



HEAD OF SCIENCE
(Chemistry Specialism Preferred)
Information for Candidates

www.gadshill.org

From the start of the Autumn Term 2025, an exciting opportunity to lead the Science Department within a forward-looking 3-16 co-educational independent day school.

Our small and collaborative Science team deliver lessons in Biology, Chemistry and Physics to small classes of pupils up to GCSE in our beautiful, leafy setting in the grounds of the home of Charles Dickens.

While all are able to teach all three sciences to GCSE, a specialism in Chemistry would allow our three Upper School Science teachers to deliver teaching in their specialist subject area.



The Gad's Hill Curriculum

Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Lower School occupies purpose-built accommodation opened in 2013. The Upper School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has about 360 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

Our Mission

Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

Our Vision

Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's Hill as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.

Our Values

Gratitude

We appreciate our and each other's worth and the opportunities we have.

Respect

We value ourselves and each other; showing courtesy, listening, and following rules.

Equality

We value our diversity and treat ourselves and each other fairly and with kindness.

Aspiration

We make choices which support ourselves and each other in being the best we can.

Tenacity

We show curiosity, resilience, and determination in all that we do.

Our Ethos

We believe that children do well when they are happy at school and at Gad's Hill we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's Hill enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

Structure and Nomenclature

The School is structured as follows:

Section	Year Name	NC Year
Lower School	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
	J3	Year 3
	J4	Year 4
	J5	Year 5
	Lower Shell	Year 6
Upper School	Upper Shell	Year 7
	Lower 4 th	Year 8
	Upper 4 th	Year 9
	Lower 5 th	Year 10
	Upper 5 th	Year 11

The Gad's Hill Curriculum



Our History

Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Lower School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Upper School.

The Present

Our new building is now the established home of the Lower School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, theatre and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

The Future

We have recently commenced formal pre-application consultation with Gravesham Borough Council on a proposed project that will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Upper School. Once the new Upper School is complete, we hope to see the historic house used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

The Gad's Hill Curriculum



The School

Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three in our Nursery through to Year 2. Here, alongside the foundation in literacy, numeracy, sciences and humanities, there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also Computing.

The Junior School is currently two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, Computing, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. In sport our students have the opportunity to represent the school in fixtures against other schools.

Our school is located geographically within a selective secondary system and historically many of our pupils would leave to attend grammar schools at the end of Lower Shell (Year 6). However, in the last few years, the growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Junior School and many from the wider community, has resulted in the development of highly capable and aspirational cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Upper School generally has a two- or three-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Separate or Combined Science and CCF (comprising BTEC Teamwork & Personal Development and Institute of Leadership & Management diplomas). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE, and in recent years we have supplemented these options with Psychology and Statistics exam courses for our increasingly able cohorts.

At present there is no sixth form education at Gad's Hill and pupils currently depart for local schools, colleges or other independents. In recent times we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

The Gad's Hill Curriculum

The Ethos

The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Seniors. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.



The school achieves good academic results with the vast majority of pupils leaving Gad's Hill to attend their first-choice post-16 destination.

Gad's Hill is not an academic hot-house above all else. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children

enjoy their time here they are much more likely to contribute in all aspects of their school life and this benefits the academic side too.

At Gad's Hill we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are many other attributes of a good school to prepare a child to live their lives. The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

Our Curriculum Intent

Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant

opportunities for speaking and listening to produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

Head of Science

The Purpose of the Role

Gad's Hill School requires an experienced teacher to serve as our Head of Science. Full details of responsibilities can be found within the job specification but, in summary, the individual will be responsible for the leadership, management, effective and efficient day-to-day operation of the Science department.

Science is compulsory at GCSE and currently taught by three specialist teachers, supported by a Science Technician, in addition to a fourth teacher who specialises in delivering the Key Stage 2 Science curriculum. Pupils take GCSEs in the separate AQA Biology, Chemistry and Physics GCSE qualifications. The new Head of Department will be expected to review the current curriculum content and overall departmental strategy with a view to strengthening and improving the GCSE results further in the long term.

Although all Upper School Science teachers are capable of teaching all science subjects to GCSE, a specialism in Chemistry would be preferred as it would allow all teachers to deliver teaching in their specialist areas.



Key Accountabilities

- Provide effective leadership and management of the subject department such that departmental staff are able to teach effectively and to ensure that pupils make good progress within that subject.
- Design and maintain a departmental scheme of work to ensure pupils learn and make good academic progress.
- Develop and implement an annual departmental improvement plan to secure improved resources and teaching strategies.
- Use available pupil data to monitor departmental progress and to inform planning and interventions.
- Ensure that the departmental teaching environment is safe so there are no risks to pupils & staff.
- Conduct safety risk assessments.
- Manage the departmental budget to ensure that staff and pupils have the resources necessary for effective teaching and learning.
- Provide advice and support to departmental colleagues to help them improve the quality of their teaching.
- Plan and co-ordinate departmental visits and events which enhance learning opportunities.
- Promote the department to enhance awareness of the subject and its benefits.
- Liaise with other school departments, external agencies and parents as necessary to ensure good communication.

