

Head of Chemistry

September 2026



About Us

Godolphin offers a world-class education for a changing world. Our purpose is to make the world a better place through the formation of individuals who are empowered to be ambitious and grow, lead with authenticity and compassion, and be courageous as they step into the world with confidence in readiness to shape it for the better.

For over 300 years, we have been changing lives. Achievement and innovation are woven into our heritage, and we continue to evolve with ambition. We welcomed boys as well as girls from September 2025, enriching every classroom, conversation and friendship. And from September 2026, we become Chafyn-Godolphin, the leading all through co-educational day school for children aged 2 to 18, with boarding available for Senior and Sixth Form students in the heart of Salisbury.

Our values reflect our purpose:

Ambition – We dream boldly and set brave goals, pursuing them with heart and resilience to be the very best version of ourselves.

Courage – We step forward with confidence, believing in ourselves and embracing challenge knowing that growth often begins at the end of our comfort zone.

Compassion – We lead with kindness and act with integrity in a community where everyone feels seen, valued and respected.

Our approach is grounded in exceptional teaching, deep pedagogical expertise and rigorous, data-informed tracking to fuel intellectual ambition and progress. We inspire a spirit of wonder and belonging that builds quiet confidence, curiosity and creativity, and we create meaningful opportunities for pupils to contribute beyond themselves through service, leadership and engagement with the wider world.

Godolphin is part of United Learning, a well-established group of more than 100 independent schools and academies, each retaining its own distinct character and ethos, united by a common commitment to educational excellence.

Being part of United Learning enables Godolphin to offer more to staff and pupils than would be possible as a standalone school. Centralised professional services, including finance, HR, estates and procurement, provide efficiency and stability, allowing school leaders and teachers to focus on what matters most: teaching, learning and continuous improvement. Extensive CPD opportunities are available through the Group, including formal qualifications, mentorship, leadership training and supporting subject-specific projects and pedagogical growth.

A photograph of three young boys in school uniforms standing against a stone wall. The boy on the left is looking up, the boy in the middle is looking slightly to the right, and the boy on the right is smiling at the camera. They are all wearing dark blue blazers, light blue shirts, and red and blue striped ties. A diamond-shaped school crest is visible on the pocket of the boy in the middle and the boy on the right.

“ Godolphin remains one of the most welcoming, utterly transparent, genuine and delightful schools out there. It's refreshingly down to earth, parents work hard to send their children here and greatly value the opportunities it offers. ”

Talk Education, 2025

The Chemistry Department is a successful and vibrant department, which is highly regarded within the school. There are currently three teachers of Chemistry, all experienced and with complementing areas of expertise. We are supported by an extremely experienced and accommodating dedicated team of technicians.

Pupils are taught 'Science' lessons in the First Year but are thereafter taught the three sciences separately by subject specialists. We follow the Edexcel IGCSE specification and the Edexcel specification at A-level. Digital learning is embraced fully across the school; the department works collaboratively and has a shared bank of high-quality resources.

Chemistry uptake at A-level is strong, and the pupils achieve excellent examination results both at IGCSE and A-level. Many pupils choose to study relevant subjects at university. The pupils are encouraged to pursue Science beyond their academic lessons through activities, trips and the annual Science Quiz, and they do so with much enthusiasm.



Hours	Full-Time (or part time considered), Permanent
Salary	Competitive
Additional Allowances	TLR

We are looking to appoint a Head of Department for our Chemistry department. The successful candidate will be an outstanding, inspirational teacher in their own right, and will head a thriving department teaching throughout the school.

The topics range from introduction of fundamentals and basics in First Year to advanced study and extension in Upper Sixth in addition to a contribution to the science curriculum in the younger years. The development of the pupils' analytical and evaluative skills is important and woven into the course progress.

We are looking for candidates with extensive experience as a highly experienced Secondary teacher to A-level.

Staff at Chafyn-Godolphin can enjoy free on-site parking, complimentary lunch during term-time, free membership to our Leisure Centre, access to Health Assured Employee Assistance Programme, Cycle-to-Work scheme and other work-related benefits.



Job Description

Role	Head of Chemistry
Reports to	Head of Science
Department	Science
Relationship	
The post holder is accountable to the Head of Science, in all matters relating to this post. All staff are ultimately responsible to the Head. The post holder will work closely with team members and support the team when necessary.	

Purpose of the Role

The Head of Chemistry leads the delivery of the Chemistry curriculum throughout the school. They share with the SMT the school's responsibility for excellent provision, and outstanding academic results. The Head of Department will contribute to the School's mission to provide an engaging, enriching and challenging education within a strong community, enabling each pupil to fulfil their potential and embrace the future with confidence by leading and developing the work of the Department within the School.

