



# Ibstock Place

CO-EDUCATIONAL DAY SCHOOL



## Information for Candidates

Head of Science  
(Senior School)

# Head's Welcome

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Thank you for your interest in joining our team. This is an opportunity to play an integral role in a school with a rich history at the vanguard of educational change. We have a powerful sense of the way in which we shall develop in the decades to come and we seek energetic professionals to join us and to help us to build and realise our vision.

We take pride in a school culture which is inclusive, and which is both forward looking and rooted, dynamic and yet caring. Through our rigorous and imaginative curriculum and a highly responsive pastoral system, we engender in our pupils the courage and ambition which

they will need to succeed and to play a constructive role in their wider community and society.

Our staff are the School's most valuable asset and we aspire to create a sector-leading environment in which they can work. We are committed to a thoughtful process of continuing professional development and we create multiple pathways for our colleagues to progress in their knowledge, skills and experience. We are fortunate to have built a strong sense of loyalty amongst our colleagues and we regard the stability of our staff body as a major strength. Many of our employees have built successful careers with us over a protracted period and the sense of community amongst us is strong. Opportunities for promotion and advancement are plentiful. Professional fulfilment is key to staff wellbeing, but so too is access to a range of additional benefits and we are responsive to this too – the happiness of its staff is critical to any organisation's ultimate success.

Ibstock is without a doubt the most dynamic and the most interesting school in which I have worked through my career. I hope that you will be inspired to join us and to make your own contribution to our evolving mission and journey.

Chris Wolsey  
Head

# About the School

Ibstock Place School is an independent co-educational day school affiliated to HMC, the Head's Conference and to IAPS, the Independent Association of Prep Schools. We occupy a beautiful and well-appointed ten-acre site on the edge of Richmond Park in South-West London.



Established in 1894, we have championed the merits of co-education since our foundation. The School was originally created to showcase the ideas of a progressive German educationalist, Friedrich Froebel and, early on, it specialised in Early Years education. Indeed, it was Froebel who coined the term Kindergarten. While EYFS provision remains an important part of our provision, we have grown considerably since 1894 and we now provide an integrated pathway for our pupils all of the way from 4 to 18 years. We are heavily oversubscribed, and we currently educate around 1100 young people. We have major points of entry at 4+, 7+, 11+ and 16+ and a thriving Sixth Form of around 200 pupils. Our catchment area is steadily growing and our pupils join us from a wide range of both maintained and independent schools.



Academically, the School is strong and we routinely appear in the upper reaches of newspaper league tables, both for GCSE and A Level outcomes. About 80% of our pupils move on every year to Russell Group universities, including Oxford and Cambridge. There is also growing interest in higher education pathways outside of the UK, including those in North America.

Our curriculum is broad and balanced. We seek a unique synthesis of learning which combines the best traditions of a liberal and humane education with an outlook which is forward-looking and dynamic. We have invested heavily in new technology in recent years and we seek to be at the forefront of educational change.



# About the School

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We recognise that AI will re-shape the landscape of schools in the decades to come and we are taking steps to ensure that we are well-placed to benefit from it. We understand too the importance of a strong co-curricular offer – from our inception, we have been convinced of the virtues of a “whole education”. Our pupils can access over 140 different clubs and activities and we have exemplary provision in sport, music, drama, dance and debating. In the Senior School, the Duke of Edinburgh Award Scheme is notable for its strength and quality of provision. We expect all teaching staff to make a meaningful contribution to it.

Our pastoral system is exceptionally well-developed and responsive to the individual needs of our pupils. The work of our pastoral teams is supplemented with a class-leading pupil counselling service which we run in collaboration with The Soke, a specialist mental health and wellbeing provider based in South Kensington.



We are committed to the integration of pupil voice in the life of the School and our prevailing organisational culture prioritises the importance of listening, just as it does the celebration of our diversity and the affirmation of our pupils' achievements. The same extends to our other stakeholders – our parents and, of course, our staff.



As a charity, we work hard to ensure public benefit. In addition to a generous and expanding programme of bursaries to support pupils for whom an independent school education would ordinarily be out of reach, we sustain a burgeoning partnership programme with many local state schools and community organisations. In addition to the frequent sharing of our facilities, we undertake a wide variety of projects across all aspects of our operation which ensure that in Roehampton and beyond, we are a force for good. For more details of our work, see [www.schoolstogether.org](http://www.schoolstogether.org) and search for Ibstock Place.

