



Information for Candidates applying for the role of Teacher of Chemistry

Required for September 2025

THE SCHOOL

Birkenhead School, awarded the Sunday Times Independent Secondary School of the Year in the North West for 2025, was founded in 1860. It is an HMC independent day school providing education for boys and girls drawn from the whole of the Wirral, Liverpool and as far afield as Chester and North Wales. There are currently some 126 children in Early Years (57 in Nursery aged under 3 years old, 69 in our “Pre-Prep” aged 3 to 5 years old), 301 pupils in the School’s Prep (ages 5-11) and 527 students in Years 7 to Upper Sixth Form. Birkenhead School has been fully co-educational since September 2008, offering the choice of an independent education to all local children. Across the School approximately 45% of students are girls.

Situated in the leafy suburb of Oxton, the School enjoys excellent facilities. The main campus has a ‘village green’ atmosphere, with classrooms and laboratories looking out over the cricket square. Recent capital developments have included a new landscaped playground and outdoor classroom area. There are ongoing and substantial investments in facilities. In addition to the main campus, the School owns 17 acres of playing fields on two sites nearby – the primary one being McAllester Field on Bidston Road.

SCHOOL ORGANISATION & VALUES

The School comprises Nursery and Pre-Prep (Early Years), Prep and Seniors and integrates their objectives and activities within a ‘One School’ ethos. The Headmaster chairs the School’s Senior Leadership Team (SLT) comprising the Head of Prep, Deputies and the Bursar.

Birkenhead School prides itself on being a family school and this has been greatly strengthened by the opening of the Nursery in 2006. Becoming fully co-educational in 2008 reinforced this, and at present, 234 families have more than one child in the School and 33 of those have three or four children here.

A key feature of the School is its strength of community, which runs through the student, staff and parental bodies. The School is embedded within the wider Wirral community, has strong links with local businesses and charities, and offers an extensive bursary programme. The School aims to inspire students both inside and outside the classroom, knowing each individual and providing them with outstanding opportunities to find their niche.

A dedicated, talented and collegiate staff body is required to achieve this excellence and sense of community. The School’s informal motto is Respect, Responsibility and Resilience, to which the School has recently added Inclusivity, Compassion, Integrity, Humility and Courage as defined School values. Birkenhead School recruits on attitude as much as the quality of an individual’s qualifications on paper, an approach that has played a considerable role in the winning of the Sunday Times award – in short, staff go above and beyond.

SENIORS

527 STUDENTS
AGED 11-18
296 BOYS / 231 GIRLS

PREP

301 PUPILS
AGED 5-11
162 BOYS / 139 GIRLS

NURSERY / PRE-PREP

125 CHILDREN
AGED 3 MONTHS – 5 YEARS
69 BOYS / 56 GIRLS



BIRKENHEAD SCHOOL

THE DEPARTMENT

The department consists of three staff who teach Chemistry as a separate subject, from Year 9 upwards, and contribute to the delivery of science in Years 7 and 8. At GCSE, around half of the students are entered for the AQA GCSE separate sciences (Higher Tier) and the rest take the GCSE Combined Science (either Higher or Foundation Tiers). We follow the AQA specification at A Level.

Last year, 57% of our GCSE Chemistry students achieved Grade 9 (92% Grade 8/9) and 92% of A-level students scored A*/A. Value-added scores and retention rates are the highest in the School. Class sizes are small, on average around 18 at Key Stage 4 (Combined Science sets are smaller) and 12 in the Sixth Form.

The department is well equipped, with three laboratories and two prep rooms supported by a full time Chemistry technician, who also coordinates the distribution of duties within the technician team.

The wider Science department has an excellent reputation, both within School and beyond. The majority of the School's most academic students study a science-based course at A-level (around half of the sixth form take Chemistry) and most go on to top universities, including Cambridge and Oxford. A significant portion of the cohort go on to secure Medicine or Dentistry places.

There are strong links to the community through science fairs, outreach activities and success in Olympiads and CREST awards. We enjoy good relationships with Merseyside STEM, the RSC, the Liverpool Universities and local companies.

THE ROLE AND RESPONSIBILITIES

We are seeking to appoint an enthusiastic and dynamic teacher, with relevant experience, to tutor students across the full age and ability range, to ensure the highest possible standards of achievement, personal development and well-being. The post holder will continue to meet, maintain, and build upon Teachers Standards. This role reports directly to the Head of Chemistry.

Applications from both NQTs and more experienced teachers are welcome.

