



HEREFORD
CATHEDRAL
SCHOOL

CANDIDATE INFORMATION

SCIENCE (PHYSICS)
TECHNICIAN

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HEADMASTER'S WELCOME



Hereford Cathedral School is a place where both staff and pupils alike are happy, purposeful, and fulfilled. Situated in the beautiful Cathedral Close, we seek to live out our Christian values, which include kindness, compassion and care for one another. We believe in holistic education where impressive academic outcomes are supported by artistic, sporting and cultural achievements, individualised pastoral care, and an emphasis on character education.

I believe that there has never been a more exciting time to join HCS. While we are the fifth oldest school in the UK, our eyes are firmly fixed on the future with a clear vision to provide a sector-leading educational provision which values continuous professional development, a culture of

collaboration, reflective practice, and where colleagues are nurtured, supported and encouraged in their careers.

I look forward to meeting you and hope that you will want to join our wonderful community.

*Yours ever,
Michael*



AIMS, ETHOS & VISION

We provide boys and girls aged 3 to 18 with an excellent standard of teaching and individual care, offering them a broad range of opportunities to develop every aspect of their potential. Hereford Cathedral School culture produces well balanced, confident and considerate young adults ready for the wider world.

We seek:

- To meet pupils' academic and personal needs and to promote virtuous character and Christian values;
- To provide an environment in which pupils feel valued and learn to work collaboratively;
- To provide a balanced, innovative and challenging curriculum with a wide range of extra-curricular opportunities;
- To encourage pupils to achieve their academic potential and to foster a culture in which teaching and learning of high quality are given central priority;
- To ensure the highest quality of pastoral care, support and guidance; and
- To equip all pupils to thrive in a rapidly changing world.

As part of an ancient Cathedral foundation, and as a Choir School, which has the privilege of a Cathedral as its chapel, we are a Christian School in the Anglican tradition, although we welcome and value those of other denominations and faiths. Each pupil is encouraged to consider seriously and openly the Christian tradition within which the School is founded.

We believe that the best education is a partnership between school and family; we place great value on maintaining close, constructive communication with parents and seek to establish the education of each pupil as a joint endeavour. While the academic development of each pupil is a central objective of both the School and the parent body, we seek, through example and ethos, to prepare our pupils for life beyond school by developing certain attributes, dispositions and values. These include: self-discipline, diligence, acceptance of responsibility and challenge, regard for proper authority, honesty, courtesy, fairness, trustworthiness, loyalty, sensitivity to the needs and views of others, courage, and the capacity to look to the future.

Our aim is to fulfil our charitable status through service to the local community by support for Cathedral choristers, charitable fundraising, the loan of buildings and other services to the community. Through competitive fee levels and the award of choristerships, scholarships, and bursaries, the pupil body reflects a wide cross-section of the local population.





A BRIEF HISTORY

Hereford Cathedral School is one of the UK's oldest schools, most likely dating back to 676AD when the Diocese of Hereford was founded. This would make it the sixth oldest school in the country, originating as a song school attached to the Cathedral. The educating of the Cathedral choristers has continued unbroken to this day.

The School has always been situated in the beautiful Cathedral Close and has expanded significantly since the late 19th century from around 100 boys to its current total of around 750 pupils, with the introduction of girls from 1970. Boarding has always been an integral part of the School's history with School House, Number One and the Old Deanery all having been pupil accommodation at various times. In 2018, the School re-introduced boarding through the acquisition and opening of Wilmot House in How Caple, which is home to around 40 pupils from across the world.

The Cathedral Prep School was founded in 1898 and moved to its present site on Castle Street in 1925 before becoming Hereford Cathedral Junior School upon its acquisition in 1987 by the Hereford Cathedral School Foundation. Hereford Cathedral School has a long and venerable history, but its eyes are firmly fixed on the future as it prepares the current generation for the opportunities and challenges of the decades and centuries which lie ahead.





LIFE AT THE SCHOOL

We are very much a family school, catering for pupils from age 3 to 18. Many of our pupils have siblings at the school, and in some cases their parents were here too. Pupils and parents are very loyal and supportive of 'their' school. We have a reputation for outstanding pastoral care and as a result, pupils are remarkably tolerant and understanding of one another. It is important to us that every child is valued within our community. We seek to provide young people with the necessary skills and self-confidence to become well-rounded, balanced adults who will make a positive contribution to those around them.