We are ambitious for our future. We have grown considerably in recent years – in size most certainly, but also in terms of our profile and our achievement. Our ambition is to build yet further upon this recent success and to become the leading co-educational independent day school in London.

# About the Role



We are seeking a dynamic and inspiring science educator who can lead one of our foremost faculties, and who can make a significant contribution to the fulfilment of the School's ambitious agenda for development.

## **Science at Ibsstock**

The Faculty of Science consists of 16 teachers, 3 technicians and 8 well-equipped laboratories. We offer the Edexcel specification at IGCSE, with the majority of our pupils completing the Triple Award. Take-up into the Sixth Form in all three Sciences is strong and each year, pupils progress into higher education to read for degrees in Science, Engineering and Medicine. We have a strong record in terms of Oxbridge and Medical School success and examination outcomes at both IGCSE and A Level are excellent.

Physics and Chemistry follow the AQA specifications at A level; Biology follows the Edexcel Biology B specification.

The department supplements its provision with a rich blend of co-curricular activity, including an active Science Club for the Lower School and a Senior Science Society and a Medical Society for the older pupils. We also participate in several competitions each year including the Weizmann Safecracking competition, Olympiads in all three Sciences and the Cambridge Chemistry Challenge.

# About the Role

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Each Science subject has its own Head of Department who is responsible for curriculum delivery and teacher appraisal within their department. The Head of Lower School Science is responsible for the S7 and S8 curriculum. The Head of Science is responsible for the appraisal of the Heads of Department and the technicians.

Teaching staff are expected to be in School between 08:00 to 16:00, however hours are as required to fulfil the duties of this role, both before and after school hours. Ibstock operates a six-month probation period for teaching roles.

**Job start date - 1 September 2026.**

Salary for this role will be **competitive (depending on skills and years of experience)**.

**Deadline for applications - 13 February 2026.**

# Responsibilities

## 1. Strategic Leadership and Vision

- Shape and articulate a compelling vision for science education that reflects the school's commitment to academic excellence, intellectual curiosity and holistic development.
- Lead the ongoing development of a rich, challenging and imaginative curriculum from Year 7 to Year 13, ensuring that it fosters deep understanding, critical thinking and a love of scientific inquiry.
- Promote a culture of reflective practice, encouraging staff to engage with current educational research and innovative pedagogies.
- Champion cross-disciplinary thinking and STEM enrichment, nurturing partnerships with universities, research institutions and industry to broaden pupils' horizons.



- Lead faculty-wide quality assurance, including lesson observations, work scrutiny, data analysis and departmental reviews, ensuring consistency and excellence across all three sciences.

- Using data to evaluate the effectiveness of teaching and learning throughout the faculty and to work with all stakeholders to drive forward achievement at IGCSE and A Level.
- Coordinate faculty meetings, strategic planning and communication, ensuring that the departments operate cohesively and efficiently.

## 3. Teaching and Learning Excellence

- Line manage the Heads of Biology, Chemistry and Physics and the Head of Lower School Science, providing clear direction, constructive challenge and compassionate support.
- Build a collaborative faculty culture rooted in trust, professional generosity and shared purpose.
- Oversee recruitment, induction and ongoing development of science staff, ensuring that colleagues feel valued, empowered and inspired.

- Model outstanding teaching that reflects the school's emphasis on curiosity, creativity and intellectual stretch.

# Responsibilities

- Ensure that schemes of work, assessments and resources are thoughtfully designed, inclusive and regularly reviewed.
- Monitor pupil progress across all science subjects, identifying trends and leading interventions to support both high attainment and individual wellbeing.
- Promote a learning environment where pupils feel confident to ask questions, take intellectual risks and develop resilience.

## 4. Operational and Administrative Responsibilities

- Manage the faculty budget responsibly, ensuring that resources, equipment and laboratories are safe, well-maintained and conducive to high-quality practical science.
- Work closely with the Laboratory Technicians and technical team to ensure smooth delivery of practical work and compliance with all health and safety regulations.
- Oversee risk assessments, laboratory protocols and staff training to maintain a culture of safe, purposeful scientific practice.
- Contribute to whole school planning, reporting to the Senior Management Team on faculty performance, priorities and development needs.



