

JOB PROFILE		
School:	Grafham Grange School	
Job title:	Head of Science	
Reports to:	Principal	
Work Pattern/Salary:	Full Time	MPS/UPS plus TLR plus SEN Allowance
In addition to the conditions of employment and the professional duties in the School Teachers' Pay and Conditions Document 2014, the above post includes the following responsibilities: Job Purpose: To fulfil the professional standards expected of all teachers. To follow the SEN code of practice to ensure that all pupils have plans that reflect their current needs and that the outlined provision is taking place in practice to ensure that pupils have the opportunity to overcome their main barriers to learning. The role holder will be required to be a strong advocate for the children, young adults and families we serve. Through this commitment, will build and develop positive relationships with students, their families, staff and our external partners – ensuring that appropriate placements and provision are in place and that we are able to deliver the highest levels of inclusion, attainment and achievement across our school.		
Job Description		
The role holder must: • Be a qualified and experienced science teacher with a passion for inspiring students in all areas of science. • Demonstrate excellent subject knowledge and a deep understanding of the science curriculum. • Be committed to raising standards of achievement and fostering a love of science among students. • Exhibit strong leadership and organizational skills to guide and support science across the school. • Be dedicated to inclusive education, with the ability to tailor teaching to meet the needs of students with diverse abilities, including those with SEN. Key Responsibilities: Please note that it is expected that teaching duties, as outlined in this section of the job description, will be undertaken in accordance with the Professional Standards for Teachers and Trainers in Education and Training – England as published by The Education & Training Foundation. The job description is subject to periodic review. Main duties: • Lead the development and implementation of the science curriculum across Key Stages 3 and 4. • Set high standards for teaching and learning within the science across the school, ensuring consistent quality and progress. • Monitor and evaluate the effectiveness of teaching practices and student outcomes in science.		

- Manage and organise resources, including laboratory equipment and materials, to support effective teaching.
- Collaborate with senior leaders to align objectives with whole-school priorities.

Teaching and Learning:

- Deliver high-quality science lessons that engage and challenge students across all ability levels.
- Use data to inform planning, track progress, and implement targeted interventions where necessary.
- Promote practical, inquiry-based learning to develop students' curiosity and critical thinking skills.
- Encourage students to connect scientific concepts to real-world applications and careers.
- Lead by example, demonstrating innovative and effective teaching practices in science.

Leading and Managing:

- Provide leadership and support to staff within the science the school, fostering a collaborative culture.
- Facilitate professional development opportunities for school members to enhance their teaching skills.
- Develop and review schemes of work, lesson plans, and assessment tools for the science curriculum.
- Mentor and support early career teachers (ECTs) and trainees within the school.
- Work collaboratively to integrate STEM initiatives and cross-curricular projects.

Additional Duties:

- Organise and oversee extracurricular activities related to science.
- Contribute to whole-school events and initiatives, including literacy, numeracy, and well-being programs.
- Stay up-to-date with advancements in science education and share best practices with the team.
- Ensure compliance with school policies, including health and safety, safeguarding, and equality.
- Undertake any additional tasks as directed by the Senior Leadership Team to support the success of the school.

Head of Science - Person Specification

Grafham Grange is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Data and Barring Service (DBS) as part Orchard Hill College & Academy Trust's pre-employment checks.

This person specification will be used for recruitment to the Head of Science role. It will form the basis of the application form, and candidates will also be assessed against aspects of this person specification at interview.

Qualifications (list)	Essential	Desirable	Testing Method
A degree in Science (Biology, Chemistry, Physics, or a related field).	✓		Checked certificates
Qualified Teacher Status (QTS) or equivalent teaching qualification.	✓		Checked certificates
Evidence of continuous professional development related to science education or leadership		✓	Checked certificates
Postgraduate qualification in education, science, or leadership.		✓	Checked certificates
Certification in leadership or management,		✓	Checked certificates
Statutory or Role Specific Requirements	Essential	Desirable	Testing Method
Strong understanding of safeguarding and child protection policies and procedures	✓		Application/Interview
Knowledge of the National Curriculum for Science at Key Stages 3 and 4, including GCSE specification	✓		Application/Interview
Commitment to promoting inclusive education and meeting the needs of students with SEN.	✓		
Experience working in a specialist or alternative educational setting.		✓	Application/Interview
Familiarity with health and safety regulations for science teaching, including practical lab work.		✓	Application/Interview
Knowledge and Experience	Essential	Desirable	Testing Method

Proven track record of delivering outstanding science lessons with strong student outcomes.	✓		Application/Interview
Experience developing and implementing schemes of work and lesson plans for the science curriculum.	✓		Application/Interview
Demonstrated success in using data to track progress and implement interventions.	✓		Application/Interview
Understanding of practical, inquiry-based science teaching and its real-world applications.	✓		Application/Interview
Experience leading or mentoring staff to improve teaching practices and student outcomes.	✓		Application/Interview
Experience organizing extracurricular science activities such as STEM clubs, fairs, or competitions		✓	Application/Interview
Knowledge of integrating STEM education across other subjects		✓	Application/Interview
Familiarity with trauma-informed and restorative practices in education.		✓	Application/Interview
Previous involvement in whole-school initiatives, such as literacy or numeracy drives.		✓	Application/Interview