STAFF ARE INCREDIBLY SUPPORTIVE”**

At Sandbach School, we believe strong relationships are key to a happy and thriving school and this extends to staff relationships too. We do all we can to minimise the additional burden and bureaucracy placed upon staff to enable them to concentrate on doing the important things. Staff are incredibly supportive of each other, which makes the school a very happy place to work.

Staff well-being is given the highest priority. There is an active staff forum that work with school leaders to ensure all voices are heard and supported. We all work hard to effect the high standards that we have for our students, but in doing so, we recognise that we need our teachers to be happy and healthy! If we can support with staff attending family occasions, like sports day at their child's school, then we will.

The extra opportunities, that are so much a feature of life at Sandbach, are generously supported by our wonderful staff. They give of their time freely and in return we support them through the ups and downs of a school year.

**“ALL VOICES ARE HEARD AND SUPPORTED”**



# STAFF WELLBEING

*Sandbach School  
Committed to Staff Welfare*

Sandbach School take the wellbeing of all staff very seriously. The charter below takes into account all the measures we have in place to assist staff to carry out their professional duties.

Our staff are supportive of each other and work hard as a team.



Team Ethos- collaborative approaches sought throughout

A dedicated staff forum which meets every half term



Flexible and generous approach to appointments and family events

A streamlined approach to data harvesting and reporting to parents



Input from staff forum into the school calendar

Dedicated leadership time for all leadership roles



Dedicated PPA time which can be taken from home

Well maintained and resourced staff rooms



Measured approach to supportive lesson visits and drop-ins

Access to free counselling service and welfare support for all staff



Dedicated staff wellbeing sessions for all staff on INSET days

A flexible approach to parents evenings, enabling staff to conduct meetings at home or school



Complimentary tea, coffee, sugar and milk in staffrooms. Free toast and fruit available for all at break time

Free access to leisure facilities, including the pool and gym



Complimentary Staff Christmas Dinner and end of year BBQ

SLT open door policy at all times including urgent out of hours



Opportunities for career development actively encouraged and supported

A firm commitment to the DFE Staff Wellbeing Charter



Staff are welcome to have parcels delivered to school reception and use the Franking System for post

A pre-order and delivery service provided by the refectory staff



# THE SCIENCE DEPARTMENT

The Science Department at present consists of 11 full time specialist Science teachers who form a friendly, supportive and high performing team. They are ably supported by 2 technicians.

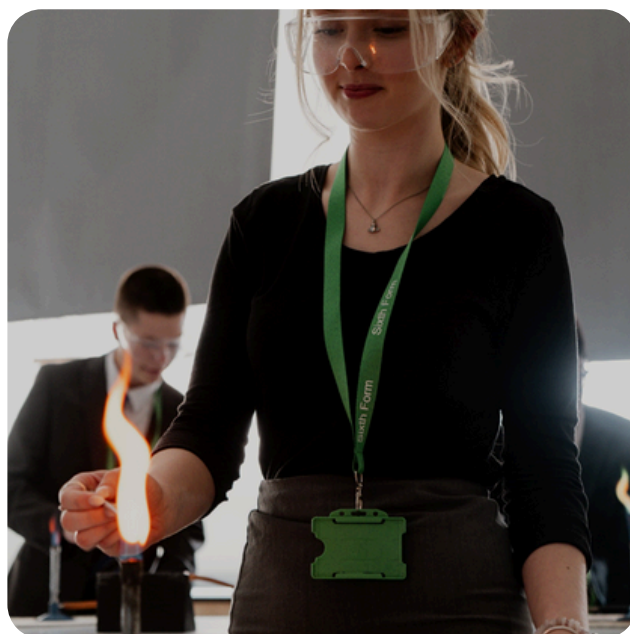
Pupils are taught in mixed ability groups in years 7 & 8. Students are set by ability in Year 9. The Department has its own new bespoke and engaging KS3 curriculum that is accessible to all. At KS4, the department delivers the AQA Combined Trilogy specification and AQA single Science GCSEs.

