RALPH THORESBY SCHOOL

Ambition and Achievement for All

Assistant Head of Department for Science (Plus one term of Head of Department maternity cover)

MPS1 – UPS3

£32,916 - £51048
TLR 2b £5,911
(One term HoD TLR 1b £12,608 pro rata)



Ralph Thoresby School,
Holtdale Approach,
Leeds,
LS16 7RX

recruitment@ralphthoresby.com
0113 3979911
ralphthoresby.co.uk

Headteacher: Will Carr

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Welcome

Dear Candidate,

Thank you for expressing an interest in working at Ralph Thorsby School.

We are keen to recruit high calibre staff with a passion for leading student learning and if successful, you would be joining an exceptional team of staff, dedicated to challenging students and follow the high expectations of the school. We are proud to be a successful, truly comprehensive school serving a diverse local community. RTS is a fantastic environment in which to work and study. Our innovative curriculum is implemented by a talented and cohesive group of staff. The calm and purposeful atmosphere around school is underpinned by an emphasis on restorative practice and a clear focus on staff and student well-being.

Our school motto is ‘ambition and achievement for all’. We firmly believe in giving all students the opportunity to achieve their very best regardless of the circumstances in which they find themselves. We also have a strong emphasis on staff well-being with a professional staff coach, a staff well-being committee and a range of well attended social, sporting and fun activities. Our staff are proud to be at RTS and the team spirit is second to none.

We are excited about the future here at Ralph Thoresby and, having read the information included in this pack, I hope you feel you can play an important p and submit an application. Please also ensure that you visit our website which will give you an insight into the work of the school. I look forward to welcoming you to the school as a candidate in the near future.

Yours faithfully,





Mr Will Carr (Headteacher)









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Mr Will Carr
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Ofsted Good Provider

About Ralph Thoresby School









The school is a mixed community school with over 1,000 students on role. Approximately 30% of our students come from ethnic minority backgrounds and we have a resource provision for physically impaired students which really adds to the positive and harmonious atmosphere around school. Our superb, modern school building further enhances the atmosphere and supports students' learning. 'This is a school where staff and pupils celebrate diversity and promote values of tolerance, mutual respect and care for others' (Ofsted).

The school has repeatedly been judged good by Ofsted and we have a strong record of academic achievement, whilst ensuring that all students are well supported. Students make good progress here because, 'the working atmosphere in classrooms is positive' and 'pupils take pride in their work' (Ofsted).

We have an excellent 6th form partnership arrangement with Lawnswood School (another good local school) and together we offer post-16 provision to rival the best in the city – 'The quality of provision for post-16 students remains good. Students make consistently good progress over time' (Ofsted). We are a Trust school in partnership with several of our local partner Primary schools. We have a strong relationship with the Local Authority and are also part of the highly regarded Red Kite Alliance teaching school hub, 'Partnership working is strong' (Ofsted).

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Why work for us - https://www.ralphthoresby.co.uk/why-work-at-ralph-thoresby/

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Information for Candidates – Science Department

We want our students to enjoy Science, to understand its significance to them as a qualification and as a vehicle for engaging with their world in a richer and more meaningful manner. We seek to develop lively, enquiring minds with an ability to question, analyse and discuss rationally and effectively.

We believe that good teachers are good learners and that an effective Science department never stands still. We review the effectiveness of our own practice, monitor and experiment with new ideas and approaches towards improving attainment and continually adapt to enable all students to achieve their potential.

Staffing
The Science department at Ralph Thoresby is made up of 9 specialist teachers and a Science technician with responsibility for practical support. The team is highly supportive of each other and works collaboratively in both the planning and delivery of the curriculum.



We are looking for a dynamic, passionate and inspirational teacher with leadership experience or ambition.

You will be joining a talented, supportive, collaborative and extremely hardworking team. The successful candidate will share our commitment towards constantly improving our provision and raising achievement in Science and across the school.

Accommodation and Resourcing
We have our own teaching area with 7 modern and spacious labs, each equipped with a whiteboard, a visualiser and student whiteboards.

Courses and Qualifications
Our primary goal is to ensure that our students are enthused and excited by their studies. All students at Key Stage 3 study Science for 3-4 hours per week and follow a programme of study developed by the Science team.

At Key Stage 4, we follow the current AQA specifications in both Higher and Foundation Combined Science Trilogy.

At A-Level, we offer the AQA A-Level Biology, Chemistry and hope to offer Physics.

The position of Second in Department for Science at Ralph Thoresby School offers an excellent opportunity for an enthusiastic, passionate and diligent individual who wants to develop their leadership skills further.

