



THE
GRANGE
JUNIOR
SCHOOL

Recruitment Pack
Key Stage 2 Science Teacher
- Fixed Term Contract



Welcome

The Grange School is one of the great success stories of independent education, shaped by over forty years of sustained growth, ambition and achievement. Founded in 1933 as a Kindergarten and Preparatory School, the School took a bold and transformative step in 1977 with the introduction of secondary education. Since then, The Grange has grown steadily, developing an outstanding academic reputation alongside a strong and supportive school community.

Today, The Grange educates 1,180 students aged 3–18, with approximately 400 students in the Junior School and 780 in the Senior School, including a vibrant Sixth Form. The School is consistently amongst the highest-performing independent schools in the North West and is widely regarded as one of the leading co-educational day schools in the country.

Academic standards are high, and outcomes place The Grange towards the top of national independent school league tables, with strong GCSE and A-level results and the majority of students progressing to their first-choice universities.

Just as importantly, The Grange is a very happy place to work and learn. Relationships between staff and students are warm, respectful and purposeful. Expectations are high, and the School is busy and dynamic, but it is also collegiate, supportive and professionally rewarding. Staff are encouraged to be ambitious, reflective and creative, within a culture that values collaboration and mutual respect.

Above all, our purpose is to help young people truly flourish. We believe in educating the whole person, supporting each student to discover and develop their individual strengths, talents and passions. Through challenge, encouragement and opportunity, we prepare our students not only for academic success, but for fulfilled and purposeful lives beyond school.

If you would like to discuss this vacancy please contact Mrs Lynn Geary, HR and Governance Officer by email to: recruitment@grange.org.uk, or call 01606 539039.

Dr Lorraine Earps
Head





Welcome to The Grange Junior School

The Grange Junior School provides an outstanding start to any child's educational journey. We understand the importance of these formative years in the development of each young person and want every child to develop a love for school and for learning. From Reception, at age 4, where we begin to encourage and nurture the potential of each child, through to Year 6, where enjoyment of learning is fuelled with challenge, risk and diversity, we strive to inculcate the values, skills and understanding of the world that will last each child a lifetime.

Our ambition is to ensure that at age 11, every child in our care is ready to leave, able to independently and successfully embrace a Senior School education. At the same time, we hope that they will look back with great fondness about their Junior School years.

We achieve this by offering a stimulating academic programme, attentive pastoral care and a competitive, varied enrichment programme, all delivered in impressive, modern facilities. Yet it is the caring relationships that we develop with every child and their parents that are the most important asset to ensuring educational success and happiness.

Ben Tagg
Head of the Junior School

Hartford, Cheshire

Hartford is a village in Cheshire West and Chester, 2 miles to the south west of the town of Northwich and surrounded by Weaverham to the north, Kingsmead and Davenham to the east, Whitegate and Marton to the south and Cuddington to the west.

The village was recorded in the Domesday Book of 1086, when the Manor was held by Gilbert de Venables as part of the Barony of Kinderton. In 1644 during the English Civil War a battle was fought at Hartford Green when Royalists from Chester encountered the Parliamentary forces from Northwich.

Hartford has a number of Grade II listed buildings including Hartford Hall Hotel which dates from the 16th century and Vale Royal Railway Viaduct, built in 1837. There are also a number of local shops including a hairdressers, dry cleaners, florist, a cafe and a butcher. The village is also home to Hartford Tennis Club, Hartford Cricket Club, a bowling club, and a golf course with a driving range.

The A556 bypasses the village as part of the Northwich bypass and the bridge that carries the road over the River Weaver is known as Hartford Bridge or Blue Bridge, and was built in 1938.

Hartford is served by Hartford railway station on the West Coast Main Line between Liverpool and Crewe and by Greenbank railway station on the Mid- Cheshire Line between Chester and Manchester Piccadilly.



Key Stage 2 Science Teacher

The Opportunity

Salary: £32,949- £45,392 per annum (M1-M6)

Reports to: Head of the Junior school

Contract details: Fixed Term Contract from September 2026 - 31st August 2027

This is a rare and exciting opportunity to have responsibility for the educational and pastoral leadership of around 24 children within a Key Stage 2 form group at one of the country's leading independent Junior schools.

The successful applicant will be responsible for the leadership of teaching and learning in Science throughout the school from Pre-School through to Year 6. Not only does this involve the development and implementation of the academic programmes of study for Science, we are looking for a colleague who will embed Science into our daily lives and engender a passion for Science across the school, through the promotion of Science-based enrichment activities. As well as being the lead teacher of Science in the school, you will work collaboratively alongside a small number of other colleagues who are teaching Science to our younger pupils, supporting their planning and delivery.

