

# THE CROSSLEY HEATH SCHOOL



**Teacher of Chemistry**  
**CANDIDATE PACK**



**KINDNESS**



**COURAGE**



**EXCELLENCE**

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# WELCOME FROM THE HEAD TEACHER

Welcome! My name is Dean Jones and I am the Headteacher here at The Crossley Heath School. It's a privilege to lead this remarkable school. Crossley Heath is steeped in rich history that dates back to 1585 with education taking place on this site since 1864 when the building was founded as an orphanage and school. This heritage provides the basis of inclusivity and social mobility that we still have at the heart of our ethos. We are an inclusive school family, building on our proud heritage to achieve our vision to be **"The leading school for educational excellence, where we nurture happy students with strong values so they all contribute positively to society"**. We believe in realising every student's potential to change the world for the better. Promoting values of kindness, courage and excellence from our students.

One of the most wonderful features of Crossley Heath is our warm, vibrant school culture, with a rich diversity of students from all backgrounds. We have aspirational classroom environments, a house system allowing all students of all ages to collaborate and compete, as well as commitment to a vast range of extra-curricular opportunities through clubs, sports and trips across the country and the world. This sense of care and community extends to our dedicated staff, who are passionate educators committed to the students and school we serve. If you are a hard-working individual who thrives in a collaborative and supportive environment, I encourage you to explore the exciting opportunities at Crossley Heath School. We are always seeking talented individuals to join our team and contribute to the ongoing success of our students.

We are delighted that you are interested in applying for our Chemistry Teacher position. Here at The Crossley Heath School, we really value science education. It is compulsory for students to study the three separate sciences at GCSE, which they do with enthusiasm. As our students are academically very able, it is fitting that they are taught exclusively by subject specialists. As such, you will have the opportunity to comprehensively develop your subject knowledge and teaching skills as you work with our bespoke curriculum. Our science A Level courses have a strong uptake in year 12 and year 13. Therefore, there is opportunity for all our science teachers at Crossley Heath to play key roles in our A Level teaching teams.

Details of the application process can be found on page 10 of these documents. Please visit our website ([www.crossleyheath.org.uk](http://www.crossleyheath.org.uk)) to explore the school further. Please do not hesitate to get in touch with the Chief Operating Officer, Mrs. Debbie Gallimore, ([d.gallimore@crossleyheath.org.uk](mailto:d.gallimore@crossleyheath.org.uk)) if you require any further information in the first instance.

I hope you will take the opportunity to explore further and decide that this role is the right one for you and we look forward to receiving your application.

**Dean Jones M.A.**  
**Head Teacher, The Crossley Heath School**



# INFORMATION ABOUT THE SCHOOL

## WHO WE ARE AND WHAT WE STAND FOR

At Crossley Heath we see ourselves as a school family. Our school building was founded as an orphanage and school 160 years ago and the spirit of inclusivity and social mobility on which we were founded lives strong today. The school evolved into an amalgamation of Crossley and Porter and Heath Grammar Schools allowing us to trace our heritage back to 1585 and the origin of the school motto 'Omne bonum ab Alto' meaning "all good things come from above" which can both have a spiritual dimension and remind us to be thankful to the generations before.

We are a grammar school for entry into Year 7 which means students of all backgrounds are welcome at our school, they just have to show the aptitude to excel on the entrance examinations. We are proud of our diverse student body and much higher proportion of students accessing Free School Meals than other grammar schools as inclusion is at the heart of our ethos. We have a thriving sixth form which is integral to the life of the school. We embrace and celebrate our wide ethnic and geographic diversity and endeavour to be a genuinely warm, inclusive and vibrant school community.

**OUR VISION:** We truly look forward to welcoming students to The Crossley Heath School and championing their success throughout every moment of their time with us. We are **a school with a heart** and consider our staff, students and their families to be a school family. Our vision is to be **the leading school for educational excellence, where we nurture happy students with strong values, so they all contribute positively to society**. The happiness of our students really matters to us. We know that academic achievement will give them the brightest choice of future careers which will allow them to be happiest. Our aspiration is for our students to spread happiness too as positive role models for our values of kindness, courage and excellence. Our students will influence society for the better, leaving our school committed to making the world a better place.

**OUR VALUES:** Our values are **kindness, courage and excellence**. Crossley Heath students have the kindest manners, support others in a spirit of philanthropy and are inclusive in welcoming all people into our school family. We stand up courageously for what is right, celebrate the diversity of people from all backgrounds, recognise that the resilience to bounce back from failure is central to success in life and we develop the confidence to help influence the world to become a better place. Excellence is our goal, excelling academically through hard work, giving our all to sports and the arts, seizing every opportunity to shine.

