



BALLARD

BESPOKE EDUCATION



Appointment of

Teacher of Science (Chemistry Specialism)

Information for candidates

“Simply the best school everyday” (Parent)

Independent Co-Educational School of the Year
2024/25 (ISOTY)

Introduction - *“Simply the best school every day.”* Parent

Ballard is a thriving co-educational day school from Nursery to GCSE, set in 34 acres on the Dorset/Hampshire border. Ballard’s dynamic leadership has turned ‘excellent & outstanding’ (ISI) into exceptional. Putting families first, Ballard offers wrap around care and has been helping families with the VAT on school fees - paying it all in 2025 and paying 14% this academic year. With lots of exciting plans in place, there has never been a better time to join.

Ballard is a multi-award-winning school - crowned **Co-educational School of the Year Award 2024/25** in the Independent School of the Year Awards. This follows Ballard reaching the finals for Sport in 2023 and Performing Arts in 2022. In 2025, we have won the ISA Award for Fine Arts and Design, retained our School Games Mark Gold status, and were finalists for the MTI Award for Musical Theatre Provision. Our Eco-Ambassadors also achieved Eco School’s Green Flag status with Distinction and took part in the recent COP30 summit, interviewing Professor Matt Frost for the COP30 Virtual Ocean Pavilion. As well as team success, individual pupils have succeeded in the academic world, Sport and the Performing Arts to a high level and our alumni include four Paris Olympians, three Olympic medallists, world champions, successful authors, actors, an international opera star, and a pop band amongst others. So, what makes an award-winning education?

We are already seeing excellent results, as Ballard continues to buck the national trend with half of all exams passed at the highest grades (9-7), more than double the national average and 14.3% at Grade 9, almost three times the national average. Almost 42% of pupils gained a Grade 9 in one or more of their exams. On average value added, each pupil achieved +0.87 of a grade higher than expected (based on their baseline assessment) in every subject, with 48% of pupils gaining on average, at least a whole grade higher per subject. Furthermore, we are still gaining enquiries from prospective parents across all age groups.

At Ballard, we believe abilities and intelligence are not fixed – all can flourish and excel when given the tools and environment to develop self-knowledge and resilience. We provide a vast array of opportunities, including over 175 co-curricular weekly activities, but it is how we empower and inspire our pupils to seize them, that we believe, sets us apart.

Co-education is at the heart of our inclusive philosophy. All pupils are equal - boys and girls learn with and from each other, through collaboration and lively competition. In an atmosphere of inclusivity and kindness, every child is stretched in their talents and encouraged to tackle what doesn’t come easily. Boy, girl, expert, novice - no subject nor interest is beyond reach.

We pride ourselves on our forward-thinking curriculum, providing an aspirational, academic and holistic education. Our staff inspire and guide our young people, challenging and supporting them in equal measure. The school’s drive to deliver a first-class education, with a close eye on the future, is shaping our ambitious investment and development plans.

Our pastoral care is rooted in kindness and respect and underpinned by Christian values. The Ballard family’s wellbeing is central to the ethos of the school. Our inclusive approach to school life values individuality and fosters generosity of spirit; our young people look out for each other and the wider community. Ballard educates the whole child, providing a wide range of sporting, cultural, artistic and

academic clubs and activities. Our aim is to ignite passions and develop skills, identifying and unlocking every child's inner genius.

It is an exciting time to be joining Ballard, with our Leadership Team moving the school forward with confidence. The school places great emphasis on supporting and developing its staff so that the best possible educational provision is provided throughout the three pillars of the school: Pastoral, Academic and Co-curricular.

“Pupils are reflective and have high levels of self-esteem and empathy. They are highly successful in displaying these characteristics through academic study as well as the wealth of sporting, performing arts and extra-curricular opportunities in which they participate.” ISI



Mission Statement and Aims

Our mission:

To provide a supportive and caring environment for learning, and excellent teaching designed to ensure all pupils achieve their academic best.