## 5. Pastoral and Co-Curricular Contribution

- Play an active role in the pastoral life of the school, supporting pupils with warmth, fairness and high expectations.
- Contribute to the co-curricular programme through clubs, societies, trips, competitions and enrichment activities that spark curiosity and broaden pupils' scientific experience.
- Build strong relationships with pupils, parents and colleagues, embodying the school's values of kindness, respect and community.

# Person Specification

<b>Qualifications</b>	
A strong degree in a science discipline from a recognised university	Essential
<b>Skills and experience</b>	
Significant experience teaching science to A Level, with a track record of excellent outcomes.	Essential
Demonstrated leadership experience, ideally including line management.	Essential
Outstanding communication, organisational and interpersonal skills.	Essential
Displays a commitment to the protection and safeguarding of children and young people	Essential
Experience working in an independent school or similarly high achieving environment.	Desirable
Evidence of leading successful curriculum innovation or raising academic standards.	Desirable
Experience developing staff and building cohesive, high performing teams.	Desirable
A passion for STEM outreach, partnerships or enrichment.	Desirable
Adheres to the ethos of the School	Essential
A sense of humour and proportion and the ability to self-manage successfully, especially under pressure;	Essential
An unswerving desire to support the values and aims of the School and the needs of its pupils and staff;	Essential

# Staff Benefits

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## Our aims and ethos

At Ibstock, we believe in nurturing kind hearts, inspiring curious minds, and guiding courageous futures.

These values shape everything we do – from how we support each pupil's personal growth to the way we create a dynamic learning environment and prepare them for life beyond school. Together, these values guide us in shaping compassionate, confident learners who are ready to embrace their future with heart, mind, and courage.

 **Kind Hearts**

 **Curious Minds**

 **Courageous Futures**

Visit our website to find out more:  
[www.ibstockplaceschool.co.uk](http://www.ibstockplaceschool.co.uk)

## Staff benefits include:

- Cycle to work scheme
- Free delicious breakfast and lunch (in termtime)
- Defined contribution pension scheme for teaching staff and a pension scheme for support staff
- Commitment to training/development
- Access to BUPA Employee Assistance Programme, including counselling services
- Staff Yoga and use of the swimming pool (at designated times) and Strengths & Conditioning studio
- Access to the School's BUPA health cover scheme (this is deducted monthly via payroll)
- Beautiful working environment near Richmond Park
- BHN Extras Scheme which provides discounts to retailers and other benefits

# The Application Process

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## How to apply

To apply for the role, please complete our application form and submit it, by email: [hr@ibstockplaceschool.co.uk](mailto:hr@ibstockplaceschool.co.uk)

Shortlisted applicants will be invited to attend interview. The school reserves the right to make an appointment before the closing date.

Note that all offers of appointment are conditional until the satisfactory completion of mandatory pre-employment checks.

Ibstock is committed to safeguarding and promoting the welfare of children. For further information on our Child Protection policies, please see [here](#). Safeguarding checks with the Disclosure and Barring Service will be undertaken. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the ROA 1974 (Exceptions Order 1975, amended 2013 and 2020). For details see [here](#)

Note that, in accordance with Keeping Children Safe in Education 2025, shortlisted candidates are required to declare any past convictions. Online searches will also be conducted on shortlisted applicants as part of our due diligence process.

At Ibstock, we embrace and celebrate difference. We are proud to be an equal opportunity employer and do not discriminate against any employee or applicant based on their age, disability, gender, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. To ensure this, all positions are subject to blind shortlisting.

# Ibstock Place School



## Ibstock Place

C-O-EDUCATIONAL DAY SCHOOL



Ibstock Place School,  
Clarence Lane,  
Roehampton,  
London SW15 5PY  
020 8876 9991  
[www.ibstockplaceschool.co.uk](http://www.ibstockplaceschool.co.uk)

An inspiring  
place to  
flourish

1	Dance Studio	8	Clarence Wing	15	Rose Garden	22	Climbing Wall
2	Macleod House	9	Bicycle park	16	The Innovation Centre	23	School of Art & Design
3	Priory Wing	10	Orchard	17	The Refectory	24	Multi Use Games Area
4	Theatre	11	Priestman House	18	Terrace	25	Forest School
5	Wellbeing Centre	12	Roberts House	19	Main House	26	School of Music
6	Drama Studio	13	Swimming Pool	20	Footbridge	27	Sports Pitches
7	Armadillos	14	Handcourt	21	Sports Hall		



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