



BROMSGROVE

CANDIDATE INFORMATION
FOR THE POST OF
HEAD OF CHEMISTRY

INTRODUCTION

Bromsgrove pupils are academically ambitious and resilient: their behaviour is exemplary. Whilst we are not an exceptionally selective school, we expect our pupils to work hard and fulfil their potential – around two-thirds achieve a 9-7 in each of their GCSEs and over a half achieve at least an A grade in their A Levels. In 2025 our IB Diploma students averaged 39.8 points. Government and University of Durham Alis Value Added data suggests our pupils' results in the Sixth Form are the best in the region bar none over the last few years. Given students' underlying ability, in 2024, our IB students' value added saw them outperform 98% of other independent schools. A Level value added was on the 78th percentile of independent schools and all GCSE subjects bar none saw positive value added. Over a quarter of our Year 13 leavers move on to undergraduate courses at World Top 50 universities, with UCL, KCL, Manchester, Exeter and Bath tending to be the most popular destinations.

We field nationally competitive teams in all main sports; we have been one of the top six ranked schools for sport nationally in each year over the last dozen years that rankings have been published. Staff are encouraged to support areas of extra-curricular life where they have a real passion and interest. Pastorally, the school is based on the House system. Each house has a Houseparent and a tutor team which caters for around 85 pupils. Almost all teaching staff are House tutors, each caring for around 12 pupils. Involvement with the boarding life of the School is most strongly encouraged.

The School is a hardworking environment - both the working day and week are long although terms themselves are relatively short. We offer a diverse range of opportunities for pupils and staff within a strongly academic and ordered framework. We seek to appoint teachers who are passionate about their subjects and the learning experience pupils receive. We aim for teachers to actively inspire and engage students by putting learning within the context of intrinsically interesting academic disciplines. The School encourages pupils both to reflect on their evolving ability as learners and to demonstrate their ability to learn and understand content and concepts.

Bromsgrove is a happy, unstuffy school where all are equally valued. Pupils are offered an education that is rounded and broad: for example, in the Sixth Form, A levels, the International Baccalaureate and BTECs are all on offer. Massive investment in facilities means co-curricular opportunities are outstanding. Whilst Bromsgrove is a large school, great care is taken to ensure pastoral care is personalised, and a thriving House system means a strong sense of belonging to a warm, inclusive and lively family is a keynote of the Bromsgrove experience.

With a contemporary and global outlook, Bromsgrove seeks to turn out young adults who have achieved at the highest level in a wide range of fields, who have a well-developed sense of community and the flexibility and resilience to deal with whatever life throws at them: in short, they are 'future-ready'.



THE POST

We seek to appoint an outstanding teacher to lead our large, strong and experienced Chemistry Department. The new Head of Department will be the public face of the department, will be passionate about the subject and demonstrate flair whilst maintaining the very highest of standards – they will be able and have a real sense of drive and vision. They will seek to promote pupils' enthusiasm for Chemistry and the physical sciences both inside and outside of the formal curriculum. The School expects to see high levels of pupil recruitment into the subject within the Sixth Form and value added results that are beyond reproach. Students should be encouraged to develop a genuine respect for the scientific method, the importance of disinterested research and to engage with the breadth of issues the subject has to offer. The successful applicant will hold a strong Bachelor's degree in a chemistry or a closely related discipline, and will ideally hold a postgraduate degree as well as a PGCE, but being an independent school, we are free to appoint the person who we think will most effectively lead this subject area.

The Chemistry Department is amongst the strongest and most multi-faceted in the country. The Department currently delivers the Edexcel IGCSE specification to our single award students and the AQA GCSE to our combined students whilst in the Sixth Form the department offer the Edexcel A Level course together with the subject at both Standard and Higher Level within the IB Diploma programme.

Bromsgrove currently has 102 A Level chemists split across 8 sets with another 24 students following the IB Diploma programme's course, mostly at Higher Level. Virtually all are expected to gain at least a B grade at A level or a 6 within the IB. Every year we expect some pupils to apply to read Natural Sciences at Oxbridge whilst more than a dozen apply for vet / med courses. On top of this, the Department supports a wide range of enrichment activities such as the Chemistry Olympiad and the Medics Society. Two Chemistry technicians support the work of our seven person chemistry teaching team. The Department is housed within 6 laboratories which were part of a recent £5m Science Development programme.

