



Bradford
Grammar
School

Candidate Brief

Teacher of Physics
January 2027

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About Bradford Grammar School

Founded in 1548, this thriving and forward-thinking independent day school has a proud heritage at the heart of Yorkshire. Educating pupils from Reception to Sixth Form, it provides a transformational experience that combines academic ambition with exceptional pastoral care and a strong sense of purpose.

Academically high-performing, socially inclusive and values-led, the school was described by the Independent Schools Inspectorate as “highly effective across all areas”, with particular recognition given to the clarity of leadership and the strength of its ethos. Expertise, ambition and strategic vision at governor and senior leadership level ensure that high standards, ethical conduct and pupil wellbeing remain central to every decision.

A broad and dynamic curriculum spans STEM, the arts, humanities and sport, encouraging intellectual curiosity, creativity and independent thinking.

Beyond the classroom, an extensive co-curricular programme and meaningful community engagement develop resilience, leadership, social responsibility and global awareness.

Tradition and innovation sit comfortably side by side. Historic spaces such as the Price Hall complement modern facilities including the Clarkson Library, reflecting a school that honours its past while continually evolving to meet the needs of the future. Alumni including Sir Ken Morrison, Alistair and Jonny Brownlee, and David Hockney exemplify its long-standing culture of achievement and character.

Guided by the values of **Excellence, Opportunity and Happiness**, the community is ambitious, supportive and optimistic. It is an exciting time to contribute to a school where tradition and innovation meet, and where staff are empowered to make a lasting difference to the lives of young people.



The Physics Department

The Physics Department is one of the most successful at BGS. It has a highly qualified and committed team of teachers who are passionate about Physics and even more so about the teaching of it.

The Physics Department presently comprises five full-time specialist teachers and we are supported by a Physics technician.

Physics is taught in six 'specialist', newly refurbished laboratories located on the first floor of the Kenneth Robinson Building (KRB). Teachers can expect to have their own laboratory where the majority of their teaching will occur. Practical equipment is provided by our technician from a central prep room and the department as a whole is extremely well resourced. As part of the Physics suite in the KRB there is a staff work room which provides each member of staff with a dedicated work and storage area plus computer access.

Physics is taught as a separate subject throughout the school. We have our own two-year curriculum for

Year 7 and Year 8 students which is loosely based on the National Curriculum, with an emphasis on developing the students' practical skills and having fun with the subject. Tests at the end of the summer term are on the material covered during the academic year.

All students at BGS follow courses up to GCSE in all three science disciplines. We currently teach the EDEXCEL IGCSE syllabus from Year 9. In 2026 our Year 11 students achieved over 30% grade 9, 56% grades 8/9 and almost 80% grades 7-9.

The number of students who opt to study A Level Physics varies between about twenty-five and forty, and we are one of the largest exam subject choices in the Sixth Form. We teach the new linear AQA A Level Physics syllabus and have three sets in each year group; on average, sets contain 12 students. Each set is taught by two members of the department. In 2026 our Year 13 students achieved 83% A*/A/B. Many of our A Level students go on to read science and engineering courses at Russell Group universities.





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Person Specification

- Inspirational, well qualified teacher.
- Excellent listening and communication skills, both verbal and written.
- Demonstrable high level organisational and time management skills.
- Resilient, thorough approach with a positive 'can do' attitude.
- A team-player with the willingness to be flexible and be committed to contributing to a full programme of extra-curricular activities.

Job Description

Job Title: Teacher of Physics

Reports to: Head of Physics

Direct reports: None

Purpose of the Role

All teachers at Bradford Grammar School are responsible for the delivery of their subject(s) to their allocated classes. In addition, teachers will be required to be Form Tutors and hence play a central part in the pastoral care of pupils. In this duty, Form Tutors are directly responsible to the Head of Year.

Accountabilities/Responsibilities

Teaching

- Teaching lessons in accordance with the Specialist Sports Coaches schemes of work and development plan. Ability to teach A Level PE is desirable.
- Setting and marking both practical and academic work carried out by the pupils.
- Assessing, recording and reporting on the development, progress and attainment of pupils.
- Maintaining good records of pupils' work.
- Attending departmental meetings.
- Assisting in the development of the various sports undertaken by Bradford Grammar School in consultation with the Specialist Sport Coaches.
- Helping to provide a stimulating and attractive working environment, including displays of pupils' work or achievements.
- Attending co-curricular activities including training, fixtures and tours outside of School hours including lunch times and weekends.
- Assisting with accurate information, team sheets and fixture details, on the Schools Sports website
- Participating in the School's performance management procedure.
- Support the Specialist Sports Coaches with the Aspiring Athletes programmes.
- Following any relevant risk assessments set by the Specialist Sports

Pastoral Care

- Implementing the pastoral policies introduced by the Leadership Teams.
- Providing guidance (where appropriate) on matters of educational and social concern to the pupils.
- Safeguarding the health and safety of pupils.
- Reporting concerns about a pupil's general well-being, work or behaviour to the Form Tutor or Head of Year including misbehaviour both on and off the premises.
- Attending staff meetings and briefings.
- Advising the Leadership Teams on matters of whole-school concern.
- Invigilating pupils for the purposes of School and public examinations.
- Undertaking School duty and detention duty according to the schedule arranged by the relevant Leadership Team.
- Assisting if required in the appointment of new staff in consultation with the Director of Sport.

