



St Swithun's
WINCHESTER

Science Technician: Chemistry

Required from February 2026

Full time, term time (35 weeks) plus 6 days in school holidays

£26,853 FTE (£21,526 pro rata)





St Swithun's
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Welcome from the Headmistress

Thank you for your interest in St Swithun's!

We are proud to be a High-Performance Learning School and a member of the Fellowship of World Class Schools.

The High-Performance Learning philosophy is that:

- **High achievement** is an attainable target for everyone;
- **Intelligence** is not fixed; we can all become cleverer;
- **High performers** are made, not born, they work for it.

HPL involves the systematic and explicit encouragement and empowerment of students to develop the ways of thinking and ways of behaving that will equip them for success both in school and beyond. It is the cornerstone of our philosophy.



Jane Gandee, Headmistress

We are also a girls' school and as such we expect and support all our students to **enjoy and excel** in a range of subjects and activities according to their interests and not their gender. We seek to be free from unhelpful stereotyping and to offer genuinely limitless education.

Further, we are a high trust community, and we try always to behave with a seriousness of intention and a lightness of touch. We believe the best of staff and students and often see our expectations exceeded and a joke cracked along the way.

If this short introduction resonates with you, we will very much welcome an application from you.





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Our school

St Swithun's School, Winchester is a leading GSA and HMC school offering day, weekly boarding and full boarding for 520 girls aged 11-18. The senior school has six boarding houses for full and weekly boarders, with separate houses for those in their first year and those in the upper sixth. There is also an adjoining IAPS Prep School for girls aged 3-11 with a co-educational nursery.

The girls benefit from excellent teaching, sporting and recreational facilities. St Swithun's is academically selective and regularly appears in the top 30 schools in the national league tables.



St Swithun's was founded in 1884 by Anna Bramston, daughter of the Dean of Winchester, and Christian values underpin our approach to education. We provide a civilised and caring environment in which all girls and staff are valued for their individual gifts and encouraged to develop a sense of spirituality and of kindness. We believe that kindness and tolerance are at the heart of any fully functioning community. Our staff are friendly and supportive, and the school is committed to supporting the wellbeing and professional development of its employees.



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Our ethos

St Swithun's is an appropriately academic school which means that we celebrate intellectual curiosity and the life of the mind, but not to the exclusion of all else. We expect our pupils to develop individual passions and through them to acquire a range of skills and characteristics. These characteristics will include a willingness to take risks, to question and to debate, and to persevere in the face of difficulty. In the words of Samuel Beckett: "Ever tried. Ever failed. No matter. Try again. Fail again.

Fail better." If a girl can immediately excel at everything, we ask of her, we as educators must set the bar higher.



We want all pupils to learn about life beyond the school gates, to appreciate the rich variety of our world, to develop an understanding of compassion and to value justice. We encourage all pupils to become involved in fundraising and community work. They should appreciate how their decisions and their actions can affect those around them.

By the time, a pupil leaves St Swithun's she will be well-educated, courageous, compassionate, committed and self-confident with a love of learning, a moral compass and a sense of humour.



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Our facilities



School buildings are modern and well equipped. As well as academic classrooms and science labs, there is a magnificent performing arts centre with a 600-seat auditorium, a music school, an art and technology block, sports halls and a full-size swimming pool.

We have recently started the first phase of a major project to create new indoor sports facilities. Information about our Active Lives project can be found [here](#).

There is an impressive library, higher education and student guidance department and ICT facilities. The grounds are spacious and encompass sports fields, courts and gardens.

The School is registered as a Company Limited by Guarantee and as a charity and has a wholly owned subsidiary company (St Swithun's School Letting Company Limited).

A separate charity, [Bramston Foundation](#), looks after our transformational bursary programme.



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Science Technician: Chemistry

Role overview



The school is looking to appoint a technician to work in our science department, with a focus on supporting our chemistry teaching. Our science department combines the teaching of physics, biology and chemistry, an arrangement that encourages and develops a collaborative approach to teaching, learning and co-curricular opportunities across the sciences.

The technician will be responsible for the management of equipment and supplies as well as organising the resources to support practical experiments in the chemistry department and wider sciences when needed.

The science department has ten teaching staff and a knowledgeable technician team. There are eight fully equipped laboratories housed within a purpose-built science block together with preparation rooms and a lecture theatre.

You will be expected to work collaboratively and positively with two other science technicians, as well as teaching staff across the department.





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Science Technician: Chemistry

Key responsibilities

- Line managed by the head of chemistry; to coordinate the use of practical resources and facilities within the department and provide advice in meeting the practical needs of the curriculum.
- Prepare and deliver apparatus and chemicals for experimental work and clear away after each lesson.
- Become familiar with all apparatus and chemicals used by the science department so that it can be set up for teachers as required.
- Contribute to the design, development and maintenance of specialist resources and/or long-term projects.
- Support the lead technician in ensuring the availability of suitable materials and equipment, helping to compile orders and liaising or negotiating with suppliers and finance departments, as required.
- Keep up to date stock records.
- Maintain an orderly prep room so that equipment is clearly identifiable and can be easily located by other members of science staff.
- Ensure that both routine and non-routine checking, cleaning, maintenance, calibration, testing and repairing of equipment is carried out to the required standard.
- Have regard for all health and safety requirements of working in a science department, including knowledge and attention to COSHH and CLEAPSS.
- Be available during lesson times in case extra equipment is required for a teacher.
- Provide materials required by classes during a teacher's absence and help cover teachers deal with any technical problems.
- Work collaboratively as a part of a team with the other technicians. This will include working across biology and physics as well as chemistry when required.
- Undertake any other reasonable requests as directed by the head of department and other science teachers.



