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SCHOOL

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RECRUITMENT PACK

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RISEDALE SCHOOL
Headteacher: Mrs L Greenwood - BA (Dunelm), NPQH
Hipswell, Catterick Garrison, North Yorkshire. DL9 4BD
Tel: 01748 833501 | Email: enquiries@risedale.org.uk
www.risedale.org.uk | @RisedaleSchool @RisedaleFamily

November 2026

Dear Candidate,

SUBJECT: Recruitment Pack – Head of Science ('Scire') Faculty



Thank you for your interest in the post of **Head of Science ('Scire') Faculty** at Risedale School. We are delighted that you are interested in this rewarding role at Risedale School.

Risedale is a fairly small community school with a fantastic, tight-knit staff, a wonderful group of young people with diverse strengths and needs, and a clear but determined agenda to make sure that pupils leave prepared for a bright future. We are proud of our connections with the military and seek to capitalise on this and our other community partnerships. We are at an exciting point in our journey; the school is in a phase of change with improvements in progress and the opportunity for those who serve our community to make a real difference.

Our aspiration is that every pupil and staff member is supported to be the **BEST** version of themselves. Members of our Risedale family will feel a strong sense of belonging and accomplishment as a direct result of attending our school. They will accumulate knowledge, cultural capital and social skills, such as empathy and kindness, enabling them to thrive in society and enjoy healthy **RELATIONSHIPS**. All our pupils will make good progress from their starting points. At whatever stage of their education Risedale pupils leave us, they will be well-equipped to take the next steps on their journey to becoming a **RESPONSIBLE**, **RESPECTFUL** and **RESILIENT** citizen who can embrace change and learn from mistakes. We hope that, with your skills, experience, and ambition, you will be a part of achieving this.

If you decide to apply, please do so using the Risedale Job Application Form, utilising the 'Supporting Evidence and Further Information' sections to detail how your knowledge, skills and experience meet the requirements for this post, what you can bring to this post and why you wish to work at Risedale. Please do not send a CV or apply through a recruitment agency.

Return your application either via email to jobs@risedale.org.uk or alternatively post your application to Mrs L Greenwood, Headteacher, Risedale School, Hipswell, Catterick Garrison, DL9 4BD. Please ensure your application arrives no later than 23:59 on **6th December 2026**. Please mark your envelope **'Head of Science Faculty'** in the top left-hand corner.

I hope you will accept my thanks in advance for your interest in the post, and excuse my discourtesy in responding only if you are shortlisted for an interview.

I look forward to hearing from you.

Yours sincerely,

Greenwood

Mrs L Greenwood
Headteacher

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JOB INFORMATION

JOB TITLE	Head of Science ('Scire') Faculty
SALARY / GRADE	MPS/UPS + TLR2C (£8,504)
CONTRACT TYPE / TERM	Full-time, Established / Permanent
JOB TO START	1st May 2027 (or 5th April 2027 if possible)
CLOSING DATE	23:59 on Sunday 6th December 2026
INTERVIEW DATE	Wednesday 16th December 2026 (TBC)

Do you thrive in an inclusive environment that seeks to make a difference to young people's life chances? Are you passionate about teaching science and do you have a strong track record of excellent pupil outcomes? Do you place the highest importance on building great relationships with young people to facilitate learning and progress? Are you a skilled leader ready to motivate a team of committed science and PE teachers and a technician? Then we want to hear from you!

We are seeking an inspiring and ambitious faculty lead to drive high standards of curriculum and teaching, and secure strong pupil outcomes across Key Stages 3 and 4 in science and PE. You will line-manage and coach teaching staff, oversee curriculum design and assessment, and use quality assurance, monitoring and performance data to support continuous improvement.

Key Responsibilities:

- Lead curriculum planning, sequencing, and delivery across science and PE.
- Monitor teaching quality, assessment practices, and pupil progress against targets.
- Line-manage, support, and develop faculty staff.
- Oversee resources, budgets, health and safety, and enrichment activities.
- Uphold school behaviour standards, safeguarding duties, and inclusive practice.
- Promote a love of learning in these subjects through a cohesive, consistent approach across the faculty team.