Essential Qualities

- An excellent teacher with very good relationships with students.
- Committed to the highest expectations of students and their learning.
- Able to inspire and motivate staff.
- High personal standards of meeting expectations, organisation, paperwork, etc.

Head of Science

- An excellent and effective communicator.
- Able to use data appropriately to monitor and inform planning.
- Able to plan efficiently and manage change.
- Able to develop a coherent, motivated and effective team.
- Able to coach colleagues through the Appraisal process.
- Able to demonstrate a commitment to ongoing CPD.

Essential Qualifications

- Bachelor's Degree in a relevant subject.
- Professional teaching qualification desirable.

The Process

Completed application forms are to be submitted to the Headmaster, Mr Paul Savage, either:

- via the TES jobs online application form OR
- via the Gad's Hill School application form to his PA, Mrs Tracy Barker, by email to t.barker@gadshillschool.org

Completed applications must be received by the School no later than **4pm on Thursday 15th May 2025**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received.**

Interviews will be held at the School for short-listed applicants and it is hoped that the selected candidate will be able to commence employment at the start of the Autumn Term 2025, Thursday 28th August 2025.

Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-

employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.

Key Details

Contract: Permanent; Full-time

Salary: Gad's Hill Scale (currently up to £45,284 per annum) plus £3,183 Leadership Expectation Allowance

Hours: Teaching staff are required to be present on-site from 8.30am-5pm Monday to Friday in term time, plus to attend such evening and weekend events as the Headmaster may reasonably require.

Start Date: Autumn Term 2025 (28th August 2025)

Why Join Gad's Hill School?

Values & Community:

At Gad's Hill, colleagues join a community centred on the belief that every pupil has the right to be seen as a whole person and given the support and challenge to develop their personal, social, and academic potential. With small class sizes, strong staff-pupil rapport, and high standards of behaviour, teachers who join us delight in the opportunity to really engage with their passion for teaching and learning.

We hold the greatest of expectations of and for our pupils and staff. Working at Gad's Hill offers the greater autonomy of working in the independent sector, with opportunities for wider richer curricular and extra-curricular opportunities and events. All stakeholders are welcomed to contribute their unique ideas, skills, and interests as active members of the Gad's Hill community.

Professional Development:

At Gad's Hill we have a passion for curiosity and learning. A targeted induction programme is followed by an ongoing career development programme, which incorporates personal learning focus time and the opportunity to collaborate in regular peer coaching. There are further mentoring and coaching opportunities

Head of Science

available to staff, as well as supervisions for those working on EYFS and safeguarding. Our termly Teaching and Learning Digest combines current theory with sharing of best practice as part of our learning community.

Our appraisal system is rooted in empowering teachers to realise their full potential through meaningful target setting and support. Our CPD membership with TES Develop offers staff on demand access to hundreds of curriculum, pedagogical, and safeguarding courses; with further in house and external professional development opportunities tailored to the individual.

Wellbeing:

At Gad's Hill, you will have the opportunity to work in an attractive setting as part of a supportive team. We recognise that in our dedication to offering the best educational opportunities for pupils, we must also ensure the best wellbeing and work-life balance of our staff; school policy and practice are designed to balance and support both.

Slightly longer school days are offset by a generous allowance of 16 weeks holiday per year, along with a bookable Staff Wellbeing Day which can be taken in term time. A complimentary, quality home-cooked lunch is available each day in term time. Teachers have a maximum of 80% timetabled co

We recognise that teaching is a demanding profession and as an employer have membership with Health Assured, which offers a range of wellbeing and mental health support services. Our community culture and open-door policy mean that all staff have ongoing opportunity to share and support each other within a compassionate working environment.

Financial Benefits:

Gad's Hill School offers its own competitive pay scale, with further responsibility and leadership opportunities. Colleagues who wish their children to benefit from joining the Gad's Hill family will also have the opportunity for them to do so at an 85% discount, with wraparound care and school bus routes supporting parental logistics.

As part of your employment, you have the option to be enrolled in a double match-funded pension scheme with TPT providing a defined contribution pension scheme to Gad's employees. TPT, who currently providing pension services to 2,500 employers with 448,000 members and manage £9.6bn of funds, are one of the leading providers of workplace pensions in the UK. If you wish to take advantage of this pension scheme offer, you can contribute 4-8% of your salary, against which we will double match-fund up to a maximum of 16%.