The person we appoint will be enthusiastic, ambitious, organised yet flexible –we seek a lead chemistry teacher with flair and drive. This is an exceptional opportunity to lead a thriving department. However, first and foremost there is a warm, constructive and industrious atmosphere within Common Room in general and the Department in particular and a willingness amongst our student body to work hard whilst being challenged.



LOCATION AND CAMPUS

Bromsgrove is a small, leafy market town in Worcestershire surrounded by rolling countryside. It is very well connected, situated just 16 miles southwest of Birmingham (26 minutes by train to Birmingham New Street) and 14 miles northeast of Worcester. London is around 2 hours 15 minutes away by train, and Birmingham Airport is only a 30-minute drive away.

Although half of central Bromsgrove is taken up by the School's 100-acre site, it does not physically dominate the town. There is no iconic building or long driveway. It is like a secret walled garden, but its influence and importance to the local economy is immense. Like the young people it aims to send out, it makes a crucial difference to the community in a way that is creative, respectful and unpretentious.

Behind the walls, Bromsgrove boasts beautiful grounds – the main Senior School (1,074 pupils aged 13–18) campus is a tree-lined oasis. The Preparatory School (501 pupils aged 7–13) sits adjacent to the Senior School in its own 35 acres of grounds. The Pre-Preparatory and Nursery School (204 pupils aged 2–7) is two miles away, located in a Victorian mansion house with extensive grounds. Bromsgrove School merged with Winterfold School nine years ago; it has 284 pupils aged 2–13 and is situated six miles from Bromsgrove in a glorious rural setting.

A huge expansion programme over the past twenty years has led to a current roll of 2063 pupils aged 4–18, including just under 600 boarders. The attendant building programme has been massive, intense and imaginative. Projects include new boarding houses, a huge sports complex, eighteen new science labs, refurbished dining facilities and an impressive performing arts centre, which opened in 2017. Most recently, a new day house has opened, boarding houses have been refurbished and the staff common room and heritage centre have been modernised.

BROMSGROVE SCHOOL MISSION STATEMENT:

FLAIR : DISCIPLINE : ACADEMIC RIGOUR

Bromsgrove School aims to produce: happy, creative, moral citizens who live motivated, fulfilled lives while enriching the lives of others.

It seeks to achieve this through an enlightened, disciplined and broad education that responds to global change while retaining core values.

The Core Values Bromsgrove seeks to foster in its pupils are: Humility and Confidence; Compassion and Ambition; Respect and Curiosity; Tolerance and Vision

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Experience/Qualifications		
Strong degree in relevant subject	*	
Post-graduate degree		*
QTS		*
IT literate		*
Skills, Knowledge and Abilities		
Strong verbal and written communication skills	*	
Ability to meet deadlines	*	
Personal		
Motivated	*	
Approachable	*	
Interested in personal development	*	

APPLICATION PROCESS

To apply, please complete the online application form.

We hope to draw up a short-list for the vacancy on Friday 26th September and to interview soon after this, although we will contact exceptional candidates at the first opportunity.