As a Cathedral School we expect pupils and staff to be sympathetic to and supportive of our Christian ethos, although we welcome and value those of other faiths, too.





A BEAUTIFUL CITY, CULTURE AND A TASTE OF TRANQUIL COUNTRYSIDE

As a school we are fortunate to enjoy a position at the very heart of a fine cathedral city, at the centre of one of England's least spoiled counties.

Hereford and the county beyond – with a range of housing to suit all tastes and price brackets, and ready access to beautiful countryside – affords an enviable quality of life. The River Wye flows past our doorstep through the city down to the Forest of Dean, while the Brecon Beacons, the Malvern Hills, Hay-on-Wye, with its internationally acclaimed literary festival, and Ludlow, famous for its food festival, are all within easy commuting distance.

Hereford itself also offers a wide range of independent eateries and great places to eat and drink, including the award-winning, world-famous Beefy Boys. The city is home to The Courtyard Theatre, a vibrant arts venue hosting high-quality drama, music, dance and community events throughout the year. With an Odeon cinema and a modern shopping centre, there is plenty to enjoy and commuting is straightforward, with excellent transport links to London, Birmingham and Cardiff.

A city renowned for its wonderful music, Hereford was also home to the composer Elgar for a significant period in his life. The Cathedral and School play host to the Three Choirs Festival every three years, and everyday choral music of the very highest standard can be enjoyed at Evensong. For those with a more eclectic taste, the county is home to a host of talented musicians who regularly perform at venues and festivals across the region. It is little wonder that many people who have visited Hereford on holiday choose to settle in the area permanently.

Find out more about what Herefordshire has to offer on the [Visit Herefordshire](#) website.



JOB DESCRIPTION: PHYSICS TECHNICIAN

Post title: Physics Technician

Location: Hereford Cathedral School

Contract: permanent

Hours/weeks: 35 hours per week - 8.30am to 4pm (including unpaid lunch break)

Term time (36 weeks per year)

Salary: point 12-16

Starting at FTE £19,632. This equates to £15,055 for work pattern detailed.

Start date: 1 September 2026

Purpose of this Job Description

Hereford Cathedral School considers this document as a “snapshot” of the job and the tasks listed are not an exhaustive list. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.

OPPORTUNITY

At Hereford Cathedral School, the Physics Technician is a key member of the Science Department, supporting the delivery of inspiring, hands-on physics education. This role is central to ensuring that practical work is engaging, safe, and seamlessly integrated into the curriculum.

Working closely with teaching staff, the Physics Technician prepares and sets up a wide range of experiments, from foundational demonstrations to advanced practical investigations. They ensure that all apparatus and materials are ready for use, functioning correctly, and compliant with health and safety standards. Their work enables students to benefit from well-organised, interactive learning experiences.

OUR OFFER

- Valuable, on the job training and professional development
- Opportunity to join a wonderful team of people
- A beautiful place to work in the most idyllic settings
- Free lunch during Term-time

REPORTING LINES

The postholder is line managed by the Head of Physics.

The Technician works with all members of the wider Science Department and pupils from Year 7 (age 11) to Sixth Form (age 18), plus PGCE students and NQTs.

THE ROLE: PHYSICS TECHNICIAN

FROM SEPTEMBER 2026

Accountabilities:

- Provides all the required technical support to enable the Physics laboratories to function effectively whilst adhering to correct procedure and Health and Safety guidelines.
- Supervise stock control, the ordering of materials and oversee the department's materials budget and petty cash in consultation with the Head of Physics.