Our aims:

1. To identify and build on strengths to help each individual pupil reach their potential within a secure, caring community and to equip our young people to be well-behaved, resilient, rounded and resourceful members of society and prepared for their future working lives
2. To aim for academic excellence, so that each individual pupil may achieve his or her personal best. We believe all our pupils are entitled to an education that extends beyond the purely academic. Pupils are actively encouraged to take part in a wide range of artistic, creative, cultural, musical, sporting and other co-curricular activities.
3. To recognise the worth, dignity and contribution of each member of the Ballard Family and to foster self-discipline, self-esteem, mutual respect and co-operation within an atmosphere of friendship and trust promoting an appreciation of the needs and gifts of others.
4. To offer scope for spiritual, moral and personal development within a disciplined and mutually supportive environment which affirms Christian values.
5. To expect high standards of achievement by developing in pupils the ability to manage change, to think and research independently and communicate confidently and effectively.
6. To celebrate our achievements, gifts and diversity irrespective of individual differences.
7. To respond to the wider needs of society through community projects, charitable fundraising and outreach and by increasing awareness of local, national and world issues.
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Department Details

Ballard's Science Department currently has five members of staff, four that teach KS3 and 4 Science and one who teaches pupils in the Lower Prep (Years 3 to 5). They are a dedicated team with an experienced Head of Department and knowledgeable teachers that have a diverse range of skills and expertise.

Our pupils start their GCSE Science course in Year 9. In Year 10 the pupils get the option to either study for the AQA Trilogy Combined Science or to study the AQA Separate Sciences in Biology, Chemistry and Physics.

The Science Department has shown outstanding progress over the last three years. The experienced staff teach inspiring and exciting lessons which include many practical activities that engage and promote enquiring minds. Principally of note, last year our pupils achieved 100% 4-9 and 72% 7-9 in Biology, 100% 4-9 and 81% 7-9 in Chemistry and 100% 4-9 and 71% 7-9 in Physics. In GCSE Combined Science our pupils achieved 93% 9-4, which is 30% above the national average.

The Department always seeks to encourage and enable pupils to achieve their full potential. Key to this success is the Department's focus on developing pupils' confidence and fundamental understanding of command words and problem-solving skills. Our teachers like to be creative when planning lessons; examples include cookie mining to teach about metal ores, the circulatory system drawn in the car park or using biscuits and strawberry laces to teach electric circuits.

Science is delivered within three 50-minute lessons each week for Year 6 to Year 9 by specialist Science teachers. If the pupils study Combined Science, they have five 50-minute lessons a week (with one lesson that is 85 minutes) and Separate Scientists have nine lessons a week. Lower Prep are taught in tutor groups and have two lessons a week with a specialist teacher. There are three well equipped laboratories with a wealth of equipment to ensure practical activities can be the heart of the lessons taught. Equipment is prepared by a highly skilled Science Technician.

The Science Department currently runs the following after-School activities; a Science club in Lower Prep, a STEM club at KS3 and Science clinics for GCSE pupils. Teachers in the Department need to be willing to run or help support these activities and be keen to plan new exciting activities or trips to help develop our already excellent provision. The Department is keen to further develop its STEM provision. Annually, Year 6 participates in the Crest Discovery Awards, Year 7 complete Project Why and Year 8 take part in the Crest Silver Award. We seek a candidate who is passionate and knowledgeable about their subject and are able to communicate this with empathy to the pupils; steering them to achieve success at GCSE. We are looking for a Science teacher with a Chemistry specialism.



The Role

We seek a colleague who is passionate and knowledgeable about their subject and able to communicate this with empathy to the pupils steering them to achieve success at GCSE.

The school retains the right to interview and appoint at any time during the application process, so early applications are strongly encouraged.

Key Responsibilities

Teaching, Learning and Assessment

- Preparation and planning of lessons in accordance with departmental schemes of work.
- Demonstrating a range of teaching methods and keeping abreast of developments in the subject area at KS3 and GCSE; employing a range of teaching resources including the display of pupils' work.
- Carrying out assessment according to departmental and School policies. Recording assessment grades/reports etc. within deadlines set and keeping clear records.
- Setting and marking of class work and homework according to relevant School and departmental policies.
- Reporting to parents on progress at parents' evenings or on reasonable request from parents.
- Providing pupils with appropriate challenges.
- Recognition of the specific needs of each pupil and of classes as a whole. Setting an appropriate pace for lessons and adapting teaching methods to the needs of pupils.