At KS5, we offer the AQA A-Level courses in Chemistry and Physics and OCR A-Level Biology. Science A-Levels are a popular option, and we often have two classes for each of the courses.

The Department has high academic standards and is fully committed to supporting the needs of all pupils irrespective of ability. In 2024, 82% of students achieved a grade 4 in at least one Science GCSE. 76% of all students achieved 2 or more GCSE grade 4's in science subjects. Recent triple Award figures were also extremely good, outperforming national averages in most areas with Grade 7+ percentages for Biology, Chemistry and Physics being 37%, 46% and 47% respectively.

The Science Department is keen to enthuse students in science. To support this, we run a weekly science club for Y7 & 8 students, IRIS project club for KS4 students and run a science Enrichment Week programme in July. We also run a biology residential field trip for Y12 Biologists. We are looking to expand this offering to further encourage students to get involved with science and the ability to offer additional science extra-curricular activities would be an advantage.

At present, the department consists of 6 science laboratories, 3 further teaching rooms and two preparation rooms. All laboratories have a computer & large TV screen for presentations. The department also has exclusive use of 2 sets of laptop computers with wireless access, visualisers and 10 full sets of Data Harvest logging equipment.



# JOB DESCRIPTION



**The person appointed will be line managed by the Curriculum Leader of Science. The successful candidate will be someone who is:**

- An outstanding practitioner, capable of teaching across the full age and ability range.
- Committed to raising standards in teaching and learning.
- A team player who will contribute towards the development of teaching.
- Able to maintain and promote high standards.

**As a teacher you will be able to:**

- Teach all aspects of Science up to and including A-Level.
- Set the highest standards for yourself and those you teach.
- Continue to drive forward the schools' culture of Learning and Teaching innovation.
- Share good practice and resources with other members of the school.

**Main Responsibilities:**

- To implement and deliver relevant and differentiated learning for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/Form Tutor.
- To contribute to raising the standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

**Key Tasks:**

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and the department.
- To contribute to the curriculum area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole schools planning activities.
- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To maintain appropriate records and to provide relevant, accurate and up-to-date information for Bromcom, registers etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.
- To communicate effectively with the parents of students and external agencies, as appropriate.
- To take part in marketing and liaison events with partner schools.
- To assist the Curriculum Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with a pastoral leader to ensure the implementation of the school's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Involvement in Extra-curricular and House activities.

# REQUIREMENTS

## Qualifications

- Good degree in a Science related subject
- QTS
- Excellent subject knowledge to challenge and inspire all students
- Ability to teach A-Level is an advantage

## Experience

- Proven record within a department for facilitating outstanding learning and progress in Science or ECT with the potential to be outstanding

## Skills and Aptitudes

- A passion for teaching
- A passion for Science
- Ability to engage and motivate students of all abilities across all key stages
- Excellent IT skills including use of new technology to enhance teaching and learning
- Excellent classroom management skills
- Ability to work collaboratively and creatively to develop the Curriculum
- Resilience/ Self-management/ Highly Organised/ Drive and Energy
- Willingness and initiative to try new approaches and ideas
- A positive attitude towards professional development and self-learning
- Excellent time management and organisation

## Other Requirements

- Willingness to lead and contribute to extra-curricular activities
- Excellent punctuality and attendance record
- Commitment to further developing own professional knowledge, skills and experience

## HOW TO APPLY



Please download and complete our application form from our website and email your completed application to [mhayes@sandbachschool.org](mailto:mhayes@sandbachschool.org) together with a supporting letter of no more than 2 sides of A4 detailing how you fulfil the requirements of the post. In order to promote fairness and consistency amongst applicants, only application forms fully completed will be accepted. (Please note that CVs will not be accepted).

Closing date for application is: 8.00am on Thursday 24<sup>th</sup> April 2025

Sandbach School, Crewe Road, Sandbach, Cheshire, CW11 3NS

Tel: 01270 758870

E-mail: [enquiries@sandbachschool.org](mailto:enquiries@sandbachschool.org)