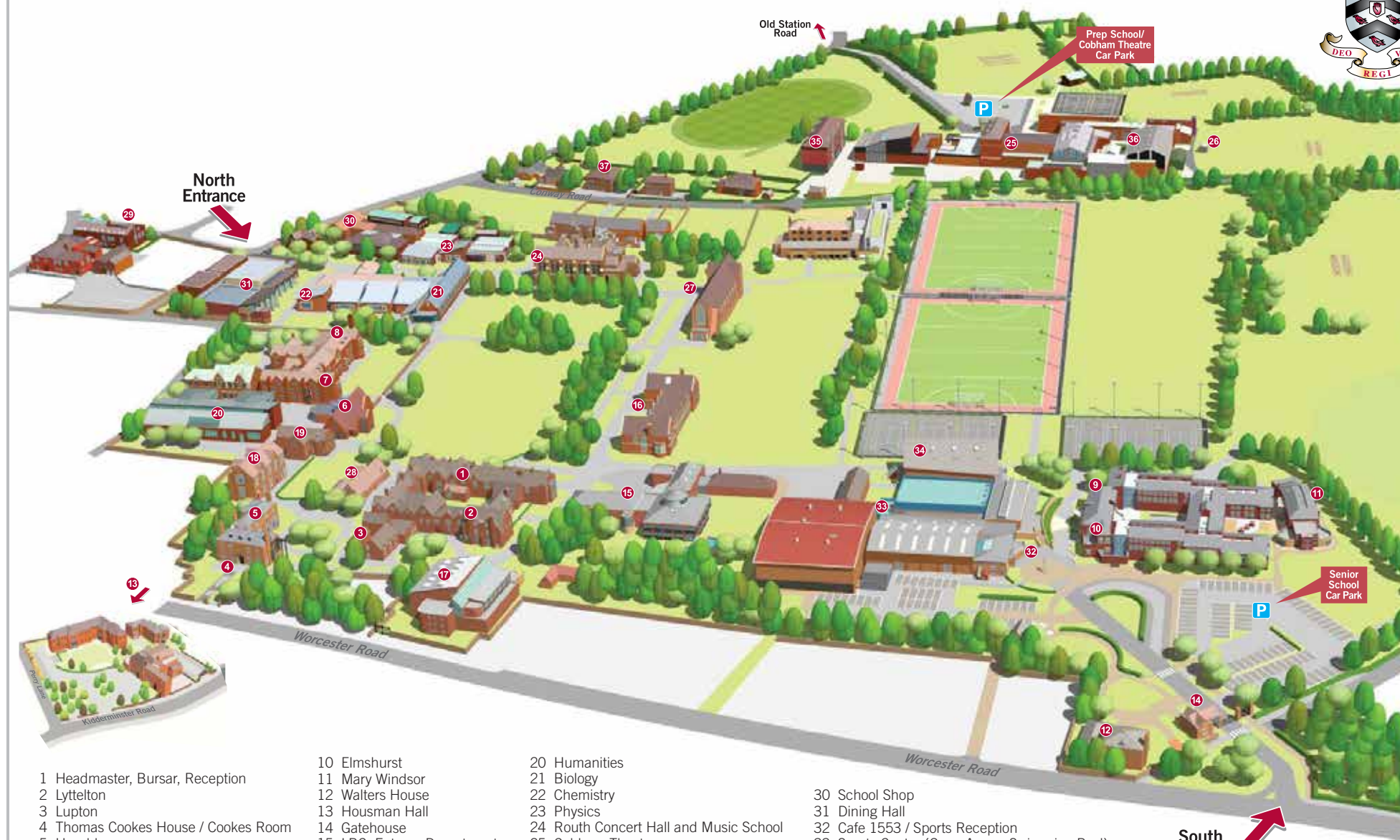
For an informal discussion regarding the post, please contact Mr Peter Ruben, Deputy Head Academic at pruben@bromsgrove-school.co.uk.

The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening including checks with past employers and the DBS.





BROMSGROVE SCHOOL - SENIOR SCHOOL



- 1 Headmaster, Bursar, Reception
- 2 Lyttelton
- 3 Lupton
- 4 Thomas Cookes House / Cookes Room
- 5 Hazeldene
- 6 Otilie Hild House
- 7 Wendron-Gordon
- 8 School House

- 10 Elmshurst
- 11 Mary Windsor
- 12 Walters House
- 13 Housman Hall
- 14 Gatehouse
- 15 LRC, Futures Department
- 16 Kyeless
- 17 ADT
- 18 Big School

- 20 Humanities
- 21 Biology
- 22 Chemistry
- 23 Physics
- 24 Routh Concert Hall and Music School
- 25 Cobham Theatre
- 26 The Observatory
- 27 Memorial Chapel
- 28 Old Chapel

- 30 School Shop
- 31 Dining Hall
- 32 Cafe 1553 / Sports Reception
- 33 Sports Centre (Gym, Arena, Swimming Pool)
- 34 Hospitality Suite
- 35 Webber
- 36 Prep School

**South
Entrance
B61 7HP**

One of the UK's leading co-educational boarding and day schools.
2060 pupils aged 2 - 18

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