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CALDEW  
SCHOOL

WHERE EVERY STUDENT  
IS SUCCESSFUL TODAY  
AND PREPARED  
FOR TOMORROW.

POST AND APPLICANT INFORMATION.

### **ASSISTANT HEAD OF SCIENCE**

**Salary:** MPS/UPS + TLR 2b (£5912)  
**Contract Term:** Full time, permanent  
**Start date:** 1<sup>st</sup> January 2026

**Closing date:** Midday 9<sup>th</sup> October  
**Interview date:** Thursday 16<sup>th</sup> October

#### **PURPOSE OF THE ROLE:**

We are looking for an innovative and enthusiastic Assistant Head of Science who will help to lead the Science department. Our vacancy is for a full-time teacher on a permanent contract to start in January 2026 and we would prefer a Chemistry or Physics specialist.

#### **Safeguarding Statement**

Caldew School is committed to the protection and safety of its pupils and expects all staff and volunteers to share this commitment. An online search will be carried out for shortlisted candidates. The successful applicant will be required to undertake a criminal record check via the DBS. Our safeguarding policy can be found at:

<https://www.caldew.cumbria.sch.uk/our-school/policies-other-key-documents/>

#### **Equal Opportunities Statement**

We are an equal opportunity employer. We want to develop a more diverse workforce and we welcome applicants from all sections of the community. Applicants with disabilities will be granted an interview if the essential job criteria are met. We are committed to employing disabled people making reasonable adjustments to support applicants when required

#### **Application Process**

Please return a completed application form in full ensuring you have provided accurate information, including the names, addresses and relevant contact details of two referees together with your letter of application.

The letter of application should be no more than two sides of A4 and should set out the particular strengths that you would bring to the post and how you feel you meet the criteria outlined in the job description and person specification

## POST AND APPLICATION INFORMATION

Short listed applicants may be screened prior to interview by checking social media. The purpose of this is to ascertain if the applicant demonstrates behaviour that is suitable for employment in a school environment. References will be requested prior to interview.

We are committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment. An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

### **DEPARTMENT INFORMATION:**

The department is led by the Head of Department and two TLR2 post holders, one of which is the Assistant Head of Science, who are responsible for the leadership and development of Key Stage 3 and Key Stage 5 Science courses. There is also a Lead Practitioner in Science who supports the team with professional development. They work with a wider team of permanent full-time and part-time teachers and two technicians.

The school has made good progress in Science over recent years. In particular, attainment at Key Stage 4 which is consistently in excess of 70% of students achieving 2 or more Science GCSEs at grade 4 and with progress in line with national averages. At Key Stage 3 we follow the AQA Activate scheme of work with staff delivering all three Sciences. All Key Stage 4 groups follow the AQA syllabus, split into trilogy and separate science where we expect them to be entered for at least two GCSEs. In reality, this means that in the current Year 11, 2 classes of students are entered for Triple Science– taught by a subject specialist, with the remaining students studying Double Award GCSE– here staff are expected to deliver across the range of subjects. The department is working very hard to further improve progress for all students. Whilst improving, we believe that there is much still to be done to enable the department to become outstanding.

At Key Stage 5 the department delivers four courses, AQA A Levels in Biology, Chemistry and Physics and AQA Applied Science. Science A-level courses are very popular and recent A-Level results have been good with high ALPs scores and positive Value Added, notably, Chemistry achieving ALPS 2. Many of our Science students go on to continue their studies at Russell Group Universities or higher-level STEM apprenticeships.

## POST AND APPLICATION INFORMATION

We are very fortunate to have 10 fully equipped teaching labs supported by two experienced and hard-working technicians. In addition to this, we are in the unique position of having our own farm which allows us to offer additional Science courses such as Level 1 and 2 Animal Care. The department demographic is an eclectic mix of youth and experience that work collaboratively to support each other and most importantly provide the best outcomes for all of our students. We are all passionate about our subject and work to ensure all students leave Caldew having a greater appreciation for the world around them.

As a school, we are committed to encourage our staff to grow beyond their role and supporting their career development. We run an extensive induction and support programme for ECT's as well as CPD that is personalised to the needs and interests of individual teachers.

### **JOB DESCRIPTION:**

The post would suit a charismatic teacher who is passionate about Science and who has leadership and mentoring experience.