You will facilitate the development of practical Science, recognising the importance of hands-on experimental work to enable children's learning of key scientific principles. To that end, you will be responsible for the care of the school's dedicated Science Laboratory. It is a well-resourced area with an array of practical apparatus and the room is fitted with gas, water and electric utilities as you would expect in any Senior school laboratory. There is also an adjoining preparation and storage room.

Equipped with excellent communications skills and a collaborative style of working, you will be approachable and solution-focused, highly organised and behave with integrity at all times. You will be wholly committed to our aims to provide a stimulating teaching and learning programme, attentive pastoral care and a competitive varied enrichment programme, all delivered in impressive modern facilities. Above all else, you will understand that the caring relationships we develop with every child and their parents are the most important asset to ensuring educational success and happiness: we want every child and their family to feel valued.

You will be working in close cooperation within the team of Specialist Teachers, all pulling together to support the learning needs of all our students. As an Independent School, we have developed our own schemes of work that utilise the best elements of the National Curriculum and structure them in a way to realise the potential of the children we teach.



Key Stage 2 Science Teacher

The Opportunity

We encourage and promote an independent learning style nurturing and guiding our children to take responsibility for their own development and building growth mindsets. We strike an important blend of child and teacher – initiated learning, looking all the time to develop our own pedagogy to improve children's learning through a committed approach to staff development and training. We believe effective learning is a consequence of strong relationships, differentiated challenges, accurate assessment and timely feedback.

Responsibilities

Teaching and Learning

- To plan, organise and teach the weekly/daily programmes of learning for all timetabled lessons, using a variety of delivery methods to stimulate learning, based on the relevant schemes of work, working closely with colleagues to ensure continuity, challenge and progression.
- To provide a stimulating classroom environment for learning, where resources can be accessed appropriately by all children.
- To ensure that teaching and learning is structured to create opportunities for the extension of more able children and support for children in need of learning support.
- To assess and record the development of the children, using the information where necessary to improve specific aspects of teaching and learning.
- To be able to set clear targets, based on prior attainment, for children's learning.
- To set the children high standards in the content and presentation of their work by the quality of displays.
- To report the development and progress of children both internally and to parents through both informal and formal means including written reports and Parents' Evenings.
- To liaise and consult with appropriate staff including the Key Stage Leader, Head of Learning Support and Deputy Head Academic development regarding learning and general progress of the children, both individually and collectively.
- To attend and contribute to team and whole staff meetings as required, include those which relate to the day-to-day running and the ongoing development of the school.
- To ensure that technology (including AI) is integrated effectively into the teaching and learning activities.
- To keep abreast of professional developments relevant to you and your subject.
- To organise visitors into school and educational visits linked to enrich the taught curriculum.
- To communicate and co-operate with specialists from outside agencies if required.



Key Stage 2 Science Teacher Responsibilities

Pastoral Care

- All teachers are responsible for the pastoral care and well-being of all children within their charge, working in collaboration with the pastoral team – Key Stage Leader, Head of Learning Support and Deputy Head Pastoral Care – to ensure that children are supported and happy whilst at school
- To be aware of the individual strengths, personalities and needs of each child in the form and teaching groups
- To actively encourage and promote the success and achievement of every child in all its different ways using informal and formal means to do this
- To share responsibility for the development of all children: their attitudes, approaches and behaviour within the school following the school's Behaviour and Anti-Bullying policies
- To monitor and provide appropriate advice and guidance on individual children's progress in respect to personal development, attendance, educational progress and behaviours
- To ensure that parents are regularly kept informed on relevant issues relating to their child and to respond to queries and requests in an appropriate and timely fashion
- To support the integration of PSHE into the daily life of the children including the emphasis of thematic assembly programme, attending and contributing towards assemblies
- To register children in accordance with the Attendance Procedures

General

- To work as a member of a whole staff team, positively and enthusiastically contributing to effective working relationships within the school
- To contribute to the school's enrichment programme, providing at least one hour a week to this busy and active programme
- To attend Open Mornings, Parents' Evenings, annual Prizegiving and other official school events
- To participate with and support organisation of educational visits, including residential trips
- To address and report safety issues to relevant colleagues within the school and to undertake risk assessments and training where necessary
- To undertake supervisory duties as required, attend pre-term staff meetings and Inset days
- To monitor all resources for maintenance, requisition and health and safety reasons.
- To ensure that all school policies and procedures are adhered to





Key Stage 2 Science Teacher

The Person

Key to Recruitment Activity: A = Application, I = Interview, E = Experience review, T = Task, R = Reference.