Responsibilities:

- Putting out equipment for class practical work and demonstrations; cleaning and returning it to storage
- Working with the department teaching staff to develop new practical work and demonstrations when new coursework or new exam questions are introduced. This task can often involve independent research.
- Trialling practicals to produce reliable and precise data, in readiness for lesson use and for those to be carried out in practical assessments. Supplying trialled results to teaching staff and exam board if necessary
- Advising teaching staff during A-Level and GCSE practical assessments regarding procedural issues, organisation and layout of equipment for forthcoming practicals
- Organising the efficient and safe storage of apparatus and chemicals including labelling and use of hazard symbols
- Maintaining equipment in good working order, either by repairing it or arranging a specialist repair
- Ensure the smooth day-to-day running of 16 computers together with associated electronic physics equipment and audio visual resources
- Responsible for the periodic safety checks of equipment in the laboratory
- Complying with H&S regulations as advised by professional bodies and by Head of Department
- Ordering of routine equipment and supplies, checking deliveries and invoices for payment
- Maintaining records and expenditure of departmental budget and for advising the Head of Department if the allocated budget is likely to be overspent

SAFEGUARDING & PROTECTION OF CHILDREN AND YOUNG PEOPLE

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent them from working with children. Staff must inform the school if they are subject to criminal investigations or convicted while in the employment of the School.

HEALTH & SAFETY

As an employee you are expected to:

- Take reasonable care of your own health and safety
- Take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don't do in the course of your work
- Co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies
- Not interfere with or misuse anything that's been provided for your health, safety or welfare
- Report any injuries, strains or illnesses you suffer as a result of doing your job
- Tell your employer if something happens that might affect your ability to work (e.g. becoming pregnant or suffering an injury)
- If you drive or operate machinery, to tell your employer if you take medication that makes you drowsy

Particular Health and Safety issues for this post are:

- Extensive use of approximately 250 different pieces of equipment.
- Dealing with radioactive material, hazardous chemicals, powerful magnets, soldering irons, high voltage power supplies.
- Need for vigilance at all times when pupils are present.
- To record and maintain accurate records of data required for the Control of Substances Hazardous to Health (COSHH) regulations and risk assessments for the safe use of any equipment or materials.
- Physically fit to be able to move heavy equipment.
- Use of standard office VDU equipment.

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> Completed a broad education including GCSE grade C and above in English Language and Maths (or equivalent) Completed a relevant Science qualification such as A-Level (or equivalent) 	<ul style="list-style-type: none"> Science Degree (or equivalent) Hold a recognised IT qualification such as Computer Literacy and Information Technology (CLAIT) or European Computer Driving Licence (ECDL)
Experience and Knowledge	<ul style="list-style-type: none"> Previous relevant experience of working in a laboratory Knowledge of laboratory health and safety issues 	<ul style="list-style-type: none"> Experience of working within an education environment Strong scientific grounding Experience of maintaining and monitoring budgets
Skills and Abilities	<ul style="list-style-type: none"> Good level of knowledge and understanding of Physics and different areas within the subject Ability to maintain a range of tools and equipment Good ICT skills – confident in the use of Word, Excel, email and internet The ability to articulate and communicate clearly in a professional manner Effective organisational and time management skills. Able to remain calm under pressure, work to deadlines and manage competing priorities. Strong interpersonal skills, including the ability to relate well to children and adults on all levels. 	

Continued overleaf

PERSON SPECIFICATION

	PERSON SPECIFICATION	
	Essential Criteria	Desirable Criteria
Aptitude	<ul style="list-style-type: none"> • Naturally self-motivated and able to use initiative to ensure tasks are completed • Naturally demonstrates a 'can do' helpful attitude 	
Circumstances	<ul style="list-style-type: none"> • Able to work flexibly and adjust working hours from time to time to assist with public examinations plus support for wider school functions as required 	
Safeguarding Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> • Understands their role in the context of safeguarding children, young people and vulnerable adults • Ability to form and maintain appropriate relationships and personal boundaries with children and young people 	
Equal Opportunities	<ul style="list-style-type: none"> • Understanding of the requirements of Equality and Diversity 	

HOW TO APPLY

An application form and information pack may be downloaded from the school website:
www.herefordcs.com/about/work-at-hcs/

Completed applications should be accompanied by a covering letter and sent to Mrs Cath Knowles, Hereford Cathedral School, Old Deanery, The Cathedral Close, Hereford HR1 2NG or to recruitment@herefordcs.com

The closing date for applications is **9am on 18 May 2026**.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references and other safer recruitment checks. Further information on the School's safeguarding can be found on the school website.

Hereford Cathedral School is committed to being an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

The School retains the right to interview suitable applicants and appoint before the deadline.

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