You should be a dynamic, well-qualified, knowledgeable, organised and committed teacher who is ready for leadership and has the skills to be responsible for driving academic progress. You will be expected to demonstrate a proven track-record of exceptional outcomes, high-quality teaching and the ability to inspire both staff and students with your passion for Science.

The person appointed will work closely with other school leaders, and will ensure that students are equipped with the knowledge and skills to succeed in all aspects of their lives.

Our well-resourced department and team of Science professionals have a record of achieving outstanding results for our students. This is an ideal opportunity an experienced teacher to enhance the opportunities and experiences of students at Caldew School.

## POST AND APPLICATION INFORMATION

### PERSON SPECIFICATION:

	Essential	Desirable	How identified
<b>QUALIFICATIONS</b>	<p>Good honours degree in Chemistry or Physics</p> <p>A relevant teaching qualification (PGCE, Cert Ed, BED).</p> <p>Qualified Teacher status</p>	<p>Further relevant qualifications</p> <p>Evidence of attendance and learning from short training courses and opportunities</p>	<p>Application</p> <p>References</p>
<b>EXPERIENCE AND SKILLS SPECIFIC TO TEACHING</b>	<p>Successful teaching experience across Key Stages 3 and 4</p> <p>A thorough knowledge and enthusiasm for the subject</p> <p>A good or outstanding classroom practitioner with evidence of developing and using a wide range of varied teaching and learning styles</p> <p>Commitment to the provision of quality and equality of opportunity in the teaching of the subject.</p> <p>Evidence of involvement in pastoral and guidance aspects of school life.</p>	<p>Teaching experience in more than one mixed comprehensive school.</p> <p>Experience of BTEC or other level 1 and 2 and 3 courses</p> <p>Experience of teaching A Level</p> <p>Use of interactive ICT systems for teaching and learning</p>	<p>Application</p> <p>References</p> <p>Teaching exercise</p> <p>Interview</p>
<b>MANAGERIAL AND LEADERSHIP CAPABILITIES</b>	<p>Evidence of good organisational skills</p> <p>High order analytical skills</p> <p>Ability to work well in a team and contribute to whole school improvement.</p> <p>Commitment to continuous review and teacher development</p> <p>A forward looking approach to leading the department</p>	<p>Previous experience of leading the implementation of strategies to improve teaching and learning</p> <p>Evidence of successful completion of delegated management tasks.</p> <p>Evidence of leadership potential</p> <p>Problem solving capacity</p>	<p>Application</p> <p>References</p> <p>Interview</p>



## POST AND APPLICATION INFORMATION

		<p>An understanding of changing school environments and national issues.</p> <p>Ability to contribute towards the professional development of others through effective appraisal, as well as being able to contribute towards whole school CPD</p>	
<b>CURRICULUM KNOWLEDGE AND UNDERSTANDING</b>	<p>Detailed knowledge of subject national curriculum</p> <p>Awareness of current issues in subject</p> <p>Involvement in developing curriculum and teaching and learning in the subject</p> <p>Awareness of whole curriculum issues</p> <p>Commitment to continuous review and development of the curriculum</p> <p>Use of ICT to deliver subject</p>	<p>Specific knowledge and understanding in relation to raising attainment and achievement of all students through differentiated approaches</p> <p>Use of interactive ICT systems for teaching and learning</p>	<p>Application</p> <p>References</p> <p>Teaching exercise</p> <p>Interview</p>
<b>CONTINUING PROFESSIONAL DEVELOPMENT</b>	<p>Commitment to personal CPD</p> <p>Ability to recognise own strengths and areas for development and resulting training needs</p>		<p>Application</p> <p>Interview</p>
<b>PERSONAL AND INTERPERSONAL SKILLS AND QUALITIES</b>	<p>Empathy with and genuine liking of young people</p> <p>High order communication skills – written and oral in a variety of contexts</p> <p>Ability to work well in a team</p> <p>Enthusiasm and commitment</p>	<p>Desire to be involved in extra-curricular activities/provision</p>	<p>References</p> <p>Teaching exercise</p> <p>Interview</p>

## POST AND APPLICATION INFORMATION

	<p>Professional ambition, drive and determination</p> <p>Evidence of good organisational skills</p> <p>Ability to relate well to colleagues, parents and pupils</p> <p>Sense of humour</p> <p>Good health and stamina</p>		
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