Job Description
Teacher of Science

Accountable to:	HoD/ Leadership Team	**Line Managing:**	N/A
Post type:	Permanent	**Salary/Grade:**	MPS1 – UPS3 + TLR
Liaising with:	Leadership Team, Subject Leaders/Teachers, Support/Administration staff, Parents/Carers.		

Safer Recruitment Statement:
We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post requires Enhanced Disclosure (DBS). We promote diversity and want a workforce which reflects the population of Leeds.

Purpose of the role:

- Work towards and promote the vision, beliefs, aims and expectations outlined in the School Improvement Plan.
- Support the Head of Department to improve outcomes in Science.
- Support and contribute to the achievement of every child's outcomes
- Support and contribute to the safeguarding of all students
- Undertake professional development activities to enhance personal development and performance
- Maintain high personal professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and staff.

Wider professional responsibilities

- Be a role model to students through personal presentation and professional conduct.
- To make a positive contribution to the wider life and ethos of the school
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- To manage data, setting and teaching and learning for a Key Stage.
- To communicate effectively with parents about students' achievements and well-being
- To make a significant contribution to Science Department so that the department meets the school's aims and vision.

Teaching and Learning

- To identify clear teaching objectives, specifying how they will be taught and assessed.
- To set tasks which challenge students and ensure high levels of achievement.
- To ensure students meet national and school targets.
- To provide clear structures for lessons maintaining pace, motivation and challenge
- To use an appropriate range of teaching methods to ensure that all students achieve their potential
- To ensure that students acquire and consolidate knowledge, skills and understanding
- To plan teaching to achieve progression for students' learning
- To support positively all students' individual learning needs, including students with specific learning support needs
- To ensure full coverage of examination board syllabus requirements
- To ensure the effective and efficient deployment of any classroom support

Monitoring, Assessment, Recording, Reporting, and Accountability

- To assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- To regularly mark and monitor students' work, providing feedback and setting targets for progress and development
- To assess and record students' progress systematically, keeping appropriate records.
- To undertake assessment of students as required by examination boards and departmental/School procedures
- To use comparative data to set clear targets for student achievement and follow reporting procedures within the School.

Managing behaviour effectively to ensure a good and safe learning environment

- To have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- To have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- To manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them

Additional duties
• All staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work and ensure that they lead their faculty in Health and Safety requirements • This Job Description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the postholder's title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed conditions of employment to the extent that they are incorporated in the postholder's individual contract of employment. Copies available upon request. • Given the dynamic nature of the role and structure of Ralph Thoresby School, it must be accepted that, as the School's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the postholder.

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Person Specification
Teacher of Science

Qualifications & Experience

Essential
- Qualified Teacher Status (QTS) and good Honours degree relevant to subject
- Outstanding classroom practice that inspires students and adds value to their progress
- Proven track record of having impact on students' outcomes in current post/teaching practice school

Desirable
- Further formal Professional Development
- Science degree

Skills & Knowledge

Essential
- Substantial knowledge and understanding of developments in the teaching and learning of the relevant subject
- Ability to relate to teaching staff, other professionals, parents, students and Governors.
- Experience of new technologies to support teaching and learning.
- Ability to use data effectively to monitor student progress
- Ability to work as a member of a team and /or independently

Desirable
- Ability to support other school staff in their use of the relevant subject in teaching and learning.
- Experience of Post-16 teaching.
- Demonstration of a leadership role.

Personal qualities and skills

Essential
- Enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm
- High level skills of communication, time management and prioritisation
- Ability to keep confidences
- Excellent interpersonal skills and organisational skills
- Ability to support and challenge
- Ability to inspire, motivate and influence others

Desirable
- Ability to ask for help if required
- Concern for the welfare of all members of the school community

Special Requirements

Essential
- Excellent punctuality and attendance record
- Willingness to participate in the extracurricular life of the school

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THE SELECTION PROCESS
How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post of Assistant Head of Science Teacher at Ralph Thoresby School, then you should:

- Complete fully the enclosed application form including the section for a personal statement, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees with one being your current employer (with email addresses if possible). Do not enclose additional CVs.

- Submit your application form via email by no later than 25th March 2026 at 12, noon to recruitment@ralphthoresby.com

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Timetable for the selection process

- Post advertised in LCC Website: 27th February 2026
- Closing date for applications: 25th March 2025
- Short listing: 26th March 2026
- Invitation to interview by telephone: Upon shortlisting.
- Reference requested: Upon shortlisting.
- Selection day scheduled: W/C 30th March 2026