

THE ROYAL SCHOOL ARMAGH



APPOINTMENT of a (Full-Time Temporary – Maternity Cover) TEACHER OF CHEMISTRY

January 2026

APPLICATION PACK

Thank you for your interest in working at The Royal School Armagh. This application pack contains the information required to help you complete your application. Please read all the contents thoroughly so that you are fully aware of the requirements of the post. Further information about the School can be found on our website: www.royalschool.com

THE SCHOOL

The Royal School, Armagh was established by Royal Decree in 1608 and is an academically selective voluntary grammar school for boys and girls aged 4 – 19 years. The school is situated approximately 40 miles Southwest of Belfast. There are at present 804 pupils of whom 90 are boarders. There is also a Preparatory Department which is situated on the School site.

The School is well known for its high academic standards and its significant extracurricular programme. The School occupies an attractive 30-acre site. The Facilities are excellent and the past 15 years have seen considerable investment in new buildings and refurbishment.

The School has a well-deserved reputation for excellence in academic and extra-curricular areas of School life. We are committed to giving each pupil the opportunities to make the most of their abilities, resources and time, and to gain as complete an education as possible.

THE POSITION

The Board of Governors is seeking to appoint a full-time temporary (maternity cover) Teacher of Chemistry. The post is available from the beginning of March 2026 until the end of June 2026 (with the possibility of extending in September 2026 and beyond).

All science teachers are responsible for maximising the academic progress of the pupils they teach, working with colleagues to participate fully in the development of the science Department. Subject teachers promote a positive, purposeful and professional working atmosphere that encourages co-operation and challenge, whilst valuing the contribution that individuals make to the success of the Department.

APPLICATION

Please complete the Application Form and send it together with a letter of application, to the Headmaster's Secretary at Royal School, College Hill, Armagh, BT61 9DH or by email to slynd186@c2kni.net by **4pm, on Friday 6 February 2026**.

Science Department

The Science Department in the Royal School is a very successful Department with specialist teachers of Chemistry, Biology and Physics. The Head of Science supports three individual Heads of Department and supports all colleagues in ensuring that pupils in Years 8 to 14 enjoy Science lessons safely and make appropriate progress. Practical work is at the core of the Chemistry Department and there is support from an experienced laboratory technician. There is a strong focus on teaching and learning sustained through promoting professional development by sharing good practice and developing understanding of pedagogy.

The Science Department is well resourced with equipment and the science building has six dedicated wet laboratories and one dry lab. The Science Department contributes significantly to the school's outstanding GCSE and A Level results; consequently, a large range of pupils, who opt for A Level Science subjects, progress to study science at a Russell Group university.

Chemistry Department

The Chemistry Department is one part of the Science Department. We pride ourselves on the quality and breadth of our practical curriculum and our well-resourced laboratories.

Chemistry is a very popular choice at GCSE with an intake of around 50% of KS4 pupils studying it as a discrete science and the remainder studying Chemistry as part of the double-award science curriculum. At A Level, approximately one quarter of our Sixth Form study Chemistry. The vast majority of our A Level Chemistry pupils apply for a broad range of science courses with Bio-chemistry, Pharmacy and Medicine being the most popular choices for undergraduate study. The teacher of chemistry will work:-

- using a variety of teaching techniques such as demonstrations, experiments, discussions, projects and practical work;
- using a range of materials including text books, worksheets, diagrams, computers, audio-visual aids and scientific apparatus;
- organising and directing the whole class and helping individual pupils as required;
- setting assignments, projects, tests and exams, preparing and carrying out continuous assessment, marking pupils' work and writing reports;
- keeping good order in the classroom and dealing with discipline issues;
- doing administrative work, including keeping a register of pupils;
- preparing for and attending parent-teacher meetings and staff meetings;
- sometimes supervising out of hours activities such as visits or social events;
- meeting regularly with other departments to plan interdisciplinary projects.

Academic results

We currently offer the following qualifications within the Chemistry Department:

- CCEA GCSE Chemistry (as part of the Single Award or Double Award sciences)
- CCEA GCE Chemistry.

Academic results in Chemistry GCSE are excellent with over 84% of pupils achieving an A*/A at GCSE last year. At GCE Level, last year pupils gained 87% A*/B grades. We credit our success to a deep understanding of each individual pupil, through high-level formative and summative assessment and continuously striving to provide engaging and relevant learning experiences for our pupils.

Department staffing

We currently have two full-time Chemistry teachers who share the teaching of Year 8 to 14 classes. A Level teaching is split between two teachers for each group and teachers elect which half of the syllabus they would prefer to teach.

The Vacancy

We are seeking to appoint an enthusiastic, well-qualified and experienced teacher, committed to enabling pupils to realise their highest academic potential. The successful candidate will be an excellent classroom practitioner who will convey an enthusiasm for the subject to the pupils they teach.

Essential Criteria

1. To hold an honours degree in Chemistry or a cognate subject appropriate to the teaching of Chemistry;
2. To hold a teaching qualification which is recognised by the Department of Education (N.I.).

Desirable Criteria

1. Experience (including teaching practice) of teaching a science based subject to Advanced level or BTEC equivalent;
2. Experience (including teaching practice) of teaching chemistry at GCE A level or BTEC equivalent;

The school reserves the right to enhance these criteria for the purpose of short-listing.

This is a Main Scale post.

The closing date for applications is 4.00 pm on Friday 6 February 2026. The school is an Equal Opportunities Employer. The Royal School is committed to the safety and protection of children. All employees are expected to comply with our School Child Protection and Safeguarding Policy.