If you would like further information on the role or would like to arrange a visit to the school, please email Mrs L Greenwood at greenwood.l@risedale.org.uk to arrange a suitable time.

Completed application forms should be emailed to jobs@risedale.org.uk or alternatively can be posted to Mrs L Greenwood, Headteacher, Risedale School, Hipswell, Catterick Garrison, North Yorkshire DL9 4BD.

PLEASE NOTE: The school will not accept referrals or CVs from supply or employment agencies for this post.

Closing Date: **23:59 on Sunday 6th December 2026**

Interview Date: **Wednesday 16th December 2026 (TBC)**

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful applicant will therefore be required to complete an enhanced Criminal Records Disclosure. We encourage applications from all sectors of the community.

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JOB DESCRIPTION

JOB TITLE:	Head of Faculty
GRADE:	MPS/UPS + TLR2C
CONTRACT TYPE / TERM:	Full-time, Established / Permanent
RESPONSIBLE TO:	Deputy Headteacher
RESPONSIBLE FOR:	Teaching and support staff within the Science/PE ('Scire') Faculty

JOB PURPOSE:	To provide effective, strategic leadership of the **Science & PE ('Scire') Faculty**. The Head of Faculty will drive the development of a high-quality, ambitious curriculum across the subjects in the faculty, ensure consistently high-quality teaching and learning, and secure strong academic outcomes for all pupils. They will lead, develop and hold accountable a small team of staff.
JOB CONTEXT:	The Head of Faculty leads a team of teachers and a technician in a busy school environment. This role is a teaching leader role and the postholder will teach a timetable of KS3 and 4 science lessons with leadership and management time and duties commensurate with the position. This school is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy, and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children. An ability to fulfil all spoken aspects of the role with confidence through the medium of English.

ACCOUNTABILITIES / MAIN RESPONSIBILITIES:	
1	**Curriculum & Teaching**
1.1	Undertake an appropriate programme of teaching in accordance with the School Teachers' Pay and Conditions document.
1.2	Meet the expectations set out in the Teacher Standards and model effective teaching.
1.3	Use and promote appropriate, evidence-based and effective teaching and classroom management strategies to motivate and inspire students.
1.4	Promote and embed whole-school pedagogical practices and behaviour systems, sharing best practice across the faculty to ensure consistently high standards.
1.5	Ensure the curriculum and teaching across the faculty meet the needs of all learners, including SEND, disadvantaged (Pupil Premium), EAL and high-attaining pupils.

1.6	Oversee the creation, implementation and moderation of reliable internal assessments, ensuring alignment with national frameworks and exam board specifications.
1.7	Ensure that pupils know their targets, what they need to do to improve, and support their achievement and success through feedback, praise and recognition.
1.8	Identify underachieving pupils and cohorts, coordinating and delivering effective, targeted interventions to close achievement gaps.
1.9	Undertake regular monitoring of progress and maintain accurate records.
1.10	Ensure homework and marking/feedback are completed in line with whole-school policy.
1.11	Manage the faculty's preparation for public examinations, including course completion, NEA, revision programmes, and coordination with the Exams Officer.
1.12	To undertake the role of a form tutor as necessary, supporting pupils in the tutor group with organisation, attendance, personal development, behaviour and wellbeing, acting as the pupil's champion and the first point of contact for parents/carers of tutees.
2	**Developing & Influencing Others**
2.1	Set high expectations of performance for self and others, acting as a positive professional role model for staff.
2.2	Provide support for colleagues in improving their practice, training, coaching and mentoring staff to ensure a positive, professional and achievement-driven ethos is maintained.
2.3	Ensure that staff understand their professional responsibilities and are held to account.
2.4	Develop and maintain strong working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.
2.5	Directly line manage subject leaders, teachers and support staff within the faculty, holding regular one-to-one meetings.
2.6	Carry out rigorous appraisals, set ambitious performance targets, and support the professional development of team members.
2.7	Identify training needs within the faculty and design or source appropriate Continuing Professional Development (CPD) opportunities.
2.8	Assist the Senior Leadership Team in the recruitment, induction, and mentoring of new staff, including Early Career Teachers (ECTs).
2.9	Manage a small team of staff with due attention to workload and wellbeing.