Qualifications	Essential	Desirable	Activity
Possess a recognised teaching qualification e.g. Degree plus a PGCE or equivalent	✓		A
Knowledge and Understanding	Essential	Desirable	Activity
Understand the requirements of KS2 curriculum	✓		A,I,E
Be up to date with pedagogical developments in KS2 Science teaching	✓		I,E
Understand the principles of assessment for learning and be able to apply a range of assessment techniques	✓		I,E
Know the characteristics of high-quality teaching and the variety of teaching and learning styles and how they impact on the quality of learning and children's achievement	✓		I,T
Know how to extend more able children and/or support less able	✓		I,E
Know and understand how to use comparative data to set realistic and challenging targets, track children's progress and evaluate achievement outcomes	✓		I
Have particular curriculum strengths or interests in the Sciences	✓		A,I
Have knowledge from a variety of settings/schools		✓	A,I
Demonstrate a commitment to and understanding of safeguarding and child protection	✓		I
Experience	Essential	Desirable	Activity
Possess recent and successful teaching experience at KS2	✓		A,I,E
Evidence of innovative and modern teaching practice in KS2	✓		A,E,I,T
Experience of working with highly motivated and able children		✓	A,E

Key Stage 2 Science Teacher

The Person

Teaching and Learning Skills	Essential	Desirable	Activity
Be an effective teacher able to deploy a range of teaching and learning styles and manage the learning environment to promote excellence and high achievement for children of all abilities	✓		I,T,R
Possess boundless energy and enthusiasm for teaching children	✓		I,T,R
Adept and thoughtful use of behaviour management skills to maintain focus and attention of children, developing positive learning attitudes	✓		I,T
Ability to deal sensitively with children, parents and colleagues	✓		I
Sympathy with and ability to maintain the ethos of the school	✓		I
Willingness to offer enrichment activities and clubs to the children	✓		I,E
Possess a 'can do' attitude	✓		I
Qualities	Essential	Desirable	Activity
Supportive of the wider aims of the school	✓		I
Be committed to the wellbeing of every child in your care	✓		I,R
Committed to the entitlement of all students to a broad and balanced curriculum	✓		I
Able to demonstrate excellence in one's professional work and the achievements of children	✓		I,R
Able to create and maintain effective professional relationships with all colleagues at all levels	✓		I,R
Able to work effectively as a member of a teaching team	✓		I,E,R
Resilient and able to cope with periods of pressure effectively, demonstrating good sense of humour and proportion	✓		I
Committed to the philosophy of character education	✓		I,R
Participate wholeheartedly in activities as appropriate	✓		R



Employee Benefits

Here at The Grange School we offer a competitive package of employee benefits, including:

Employee Assistance Programme: with Health Assured

Pension: The Grange School has a Defined Contribution (DC) pension arrangement for teaching staff employed after 1 February 2026. Under this scheme, teachers can choose their preferred level of personal contributions—starting from an employee 5% of pensionable salary—while the School contributes a minimum of 10% up to 16%, with the option to flex this down and receive any difference as a taxable cash allowance.

Use of on-site facilities: Staff have free membership to the school's onsite gym, outside of school hours and use of the sports hall. All staff can also take advantage of discounted ticket prices to shows at The Grange Theatre.

Social events: All new staff are invited to join us for a welcome meal and we also host an annual summer BBQ and Christmas party. A variety of wellbeing activities are also planned around school INSET days.

Staff discounts: The Grange has partnered with 'Benefit Hub' who offer discounts and money-saving deals on shopping, holidays, insurance etc. We have also partnered with local businesses who offer discounts on car maintenance and local gym memberships.

Subsidised lunch: in dining hall





How to apply

To apply for this position please complete and return an application form and write a covering letter for the attention of the Head, Dr Lorraine Earps and send to: recruitment@grange.org.uk. Applications can also be returned to us by post, to: Head of The Junior School, c/o The Grange School, Bradburns Lane, Hartford, Cheshire CW8 1LU.

The closing date for applications is Thursday 27th August 2026 at 12noon. Interviews are currently scheduled for the week commencing 1st September 2026.

The Grange School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974.



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