

Lancing College

Senior School & Sixth Form

Teacher of Chemistry - From September 2027
LANCING COLLEGE

INFORMATION FOR CANDIDATES



Teacher of Chemistry

RESPONSIBLE TO: Head of Chemistry, Head of Science and Deputy Head

The Appointment

Lancing College is seeking to appoint an outstanding and enthusiastic Teacher of Chemistry from September 2027.

This is an exciting opportunity for a talented teacher to join a thriving and ambitious department where Chemistry is a highly popular subject and where students are intellectually curious, engaged and eager to learn. We are looking for a colleague with the energy, subject knowledge and passion to inspire young people both inside and outside the classroom.

The successful candidate will teach Chemistry throughout the Senior School, including A-Level, and will contribute actively to the rich academic and co-curricular life of the College. Whether you are an experienced teacher looking for a fresh challenge or an early-career teacher with exceptional potential, we would welcome your application.

We are particularly interested in candidates who relish working with enthusiastic students, enjoy practical science, and are keen to develop enrichment opportunities that foster a genuine love of Chemistry.

The Chemistry Department

Chemistry is one of the College's most successful and popular subjects, with strong uptake at A-Level and a long tradition of excellent academic outcomes.

Our students are inquisitive, hardworking and eager to engage with challenging scientific ideas. Many go on to study Chemistry, Medicine, Engineering and other STEM-related disciplines at leading universities.

The department comprises five highly qualified and enthusiastic teachers who work collaboratively to share ideas, resources and best practice. We are supported by an experienced team of technicians and benefit from well-equipped laboratories and excellent practical facilities.

The department encourages innovation in teaching and offers significant opportunities for a teacher to contribute their own ideas and interests. There is a strong culture of professional development, reflective practice and collaborative lesson observation, ensuring that colleagues continue to develop throughout their careers.

Enrichment and Opportunity

A successful applicant will have the opportunity to play a leading role in a vibrant programme of enrichment activities, including:

- Chemistry Olympiad preparation
- Academic societies and extension classes
- Visiting speakers and university links
- Educational visits and outreach activities
- Support programmes for aspiring medics and scientists
- Extension work for highly able students

We are seeking someone who sees Chemistry as more than a specification to be taught, but as a subject full of fascination, creativity and real-world relevance.



Key Tasks and Responsibilities

- To be an effective teacher within the department and, in the Science Department, teach Chemistry and liaise with the Head of Chemistry and Head of Science.
- To produce appropriate assessment and reporting, ensuring that they follow departmental and school guidelines.
- To prepare and arranging the production of suitable course material.
- To ensure that strategies for supporting pupils with special needs are developed in liaison with the Head of Chemistry and Learning Support Department.
- To keep abreast of developments both in the subject and in the teaching of the subject.
- To maintain a working knowledge of university entrance requirements and university courses in the subject and those related to it.
- To analyse value added data, examination results (both internal and external) and other indicators of ability and achievement, and to discuss with members of the department what conclusions can be drawn and what targets should be set as a result.
- To develop with members of the department ways in which pupils can learn effectively; to be available to discuss and advise members of the department on all matters involving the motivation of pupils, teaching method and classroom control; and to encourage the use of ICT where appropriate.
- To assist the Head of Chemistry with:
  - Maintaining and updating a departmental website on the school's VLE, including the departmental handbook, schemes of work, revision materials, the arrangements or internal examinations and recommended reading.
  - Ensuring that all regulatory requirements are met, all school policies are followed, and that good practice predominates.
  - Ensuring that evening school tasks are regularly and appropriately set and marked.
  - Preparing and arranging to produce suitable course material.
  - Ensuring that GCSE/A-Level required practicals are completed by students at the appropriate points in the course.
  - Arranging for members of the department to sit in on and discuss each other's teaching.
  - Ensuring that strategies for supporting pupils with learning support requirements are developed.