3	**Strategic Planning**
3.1	Develop and articulate a clear, ambitious vision for the faculty that aligns with the school's overarching strategic objectives.
3.2	Lead the creation, implementation, and review of the Faculty Improvement Plan, ensuring it is data-driven and targeted toward raising standards.
3.3	Lead others in the faculty to contribute to the faculty development plan/subject development plans.
3.4	Foster a collaborative, positive, and high-performing culture among staff and pupils within the faculty.
4	**Monitoring & Evaluation**
4.1	Be committed to self-evaluation, conducting rigorous self-evaluation of the faculty's performance, identifying areas of strength and implementing effective interventions for areas needing improvement.
4.2	Evaluate the quality of provision through lesson observation, learning walks, work scrutiny, data analysis and gathering stakeholder voice.
4.3	Use robust data tracking systems to monitor pupil progress, attainment, and behaviour across the faculty.
4.4	Celebrate strengths and facilitate the sharing of best practice.
5	**Communication & Stakeholder Engagement**
5.1	Ensure that regular, timely, high-quality communication occurs within the school and with families so that all stakeholders feel supported.
5.2	Promote, foster and model good relationships with parents/carers to support and improve pupils' achievement.
5.3	Provide reports, data and information as required.
5.4	Contribute to school letters, publications, website content and communications.
5.5	Attend parent evenings, open evenings and school events as required.
6	**Resources**
6.1	Manage the faculty/subject budget effectively to ensure it is spent on resources that add value and enhance the learning experience of pupils.
6.2	Audit, check and manage resources to ensure they are up to date, cared for and match pupil and curriculum needs.

7	**Safeguarding**
7.1	Be committed to safeguarding and promoting the welfare of children and young people, following correct procedures for safe recruitment, safe behaviour, and child protection as outlined in school policies.
7.2	Raise safeguarding concerns in a timely manner, in line with school policies.
8	**Data Protection**
8.1	Comply with the school's policies and supporting documentation in relation to Information Governance; this includes Data Protection, Information Security and Confidentiality.
9	**Health & Safety**
9.1	Be aware of and implement health and safety responsibilities as an employee, and where appropriate, any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.
9.2	Work with colleagues and others to maintain health, safety and welfare within the working environment.
10	**Equality**
10.1	We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities.
10.2	Within own area of responsibility, work in accordance with the aims of the Equality Policy Statement.
Date of Issue	**November 2026**

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PERSON SPECIFICATION

QUALIFICATIONS & TRAINING	ESSENTIAL ON APPOINTMENT	DESIRABLE ON APPOINTMENT
Qualified teacher status	✓	
Honours degree	✓	
Evidence of recent, relevant CPD	✓	
Relevant NPQ (e.g., NPQLT) or similar leadership training		✓
SKILLS & KNOWLEDGE	**ESSENTIAL ON APPOINTMENT**	**DESIRABLE ON APPOINTMENT**
Ability to identify and articulate what constitutes high-quality curriculum and teaching.	✓	
Deep and up-to-date knowledge of the National Curriculum, pedagogy, and assessment frameworks relevant to the faculty.	✓	
Ability to analyse and interpret complex data to drive improvement.	✓	
Strong organisational and time-management skills; capable of prioritising under pressure.	✓	
Ability to relate to and build relationships with pupils, parents/carers, and other members of the school community.	✓	
High standards of written and spoken English	✓	
EXPERIENCE	**ESSENTIAL ON APPOINTMENT**	**DESIRABLE ON APPOINTMENT**
A proven track record of delivering high-quality teaching in a secondary setting	✓	
Experience of leading, managing or mentoring other staff	✓	
Subject or curriculum leadership experience		✓
Experience in curriculum design or development	✓	
Demonstrable experience in raising student achievement and improving outcomes in a subject area	✓	