**OUR PURPOSE:** **Unlocking potential; building leaders of the future.** We are a grammar school with the purpose of promoting the highest achievement and most aspirational future destinations for our students. In this way we are an engine for social mobility as we unlock the potential of the most academically able students, regardless of their background, to achieve the highest of goals. Our heritage has blessed us with a truly unique building and a spirit of philanthropy, such that we have a desire to promote the welfare of others through giving our time to support and fundraise for charities helping the most vulnerable in our local community. We are here to develop students with the strength of character, aptitude and positive commitment to sharing happiness as leaders of the future.

We have a vibrant House system which adds a strong sense of positive competition and affords students an opportunity to express themselves, demonstrate their talents, make lifelong friends and have fun. Indeed, many former students comment that some of their fondest memories are of taking part in activities for their House. Student leadership is a strength at Crossley Heath with all students, led by 6th form leaders, taking part in fundraising, Eco Schools, health and well-being initiatives. Extra-curricular activities, especially a wide variety of sports, are also a strength of the school as we have teams competing in rugby, football, netball, cricket and athletics throughout the year. Our school trips are many and varied across all subjects and with overseas trips ranging from Belgium to Berlin and Canada to China.

Partnership building is a Crossley Heath characteristic as we are a school family with highly supportive parents, carers and families, a vibrant local community and alumni who stay connected to our school for life. We care deeply about wellbeing and believe in being the friendliest and happiest school possible. Our staff are supported with a culture of listening, collaboration, commitment to professional development and an additional weekly free period on top of that typical in schools by way of a thank you for all that teachers do to support our wonderful students. Our students are the warmest and most welcoming people, they make being part of the Crossley Heath school family an absolute pleasure. Come along and see for yourself!



# ADVERTISEMENT

## THE CROSSLEY HEATH SCHOOL

 Savile Park, Halifax, HX3 0HG



(01422) 360272



[admin@crossleyheath.org.uk](mailto:admin@crossleyheath.org.uk)



[www.crossleyheath.org.uk](http://www.crossleyheath.org.uk)

Head Teacher: Mr. Dean Jones M.A

**Teacher of Chemistry From: As soon as possible**

**Salary: MPS**

**Maternity Cover 2026-27 -To Easter in the first instance**

A rare opportunity has arisen to join the highly successful and very supportive team of well qualified and experienced science teachers at Crossley Heath. This post is for a period of maternity cover. Our students enjoy their science subjects and their progress across all key stages is excellent. We would like to appoint an enthusiastic, highly motivated teacher to maintain, and build upon, the excellent results achieved by the students. You must have strong subject knowledge and be a confident teacher of Chemistry in KS3 and KS4. The ability to teach A Level Chemistry will be an advantage.

This is an excellent opportunity for an ambitious teacher looking to develop their practice and gain experience within a highly successful and supportive school.

At The Crossley Heath School, our vision is *"To be the leading school for educational excellence, where we nurture happy students with strong values, so they all contribute positively to society."* We are a school with a heart. We care deeply about our students and recognise that they are among the most rewarding young people to work with — curious, motivated and engaged — making teaching here a truly wonderful and fulfilling career.

We are a very friendly, down to earth school with a diverse student population. We welcome applications from all backgrounds. Applications from ECTs are welcome.

Information about the school is available on our website together with an application pack and further details about the post. All completed applications should be returned to Mrs Gaynor Fisher, Office Manager ([recruitment@crossleyheath.org.uk](mailto:recruitment@crossleyheath.org.uk)) by 8.00am on Monday 28 September. Interviews will be held on Thursday 8 October 2026.

**We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.**

**We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff.**



**KINDNESS**



**COURAGE**



**EXCELLENCE**

# JOB DESCRIPTION

**Job Title:** Teacher

**Line Manager:** Department Leader

## **Job Purpose**

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of the school; to ensure the welfare of students is promoted and safeguarded.

## **Duties and Responsibilities**

- in consultation with the Department Leader, plan, design and produce teaching materials and resources which are appropriate to age and ability and are in accordance with the School Improvement Plan and the Department Development Plan
- in accordance with scheme of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning
- assess, record and report on the development, progress and attainment of the students assigned to him or her within the school guidelines
- manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources
- make effective use of data to identify student underachievement and implement intervention and support
- develop quality of teaching through CPD, exposure to outstanding practice and implementing advice following lesson observations
- attend meetings, carry out administrative tasks and duties as specified in any published staff handbooks
- provide and facilitate the general progress and well-being of any individual student within any group of students assigned to him or her, providing guidance and advice to students on educational and social matters
- implement the school policy with regard to registration, student absence, dress code and enforce school rules relating to behaviour and health and safety, set and mark homework in line with school policy
- participate in full staff and departmental meetings and to contribute to school decision making and consultation procedures
- be involved in the school appraisal process, to engage in professional development activities so as to enhance personal performance, fulfil personal potential and be able to participate effectively in the implementation of the school's goals and Improvement Plan
- keep up to date with new developments in curriculum area and pedagogy