Duties & Responsibilities

Department

- Lead a successful academic department to ensure excellent progress and results throughout the age range
- Inspire Chafyn-Godolphin pupils with an exciting programme of study and opportunities beyond the curriculum
- Contribute to the Chafyn-Godolphin community through wide and varied events
- Lead and support the Chemistry Technician to enhance the teaching, learning and outcomes
- Curate and develop a curriculum that:
 - Engages and Enthuses
 - Achieves Academically
 - Applies to the real world
 - Facilitates progress to Higher Education, Careers and future life.

Values

- Promote Chafyn-Godolphin's three core values through an inclusive, healthy and ambitious provision for all based on:
 - Ambition: We dream boldly and set brave goals, pursuing them with heart and resistance to be the very best version of ourselves.
 - Courage: We step forward with confidence, believing in ourselves and embracing challenge knowing that growth often begins at the end of our comfort zone.
 - Compassion: We lead with kindness and act with integrity in a community where everyone feels seen, valued and respected.

Professional Responsibilities

- Uphold and perform the teacher standards and expectations
- To promote, facilitate and deliver excellent educational outcomes for all
- To promote and safeguard the welfare of pupils in your care or that you come into contact with, in accordance with the relevant School Child Protection and Safeguarding policies
- To comply with, promote and act in accordance with all School policies
- To be responsible for complying with data protection legislation and expectations for confidentiality, and to report any breaches to the Director of Finance and Operations or Data Protection Officer at the earliest opportunity
- To be responsible for complying with health & safety legislation and guidance, and to report any issues or breaches to the Estates Manager immediately
- To maintain consistent positive working relationship with colleagues, supporting them in line with your role and responsibilities
- To keep colleagues informed about aspects of your work and schedule which may affect the support you can give them
- To develop your effectiveness by updating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available to you
- To identify and agree personal development objectives with your line manager
- To be courteous to colleagues and provide a welcoming environment to visitors

Person Specification

CRITERIA	Requirements		EVIDENCE
Qualifications	Relevant degree level education	Essential	Application Form Original Certificates
	GCSE English/Maths Grade C or above, or equivalent	Essential	
	Qualified Teacher Status	Essential	
Work Experience	Experience delivering outstanding lessons to enable excellent progress of pupils	Essential	Application Form References Lesson Observation
	Engaging and effective teaching of secondary age pupils	Essential	
	A-Level teaching experience	Essential	
Communication Skills	Excellent communication skills in all forms	Essential	Person Specification Statement Lesson observation
	Open, clear, and approachable communication verbally and non-verbally	Essential	
	Experience of managing challenging conversations	Desirable	
IT Skills	Efficient and effective all round IT skills	Essential	Application Form Lesson Observation
	Ability to work with all MS Office applications including OneNote	Desirable	
Personal Qualities or Skills	Excellent organisational skills, able to manage a range of competing demands	Essential	Application Form Driving Licence check Skills Test
	Passion for exciting and innovative education progress in a wide range of areas.	Essential	
	Proactive, able to think laterally when required	Essential	
	Accuracy and attention to detail	Essential	
	Adaptable and flexible	Essential	
	Positive team player	Essential	
	Good sense of humour	Desirable	
	Full clean driving licence	Desirable	

HOW TO APPLY

Interviews

The closing date for applications is **midday 23 February 2026**. This vacancy will close as soon as sufficient applications have been received. Interviews may take place during the recruitment process and by the week beginning 09 March 2026.

Safer Recruitment

Godolphin is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An 'online search' will be conducted on short-listed candidates, and the successful applicant will be subject to an enhanced Disclosure and Barring Service (DBS) and Barred Lists check (Adult and/or Children's Workforce). Staff are prohibited from promoting extremist/radical religious or one-sided political views whilst working at Chafyn-Godolphin and/or whilst participating in activities associated with their employment within Chafyn-Godolphin.

Please note, we do NOT accept application by Curriculum Vitae.

For an informal discussion or to arrange a visit please contact a member of our HR Team on 01722 430536.

Recruitment Policy

Godolphin is positive about disability and encourages applications from disabled people. All disabled applicants who satisfy the minimum criteria will be offered an interview if they state this prior to shortlisting.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact the HR Department, telephone 01722 430569 or email hr@godolphin.org

The School's Recruitment, Selection and Disclosure Policy and procedure is available for your information on the school website; www.godolphin.org. Godolphin actively supports equality, diversity and inclusion and encourages applications from all sections of society.





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January 2026

Although correct at the time of going to the press, this booklet may be superseded as part of our commitment to continuing improvement.