ATTITUDES, VALUES & PERSONAL QUALITIES	ESSENTIAL ON APPOINTMENT	DESIRABLE ON APPOINTMENT
Is aligned with the school's vision and values	✓	
Passionate commitment to education	✓	
High expectations for the achievement and behaviour of all students	✓	
Resilient and solution-focused	✓	
Eager to contribute to the wider life of the school	✓	

SAFEGUARDING **These criteria will be tested at interview.** **Please note this post is also subject to a satisfactory enhanced DBS disclosure.**	**ESSENTIAL ON APPOINTMENT**
Demonstrate a commitment to safeguarding and the welfare of children and young people	✓
Ability to form and maintain appropriate relationships and personal boundaries	✓
Emotional resilience in working with challenging behaviours	✓
Appropriate use of authority and discipline	✓

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill-specific areas throughout the selection process.



OUR VISION & VALUES

Our aspiration is that every pupil and staff member is supported to be the BEST version of themselves.

Members of our Risedale family will feel a strong sense of belonging and accomplishment as a direct result of attending our school. They will accumulate knowledge, cultural capital and social skills, such as empathy and kindness, enabling them to thrive in society and enjoy healthy RELATIONSHIPS. All our pupils will make good progress from their starting points.

At whatever stage of their education Risedale pupils leave us, they will be well-equipped to take the next steps on their journey to becoming a RESPONSIBLE, RESPECTFUL and RESILIENT citizen who can embrace change and learn from mistakes.

We are **'The Risedale Family'** and together we are **'A family of learners'**.



ABOUT US:

Risedale School is a coeducational community secondary school welcoming pupils aged 11 to 16. It enjoys an enviable and growing reputation in its local community. Links with the Armed Forces are strong. The school has one of the largest proportions of Service Children of any secondary school in the UK, and this military connection is an essential part of the school's distinctive character.

OUR LOCAL AREA:

Risedale School is located within the pretty village of Hipswell at the heart of Catterick Garrison, close to the historic market town of Richmond. It is set within a beautiful part of North Yorkshire, close to both Swaledale and Wensleydale. Catterick is a thriving and advancing location offering a choice of affordable and desirable housing opportunities and a unique and close community. Princes Gate Retail Park offers all major amenities including supermarkets, cafes, shops, a leisure centre and a library. Risedale is just a 5-minute drive from the A1(M), providing easy access to Teesside, York and the Leeds conurbation. Major centres like Darlington are within easy reach for commuters, shoppers or leisure seekers, at around a 30-minute drive along the A1(M).



SAFEGUARDING & DIVERSITY COMMITMENT:

Risedale School is committed to safeguarding and promoting the welfare of children, young people and adults. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment.

Please note, this post is in regulated activity and exempt from the Rehabilitation of Offenders Act 1974 and subject to satisfactory references and an enhanced DBS criminal records and barred list check for work with children.

An online search may be undertaken for shortlisted candidates as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education.

Risedale School is committed to meeting the needs of our diverse community and aims to have a workforce reflecting this diversity.



Application & Vetting Process:

- **Application Details:** All applicants must provide explanations for any gaps in study or employment history, as well as details of any unpaid or voluntary work experience.
- **References:** References will be requested prior to interview where consent has been given. These must be from suitable referees (the current or most recent employer, or the most recent employer involving work with children/young people). The school reserves the right to request alternative referees if required.
- **Identity Verification:** Interviewees must bring original documents relating to identity and qualifications to the interview.
- **Declarations & DBS:** The school will only ask candidates to disclose unprotected convictions or cautions that it is legally entitled to know about. An open and measured discussion will take place regarding any disclosed offences; failure to reveal relevant information may lead to the withdrawal of a job offer.
- **Induction & Guidance:** Induction training includes guidance on the North Yorkshire Safeguarding Children Partnership, LA and School policies, safe working practice, standards of conduct, probation, and whistleblowing procedures.

Our full Child Protection Policy is available at: www.risedale.org.uk/information/policies