Responsibilities

- Teaching, marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration. All teachers are expected to:

Teaching

- Contribute to a department academic extension programme designed to stretch, challenge and inspire students



BIRKENHEAD SCHOOL

- Meet the needs of different groups of learners in particular SEND students and those identified as potential high attainers
- Keep abreast of developments in the subject, maintaining contacts with other schools, exam boards and professional associations
- Ensure students are properly prepared and entered for exams
- Contribute to the organisation of co-curricular activities both in relation to the department and wider School community
- Provide a stimulating learning environment
- Liaise with students about Chemistry and other related subjects at Universities
- Liaise with University departments and specialists within their field
- Liaise with Prep regarding organising and overseeing enrichment activities

Assessment

- Give timely, positive and helpful feedback to students
- Complete reports to a high standard and within specified deadlines
- Regularly assess and mark student's work in line with School and department guidelines

Tutoring

- Actively monitor students' progress and provide support where necessary
- Encourage student's self-development and personal expression through PSHEE and tutor sessions

Professional Development and Wider Contribution to the School community

- Proactively engage in continuous professional development to reflect on and improve teaching repertoire
- Participate in arrangements for the appraisal and review of own performance
- Contribute to the life of the community, particularly by leading and contributing to co-curricular activities
- Representing the School at Parents Evenings, Open Days and other events
- Support and develop the use of ICT within the department.

Additional Elements

Teachers are expected to: -

- Adhere to the School's Code of Conduct
- Commit to safeguarding and promoting the welfare of students
- Support and encourage the School's ethos and objectives
- Ensure facilities, including equipment and teaching areas, are maintained in an appropriate condition
- Demonstrate a commitment to improving and developing the school's processes and facilities
- Carry out such duties that may be reasonably required by your Line Manager



THE PERSON

The ideal candidate will:

- Have a secure knowledge and understanding of own subject/curriculum area including current developments in teaching and learning
- Have QTS/PGCE qualification
- Have prior teaching experience at Key Stages 3, 4, and 5
- Be an excellent classroom practitioner with evidence of good teaching skills, leading to consistently high standards of achievement
- Be enthusiastic, confident and diligent
- Develop and maintain good relationships with students and colleagues
- Have a sound understanding and awareness of Safeguarding procedures
- Develop creative and innovative teaching techniques
- Be IT literate to support teaching and learning
- Inspire staff and students through action

The successful candidate will balance a determined work ethic and strong academic rigour with good humour, teamwork and perspective. All applicants should be outstanding Teachers, but also possess the wider interests and passions that will inspire students outside of the standard curriculum. All staff are expected to contribute fully to the wider life of the School and the co-curricular provision.

REMUNERATION & BENEFITS

Salary

Birkenhead School operates its own salary scale, reflecting the experience and expertise of the successful candidate.

Hours

This is a full-time post. The post holder will be required to contribute to co-curricular opportunities and work as necessary to carry out the duties of the role.

Holiday

You will be entitled to School Holidays and Bank Holidays.

Pension

The School operates an auto-enrolment Defined Contribution pension scheme.



BIRKENHEAD SCHOOL

Other Benefits

We will value and support your contribution to School life and in return provide you with excellent rewards:

- Working with fantastic young students
- Working as part of a committed team
- Term time is 34 weeks
- Membership of a Defined Contribution pension scheme
- Discount on School Fees for permanent members of staff
- Free use of the fully equipped on-site gym
- Access to the Employee Assistance Programme
- Support for your continuous professional development
- Lunch provided during term time
- Electric Car charging points on site

APPLICATION

A letter of application indicating skills and experience, together with a completed application form, including the names and addresses of at least two referees, should be sent for the attention of the Headmaster via: chw@birkenheadschool.co.uk

Applications may also be sent by post to: **Cheryl Wallace (Human Resources), Birkenhead School, 58 Beresford Road, Oxton, Wirral, CH43 2JD**

Application forms can be downloaded from the School's website: www.birkenheadschool.co.uk

To meet our safeguarding obligations, an Enhanced Disclosure and Barring Service check is undertaken as part of the recruitment process for all new staff. As Birkenhead School is an educational provider, it is permitted to ask whether an applicant has any convictions, cautions, reprimands or final warnings which would not be filtered in line with current guidance, as defined by The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). It is a criminal offence for an individual who is barred from working with children to apply for a role which is classed as regulated activity (i.e. involves working with children). **As such, candidates are asked to complete the separate Criminal Record Declaration Form on the School's website.** The information disclosed on this form will not be kept with your application form during the application process.

Candidates selected for interview will be offered the opportunity to have a tour of the School and meet with relevant members of the department.

The closing date for applications: 9.00am on Monday 12th May 2025

Successful candidates are likely to be invited to interview the following week.

We reserve the right to close this vacancy and complete the recruitment process when we are in receipt of sufficient applications. Should you wish to apply for this post you are advised to complete and submit your application form as soon as possible.