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Person specification

Essential

- Able to work proactively and use initiative to prioritise a varied workload, with strong attention to detail
- Well organised, with the ability to plan ahead, meet deadlines, and respond flexibly to changing priorities
- Comfortable working independently as well as collaboratively as part of a busy science department team
- Demonstrable experience of working safely in a laboratory or technical environment
- A clear understanding of the safe handling, storage, and disposal of chemicals in line with health and safety requirements
- Good written and spoken English, with the ability to communicate clearly with colleagues and students
- Awareness of safeguarding responsibilities in a school environment, and the ability to always work safely around students

Desirable

- A science degree or equivalent qualification (in chemistry or a related discipline)
- Experience of working in a school or other educational setting
- Previous experience in a laboratory or technician role, particularly supporting practical science work



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Terms and conditions & application process

TERMS AND CONDITIONS

This is a permanent, term time position for 40 hours per week (Monday to Friday, 08.00 to 16.30 with a 30-minute unpaid break). You will be expected to work St Swithun's term time (35 weeks including staff training days), plus 6 days in the school holidays each year (holiday working will be agreed in advance with the head of department or lead technician).

The salary will be £26,853 FTE (£21,526 pro rata for the hours and weeks worked plus 5.6 weeks of paid annual leave entitlement).

The school offers a range of benefits, which currently includes:

- Generous contributory pension scheme
- Refreshments and free lunch in the dining room during term time
- Free membership of the school swimming pool and fitness suite access
- Free or heavily subsidised access to a range of activities on site including yoga and strength and conditioning.
- Discount on school fees
- Access to an employee assistance programme

APPLICATION

The closing date for applications is 9am, Monday 19 January 2026.
Interviews are expected to be held during the same week.

Please complete our online application form which can be found [here](#).

For any queries about the role or the application process, please contact the HR Department by telephone: 01962 835798 or email: recruitment@stswithuns.com

Applications will be considered as they are received, and we reserve the right to close applications before the closing date.



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Child protection and safeguarding

“St Swithun's is committed to safeguarding and promoting the welfare of children.

All staff are expected to share and support this commitment, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service.”

Child Protection Statement

- Every child has the right to freedom from physical, racial, sexual, verbal or mental abuse (this includes bullying and intimidation). Our overriding aim is the protection of the individual child within the school.
- We require staff to be fully aware of what child abuse is and the different forms in which it may present itself, and of their duties in respect to child protection.
- We will provide adequate training (both as part of an induction and an ongoing process) in recognising abuse, and what to do if abuse is suspected.
- We are committed to maintaining good communication within the School on child protection issues and to following recognised procedures.
- The Head ensures that the recommended procedures are followed when recruiting staff.



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Equal opportunities

St Swithun's welcomes applications from candidates from a diverse range of backgrounds. The school will recruit predominantly based on an applicant's relevant skills, experience, capabilities and potential for development. The ability to work collaboratively with others will also be considered.

St Swithun's is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills free from unlawful discrimination or harassment, and in which all decisions are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

We do not discriminate unlawfully on the basis of age, disability, marital or civil partner status, race (including nationality, ethnic or national origin), religion or belief, sex or sexual orientation, gender reassignment or pregnancy or maternity (defined in the Equality Act 2010 as protected characteristics).

If you have questions about our recruitment processes or would like any support to access our recruitment process fully please do contact us at recruitment@stswithuns.com.



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Explanatory notes

Application Form

Applications will only be accepted from candidates completing the enclosed application form in full. CVs will not be accepted in substitution for completed application forms.

Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see the job description for the post.

Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.

The successful applicant will be required to complete a disclosure application form from the Disclosure and Barring Service.

In accordance with government guidelines, we will seek references on shortlisted candidates for teaching and some other posts, and approach previous employers for information to verify particular experience or qualifications before interview. In other cases, if this has not been done, any offer of a post will be conditional upon receipt of satisfactory references.

References should be from the applicant's current or most recent employer. If the current/most recent employer does/did not involve work with children, then the second reference should, if possible, be from the employer with whom the applicant most recently worked with children. Referees should not be a relative or someone known to the applicant solely as a friend.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children, but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although they may, where appropriate, answer not applicable if your duties have not brought you into contact with children or young persons. The School will only accept references obtained directly from the referee and will not rely on references provided by the applicant or on open references or testimonials.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and/or DfES Children's Safeguarding Operation Unit.



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Explanatory notes

Invitation to Interview

If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with children.

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas, etc.). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body. All candidates invited to interview must also bring with them:

At least two forms of identification, i.e. current driving licence (including photograph), a passport, a full birth certificate or marriage certificate, a utility bill or financial statement showing the candidate's current name and address. These must be issued within the last three months and provide verification of address. Documentation confirming their national insurance number, where appropriate, any documentation evidencing a change of name.

Please note that originals of the above are necessary – photocopies or certified copies are not sufficient.

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two satisfactory references (if these have not already been received).
- A check of the DfES barred list database, and the Protection of Children Act List as appropriate.
- A satisfactory DBS disclosure.
- Where the successful candidate has worked or been resident overseas in the previous ten years, such checks and confirmations as the school may require in accordance with statutory guidance.
- Satisfactory completion of the probationary period.
- Verification of medical fitness appropriate for the job's requirements.
- A written declaration that neither they nor anyone in their household is disqualified from working with children.
- Verification of professional status, such as GTC registration, QTS Status (where required), NPQH.
- Verification that the teacher/applicant is not subject to a prohibition order issued by the Secretary of State.
- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999).



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Find us on [LinkedIn](#)

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