Skills and Experience

- An excellent classroom practitioner (or with the potential to become one) with a genuine passion for Chemistry, able to lead by example and inspire pupils.
- A strong degree in a Chemistry with post-graduate qualifications and experience desirable.
- Be capable of teaching Chemistry confidently to A-Level.
- Value practical work as a central part of Chemistry education.
- Ideally have an interest in teacher training, academic enrichment, or supporting students beyond the classroom.
- Have a genuine enthusiasm for the subject and for working with young people.
- Be committed to high academic standards and excellent classroom practice.
- A good team player with the ability to work with a small team but also to work independently.
- A positive attitude with the vocation, enthusiasm, and gravitas to be an outstanding ambassador for the College.
- Kind, approachable, and measured in manner with the ability to form strong working relationships with pupils, colleagues, and parents.
- Organisation, discretion, flexibility, and attention to detail.
- Excellent skills in oral and written communication.
- Willingness to contribute to the wider Co-Curricular life of the College.
- Confident proficiency with using Microsoft Office, especially Outlook, Word, and Excel. Training will be given on the College's Management Information System (iSAMs) and on the use of a surface pro which staff are provided with.

APPLICATION PROCEDURE:

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website www.lancingcollege.co.uk.
Please send any emails to recruitment@lancing.org.uk

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of three referees, one of whom should be the candidate's current or most recent employer should be included with the application.

Informal conversations about the post may be arranged with the Head of Science, Rachel Hopkinson: rah@lancing.org.uk

Closing date: Monday 7 December 2026
Interviews: Thursday 7 January 2027



TERMS AND CONDITIONS

- The starting salary will be commensurate with the experience of the successful candidate. The Lancing College salary scales currently range from £33,179 to £67,802 per annum. Members of staff appointed on the first six points of the Lancing Scale can expect to move one point up the scale each year (in addition to any inflationary award made by the Governing Body and subject to satisfactory progress) until they reach Point 6 (£47,605 per annum). Thereafter salary increases (other than inflationary awards) are made as a result of a biennial salary review process.
- The School currently provides access to the Teachers' Pension Scheme administered by Teachers' Pensions and governed by the Teachers' Pensions Regulations 2010 as amended from time to time. This may be subject to change on reasonable notice. Any increases in employer contributions from April 2024 onwards are funded by the teacher themselves.
- The School also provides an alternative defined contribution pension which is currently with Royal London. Teachers in this pension can adjust the School's contribution and their own contribution, within certain limits, to increase or decrease their own take home pay/ pension allocation – this is also known as a total reward package. Teachers in this scheme are also part of the School's death in service and income protection schemes. Any advance queries about these arrangements can be made via the HR department.
- Accommodation may be available. Rent and bills are payable.
- As may be consistent with the entry conditions of the School, and at the discretion of the School, up to two children may be educated as day pupils at Lancing College for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition, and as may be consistent with the entry conditions up to two children may be educated at Lancing Prep at Worthing for the payment of 50% of the appropriate fees. Sibling discounts are not available in addition to this. Wraparound care for up to two children will be provided free of charge. This remission does not apply to care outside School terms. At Nursery and Pre-School level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council, being allocated to Lancing rather than any other provider, and subject to the maximum fee discount allowable under HMRC rules. Means-tested fee remissions for additional children subject to the availability of places may be applied for. Any decision to grant fee remission shall be at the sole discretion of the School and shall be exercised by the Governing Body. In the case of part time teachers, any fee remission will be pro-rata to the Teacher's weekly hours.
- The College operates a medical health insurance scheme. Staff are eligible to join after three months' service. The College will pay for membership, but this is regarded as a benefit in kind and is therefore taxable.
- The employment will be subject to a probationary period of six months during which time the College may terminate the employment by giving in writing no less than one month's notice. Following probation, the notice period for either party shall be one term.



About Lancing College

At Lancing College, we believe that the most meaningful education is one that encourages pupils to think critically, act with integrity, and grow in all aspects of life. With a broad range of opportunities to explore their passions, challenge themselves, and engage with the world around them, our young people leave Lancing not only ready for the future but eager to shape it. It is this blend of strong academic foundations, personal growth, and a genuine sense of community that makes Lancing a truly special place to be.

Lancing, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to live and work, and one where tradition and modernity sit comfortably side by side.

The College is friendly, ethical, vibrant, and outward-looking. We treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status.