- Reporting concerns about child protection issues to the Assistant Head, Pastoral/Deputy Head at the earliest opportunity.
- Promoting good timekeeping and punctuality.
- Participating in meetings to promote a pupil's progress.
- Attending school assemblies unless otherwise agreed with the Deputy Head.
- Following the School policy governing school trips.

Form Tutor Specific Duties

- Taking responsibility for the care of the pupils within the form group.
- Being the first person to whom a pupil may turn for help and guidance on matters relating to school or of personal concern.
- Monitoring a pupil's work and progress with regard to work within School and the commitment to homework.
- Promoting good communications with parents regarding matters of general pastoral concern.
- Being part of a team involved in the delivery of Personal, Social and Health Education, Citizenship and Careers Guidance.
- Encouraging and monitoring the extent of a pupil's involvement with extra-curricular activities and achievements.
- Assisting the pupil in time-management, study skills and other matters relating to planning and good working practices.
- Ensuring the efficient use of the pupil's work planner.
- Advising a pupil with regard to homework detentions, formal detentions and commendations.
- Helping to prepare pupil references for School and external use. Developing and maintaining higher education files (Sixth Form only).
- Overseeing the completion of higher education applications. Producing the first draft of the UCAS reference (Upper Sixth Form only).
- Registering the pupils twice daily.
- Distributing information of a routine nature to parents via pupils.
- Accompanying the form group to year-group assemblies except with the agreement of the Head of Year.
- Attending the relevant parents' evenings.
- Completing interim and full reports in accordance with School policy.
- Responding in writing or by telephone or other means to parental requests for information and keeping a record of the main outcomes and communicating these outcomes to the Head of Department and Head of Year.

Miscellaneous

- Providing cover for absent colleagues and to be available for cover during any part of the School day in consultation with the Deputy Head and/or Director of Sport.
- Assisting with the PE Department's Outreach Programme.
- Assisting at Open Days (and Open Evenings).
- Attending Founders' Day and Speech Day.
- Assisting with the induction programme of new staff as requested and in consultation with the Director of Sport.

Data Protection

The School's Data Protection Policy is available on the all staff shared drive within the Bradford Grammar School policy section. All job roles within Bradford Grammar School are required to adhere to the School's Data Protection Policy at all times when handling personal data in the course of executing their role responsibilities. Failure to comply with the School's Data Protection Policy may be dealt with under the School's disciplinary procedure and, in serious cases, may be treated as gross misconduct leading to summary dismissal.

General

Undertaking such other duties, as may be requested from time to time.

How to apply

All candidates should complete our application form, including a personal statement outlining how they meet the requirements for the role. The closing date for completed applications is 27 September 2026.
Interviews will be held Monday 5 October 2026.

CVs cannot be accepted

As part of Safer Recruitment regulations please read the Recruitment and Selection Guidance and the School's Safeguarding Policy by clicking on the links below

[Recruitment and Selection Guidance](#)
[Employment of Ex-Offenders Guidance](#)
[Safeguarding Policy](#)
[Privacy Notice](#)

To provide false information is an offence and may result in your application being rejected or summary dismissal, if already appointed.

Selection for interview will be undertaken by a panel. Each panel member will assess which candidates most closely meet the necessary experience and skills criteria for the role. All members of the interview panel will hold a current Safer Recruitment Certificate.



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What we offer

Bradford Grammar School offers a professional working environment where autonomy is trusted, excellence is expected and service matters, alongside a competitive and carefully considered benefits package.

The salary for the Teacher of Physics position ranges between £34,069 to £57,777, depending on the successful candidate's number of years teaching experience. Alongside the TPS we also offer enrolment into the Aviva Defined Contribution Pension Scheme where you will receive an **employer pension contribution of between 10% and 23%**.

Professional development is supported, including attendance at sector-leading conferences such as IDPE, and engagement with relevant professional networks.

The school offers a **wellbeing and employee assistance programme**, including confidential counselling and access to legal, medical and financial advice. Staff also have access to a **pensions adviser**.

Additional benefits **include lunch provided on each term-time day**, use of **on-site facilities** including a swimming pool and gym, and **50% fee remission for children of full-time employees**.

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