- Establishing a structured learning environment conducive to learning and where pupils know that high standards are always required.
- Managing the classroom effectively with appropriate use of sanctions and rewards in accordance with departmental and School policies.
- Motivating pupils to learn and establishing a rapport with pupils conducive to learning.
- Attending departmental meetings and sharing departmental responsibility; attending staff meetings and School or departmental INSET; seeking opportunities for professional development; participation in the School Professional Review (appraisal) scheme; participation in induction arrangements.

Other

- Promoting high standards of work and behaviour inside and outside the classroom.
- Contributing to the pastoral and extra-curricular life of the School and carrying out the role of Form Tutor effectively.
- Carrying out the normal supervision duties as laid down in School policies.

Safeguarding

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practices and pre-employment background checks will be undertaken before any appointment is confirmed.

Person Specification

Experience required

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Good honours degree, or equivalent, and recognised teaching qualification 	<ul style="list-style-type: none"> • Evidence of continued CPD
Experience	<ul style="list-style-type: none"> • Experience in secondary school teaching N.B. For NQTs, a placement will suffice. • Experience of teaching GCSE Science 	
Knowledge, skills and abilities	<p><u>Job Related</u></p> <ul style="list-style-type: none"> • Excellent and motivational teaching skills • Ability to teach a wide and varied ability range • Knowledge of requirements of curricular Science at all Key Stages particularly GCSE • Expected to teach a variety of ages (Years 6-11) <p><u>Personal</u></p> <ul style="list-style-type: none"> • The resilience, drive, strength of character and sense of both humour and perspective to thrive in a fast-paced, demanding and ambitious environment • Excellent organisational skills 	<ul style="list-style-type: none"> • A well-developed understanding of SEND and successful experience of teaching pupils with SEND

	<ul style="list-style-type: none"> • Reliability, energy, integrity, resilience, and enthusiasm • Ability to form good relationships with staff and pupils • Ability to work well in a team • Versatility and adaptability • IT competent • Someone who understands children and wants the very best for them academically whilst being fully committed to their safety and well-being • Willing to be fully involved in the life of a busy and purposeful independent school which will mean taking extra-curricular activities and being involved with a form group. Full-time staff take on three after-school activity slots per week with part-time pro rata. Some staff are also involved in the School's PSHE programme. 	
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The Appointment

- This is full time position, salary on the Ballard Pay Scale dependent on experience.
- Normal School hours are 8.30am – 5pm, Monday to Friday with an 8.15am briefing every Monday morning. A full-time staff member would run 3 afterschool activities until 5pm, on the other two days, staff can generally leave at 4.00pm.
- Contributory pension scheme with 16% employer contribution.
- School lunch and refreshments are available for all staff during term time.

Applications

How to apply:

Applicants are asked to complete a Teaching Application Form, along with their letter of application, and send it, addressed to the Headmaster (recruitment@ballardschool.co.uk), to arrive no later than **9am on Tuesday 24th March 2026**.

Interviews: Thursday 26th March 2026
 Start date: September 2026

The school retains the right to interview and appoint at any time during the application process, so early applications are strongly encouraged.

Shortlisted applicants will be invited to the school for interviews and will also have the opportunity to see the department, meet departmental staff, and demonstrate their teaching skills in the classroom.

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. The successful applicant must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (Enhanced Disclosure). As part of the referencing process, the school will undertake digital screening, including online searches of candidates and any potential matters of concern will be discussed with the candidate.

This post is exempt from the Rehabilitation of Offenders Act.

The successful candidate will be required to complete and sign a medical form.

Ballard School is committed to Equal Opportunities and welcomes applications from all sections of the community.

For further details and an application form, please visit: www.ballardschool.co.uk/vacancies