OVERALL RESPONSIBILITY

Responsibilities within the Classroom:-

- Plan and prepare well-structured, clearly presented lessons appropriate to the abilities of all pupils and the syllabus being taught;
- Make sure that the classroom is a stimulating environment that facilitates learning;
- Generate enthusiasm for the subject being taught and inspire all pupils to work to their potential;
- Promote high standards of behaviour by encouraging a positive, proactive approach to studying and build productive relationships with pupils;
- Set homework as appropriate following School policy;
- Assess pupils work accurately and regularly, giving thoughtful and meaningful feedback;
- Promote high standards of organisation;
- Be punctual to lessons.

All teachers are responsible for maximising the academic progress of the pupils they teach, working with colleagues to participate fully in the development of their department. Teachers should promote a positive, purposeful and professional working atmosphere that encourages cooperation and challenge, whilst valuing the contribution that individuals make to the success of the Department. Subject to the policies of the school the duties of teachers are to perform such tasks as the Headmaster shall direct having reasonable regard to their overall teaching workload in relation to the following: -

- To teach assigned classes together with associated preparation and correction.
- To plan and develop high quality lessons and courses, using a variety of approaches, to continually enhance teaching and learning.
- To prepare pupils for examinations and assist with their administration.
- To provide advice and guidance to pupils on issues related to their education.
- Assess, record and report on the work of pupils.
- To work in partnership with parents, support staff and other professionals.
- To maintain and build upon the standards achieved in the award for Teacher Status.
- Undertake appropriate and agreed continuing professional development (e.g. PRSD).
- Participate in issues related to school planning, raising achievement and individual review.
- Promote and safeguard the health, welfare and safety of all pupils.
- Contribute towards good order and the wider needs of the school and develop the school curriculum.

GENERAL TEACHING DUTIES

Teaching and Learning

The main teaching duties of this post will be in the delivery of the curriculum.

1. Manage pupil learning through effective teaching in accordance with the Department's schemes of work and policies.
2. Ensure continuity, progression and cohesiveness in all teaching.
3. Use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs and ensure equal opportunity for all pupils.
4. Set homework regularly, (in accordance with the School homework policy), to consolidate and extend learning and encourage pupils to take responsibility for their own learning.
5. Work with the Special Education Needs Co-ordinator and Support Staff in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
6. Work effectively as a member of the Department team to improve the quality of teaching and learning.
7. Set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
8. Use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting, and Accountability

1. Be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
2. Contribute towards the implementation of Individual Education Programs as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
3. Assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
4. Be familiar with statutory assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents.
5. Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.

Subject Knowledge and Understanding

1. Have a thorough and up-to-date knowledge and understanding of the Northern Ireland Curriculum programmes of study, level descriptors and specifications for examination courses.
2. Keep up to date with research and developments in the teaching of Science.

Professional Standards and Development

1. Be a role model to pupils through personal presentation and professional conduct.
2. Arrive in class, on or before the start of the lesson, and begin and end lessons on time.
3. Cover for absent colleagues as is reasonable, fair and equitable.
4. Be familiar with the School and Department handbooks and support all the School's policies, e.g. those on Health and Safety, Citizenship, Literacy, Numeracy and ICT.
5. Establish effective working relationships with professional colleagues, Associate and Support staff.
6. Be involved in extra-curricular activities as required by the Teachers' Terms and Conditions of Employment.
7. Maintain a working knowledge and understanding of teachers' professional duties as set out in the current Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
8. Liaise effectively with parent/guardians and with other agencies with responsibility for pupils' education and welfare.
9. Be aware of the role of the Board of Governors and support it in performing its duties.
10. Be familiar with and implement the relevant requirements of the current SEN Code of Practice.
11. Consider the needs of all pupils within lessons (and implement specialist advice) especially those who:
 - have a SEN;
 - are gifted and talented;
 - are not yet fluent in English.

SPECIFIC DUTIES

1. Consult with and regularly review the Department handbooks which should state the agreed procedures, practices and aspirations of the Department. The handbook focuses on:
 - Aims and Objectives for the Science Department.
 - Assessment, Recording & Reporting.
 - Pupil Inclusion (SEN, Gifted & Talented, Pupils with English as a second language, Gender, Multicultural, Differentiation, etc.).
 - Citizenship.
 - The range of appropriate learning styles.
 - The use of ICT.
 - Health and Safety.
2. Conduct an instructional program that educates pupils about career pathways in science that can be used as a guide to achieve the necessary skills for continued education and employment which includes preparing materials such as syllabi, homework assignments, and handouts.
3. Create lesson plans that are in conformity with school policy, for all courses offered and provide instructional materials and instructional methods used to make teaching and learning effective.
4. Provide pupils with the knowledge and skills necessary to compete in a global economy.
5. Assist with the Department's contribution to the School Prospectus.
6. Assist with the Department's contribution to the School "Armachian" magazine and website'.
7. Awareness of current developments in the areas being taught.
8. Assist in running the of an extra-curricular activity deemed appropriate within the Department to appeal to a wide range of pupils.
9. Work effectively and supportively with the support staff to prepare and deliver lessons.
10. Maintain consistent working relationship with colleagues, supporting them in line with your role and responsibilities.
11. To develop your effectiveness by updating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available.

DECLARATION BY APPLICANT

(a) I have read the information and all the questions on this form have been accurately answered to the best of my knowledge.

(b) I am not suffering from any medical condition which would prevent me carrying out the duties of this post in a satisfactory manner.

(c) I have not been barred by the Disclosure and Barring Service from working in Regulated Activity*

Signature of Applicant _____

Date _____

* Regulated Activity is work that a person working in Northern Ireland must not do if the Disclosure and Barring Service (DBS) has “barred” them from working with children and adults. It is an offence for a barred person to do such work or to apply to do such work. Further information can be found on the AccessNI website at: <https://www.justice-ni.gov.uk/articles/disclosure-and-barring>.