We particularly encourage applications from under-represented groups. The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50.

There are ten houses (seven boarding houses, and three day houses). The latest inspection report can be found here: ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London

The school roll currently stands at its largest for many years with over 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has approximately 260 day pupils on roll at Lancing Prep at Hove, 195 day pupils on roll at Lancing Prep at Worthing and 145 day and boarding pupils on roll at Dorset House School. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Design & Technology, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Headmaster, Dr Scott Crawford, has been in post since August 2025.

The Bursar, Mr Mark Milling, has been in post since August 2013.



Further Information

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

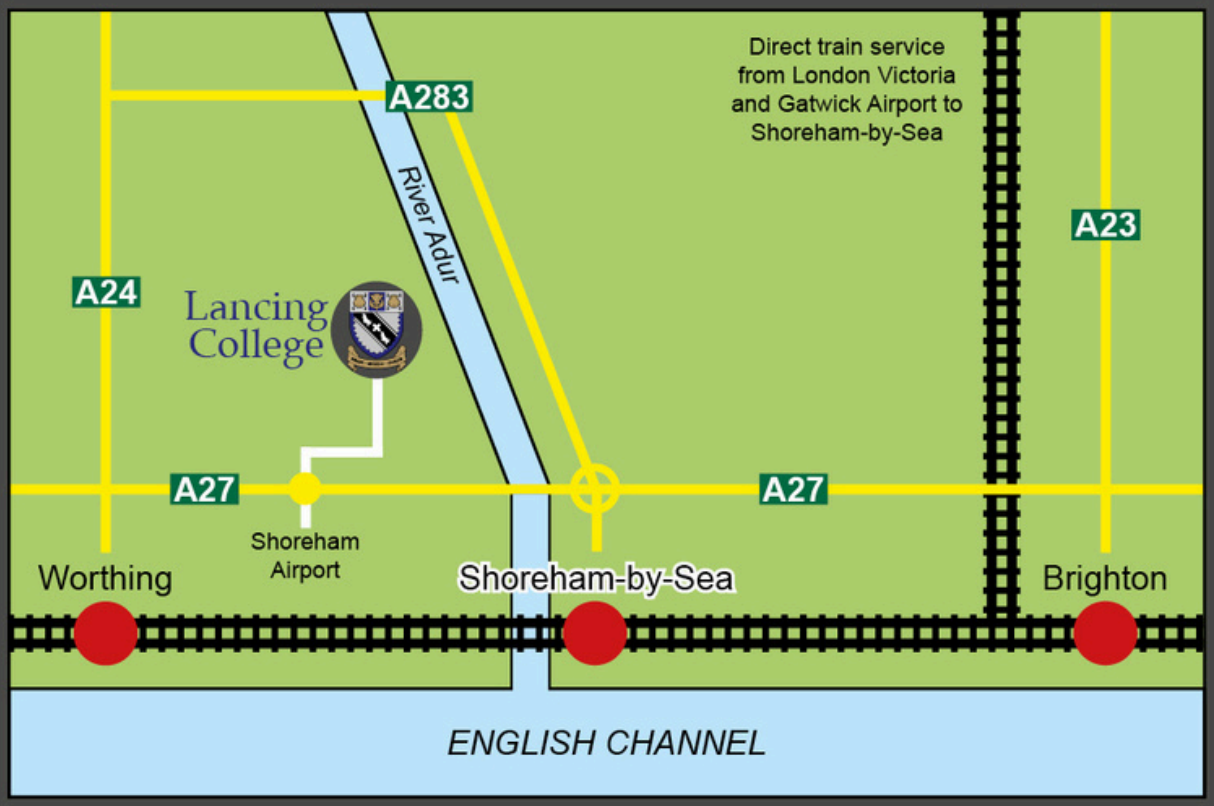
Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2026. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.

HOW TO FIND US





Lancing College is clearly signposted from the roundabout north of Shoreham Airport on the A27. Taxis are available from Shoreham-by-Sea Station.

For further enquiries about this position or the application process, please contact:

Human Resources
E recruitment@lancing.org.uk **T** 01273 452 213

LANCINGCOLLEGE.CO.UK