## **Additional specific responsibility**

- to be a Tutor to an assigned Tutor Group and to carry out duties related to this role

## **General duties**

- to carry out a share of supervisory duties in accordance with published rotas
- to participate in appropriate meetings with colleagues and parents relative to the above duties
- act as a positive role model to young people and uphold the highest standards in professional conduct
- operate relevant equipment/ICT packages (e.g., MSOffice, internet, intranet, Arbor, E-mail, Microsoft 365 suite)



- keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for students
- ensure effective communication with all colleagues (teaching and support staff)

#### NOTES

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and it may be subject to modification at any time after consultation with the holder of the post.
4. All staff participate in the school's performance management scheme.
5. All teaching staff are required to fulfil those duties described in the **"core job description for all teaching staff"**.
6. S/he shall undertake any other duties as reasonably requested by the Head Teacher and consistent with the overall level, nature and grading of the post.

**We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.**

# PERSON SPECIFICATION

## Teacher of Chemistry

| Qualities                                 | Essential                                                                                          | Desirable                                                                                         | How Identified             |
|-------------------------------------------|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|----------------------------|
| <b>QUALIFICATIONS</b>                     | Good honours degree in a science subject                                                           |                                                                                                   | Application form           |
|                                           | Qualified Teacher Status                                                                           |                                                                                                   | Application form           |
| <b>TEACHING EXPERIENCE &amp; PRACTICE</b> | Successful teaching of Chemistry at KS3/KS4                                                        | Ability to teach Chemistry at KS5.                                                                | Application form/Interview |
|                                           | Strong, up to date subject knowledge                                                               | Awareness of current national changes to the curriculum                                           | Application form/Interview |
|                                           | Use of a range of strategies to address the needs of all learners, including high ability students |                                                                                                   | Application form/Interview |
|                                           | Targeted intervention for students to achieve outcomes above expectations                          |                                                                                                   | Application form/Interview |
|                                           | Understanding of examination processes and other assessment systems processes                      |                                                                                                   | Application form/Interview |
|                                           | Effective analysis of data relating to student performance to inform teaching                      |                                                                                                   | Application form/Interview |
|                                           | Provision of effective feedback to students to ensure continued progress                           |                                                                                                   | Interview                  |
| <b>TRAINING &amp; DEVELOPMENT</b>         | Commitment to continually developing own professional skills and practice                          | Perseverance and evidence of adopting of a range of strategies to support less confident students | Application form/Interview |
|                                           | Evidence of recent training and/or development relating to subject                                 |                                                                                                   | Application form/Interview |
|                                           | High standards of communication and interpersonal skills                                           | Ability to provide high quality feedback to parents                                               | Interview                  |



# PERSON SPECIFICATION

|                                                                                                                |  |                            |
|----------------------------------------------------------------------------------------------------------------|--|----------------------------|
| Ability to self-evaluate and reflect so as to improve own practice                                             |  | Interview                  |
| Empathy for young people and an understanding of issues which may impact on their learning                     |  | Application form/Interview |
| A positive, proactive and resilient person who has the ability to manage workload effectively (own and others) |  | Interview                  |
| A commitment to the promotion of good behaviour and a positive school ethos                                    |  | Application form/Interview |
| A creative person who embraces change to secure improvement                                                    |  | Application form/Interview |
| Ability to support students in pastoral and personal guidance matters (for example, as a form tutor)           |  | Application form/Interview |
| Willingness to support extra-curricular activities, trips and visits                                           |  | Application form/Interview |
| Commitment to implementation of school safeguarding practices and procedures                                   |  | Interview                  |



# WHY APPLY TO CROSSLEY HEATH?

You will be joining a school which is all about putting staff and students first. There are numerous wellbeing initiatives and social events to enjoy each term.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff

Other benefits include:

- ✦ Free parking
- ✦ Additional period of non-contact time each week
- ✦ Free access to onsite Fitness Suite
- ✦ Automatic enrolment to the Teacher Pension Fund / Local Government Pension Fund
- ✦ Excellent CPD programme

## HOW TO APPLY

Applications must be made using the school's application form. The application form requires the names of two referees, one of which must be your current or most recent employer. If you currently work in a school, this should be from the Head teacher.

Closing date: 8.00 am on **Monday 28 September 2026**. Interviews will be held on **Thursday 8 October 2026**. Applications should be submitted by the deadline via email to Gaynor Fisher, Office Manager, [recruitment@crossleyheath.org.uk](mailto:recruitment@crossleyheath.org.uk)

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff are in a position of trust and therefore have a responsibility to promote and safeguard the welfare of children, young people and vulnerable adults in accordance with the nature of this post. The appointment will be subject to pre-employment checks, including an enhanced DBS check.



The leading school for educational **excellence**, where we nurture **happy** students with strong values so they all contribute **positively** to society.



KINDNESS



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