



## Key Stage 3 Lead for Science

**Chemistry or Physics desirable**

**Brine Leas School part of The Cornovii Trust**

Salary M1 to UP3 (£32,916 to £51,048p.a.) Full Time

With TLR 2A £3,527 for additional responsibilities

- + Pension Scheme (TPS)
- + The Cornovii Trust Employee Assistance Programme
- + A laptop to use whilst in employment
- + Priority admission for children of staff
- + Comprehensive induction programme & continued support

**Required for – 1st September 2026**



**Brine Leas  
School**

April 2026

Dear Applicant

## **Key Stage 3 Lead for Science**

We are excited to announce an opportunity for a Key Stage 3 Lead for Science to join our Science department.

We have high expectations for our students, supporting them to achieve excellent academic outcomes and develop key life skills through our seven-year curriculum. Our staff are highly skilled, with teaching and learning being at the heart of all we do.

Brine Leas School is in Nantwich, Cheshire, and is a highly successful and oversubscribed school, consistently rated "Good" by Ofsted with an "Outstanding" sixth form. The school's thriving sixth form, BL6, offers a challenging academic program with tailored mentoring and comprehensive support, attracting students from diverse backgrounds.

The mission statement, "Believe. Learn. Succeed." underpins the school's approach, encouraging students to reach their full potential through high-quality teaching and excellent pastoral support.

We seek an excellent Teacher who fits our ethos and will inspire and motivate staff, students and the wider community to ensure that every student has the opportunity to succeed.

All posts are subject to enhanced disclosure procedures and pre-employment checks.

Thank you for considering this opportunity

Yours sincerely,



Paul Whitehead  
Headteacher

## The Science Department

### The Post

The governors and Headteacher are seeking to appoint an exceptional candidate within the Science department. A person specification and job description are included in this pack.

### Science Curriculum Area

The Science faculty has fourteen highly committed members of teaching staff, ably supported by technicians. You will be joining a team that enjoys considerable success and wants to get even better.

The faculty is well established and plays a critical role in the academic success of the school. The school has eight laboratories, which are located on two levels in the main block.

There are also three science laboratories in the 6th form block. Science is an extremely popular subject at A level with 2 classes of Physics and Chemistry and 3 Biology.

At KS4, students can either opt for AQA Triple Science or study AQA Trilogy Combined Science. Historically around half the cohort use one of their option choices to study Triple Science. Our A-level students follow the AQA specification also for Biology, Chemistry and Physics.

### Application

Applications should be made via <https://www.thecornoviitrust.org> by **Tuesday 5th May 2026 (12.00pm)**

Statements in support of your application may be written as part of the application form, or separately enclosed. Please note that these must not exceed two sides of A4.

Please ensure that in your statement of application you cover the following:

- How you align with the key elements of the job description
- An indication of what you feel you can bring to the Science team.

### The Interview

The dates for the interviews are yet to be confirmed. The interview process will involve a tour of the school.

## Job Description:

# Key Stage 3 Lead for Science

### All teaching staff are expected to fulfil the following duties:

- Plan and deliver well-structured lessons aligned with the school's curriculum and schedule. Set goals that challenge and stretch students of all backgrounds, abilities, and dispositions within a safe and stimulating environment, while effectively deploying support staff.
- Support students in making the best possible progress by using a variety of teaching, learning, and support strategies. Take responsibility for their outcomes and plan lessons that build on their prior knowledge and understanding.
- Adapt teaching to respond to the strengths and needs of all students, using differentiation to address their learning needs and overcome barriers. This includes students with SEND, those who are MAGT, Priority Learners, or have English as an Additional Language.
- Assess and record students' achievements, prepare reports, and participate in parental/carer consultations. Use assessments to help students reflect on their achievements, address misunderstandings, and inform future planning. Provide regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.
- Set homework and other out-of-class activities to consolidate and extend students' knowledge and understanding. Check completion and provide feedback as required.
- Set work online, deliver online lessons, or use remote teaching for students who are not in the classroom. This should be done within the framework of directed time and during any school-enforced closure periods, providing feedback to students as needed.
- **Behaviour Management:** Implement school policies to ensure a safe and positive learning environment. Establish clear and fair rules and routines in classrooms, emphasising rewards and praise alongside necessary sanctions.
- **Curriculum Design:** Contribute to the creation and delivery of an engaging curriculum within your subject area, in collaboration with the subject team, proportionate to your responsibilities.
- **Professional Development:** Participate in the Trust's Performance Management scheme. Actively seek opportunities for personal development through in-service training to stay updated on national and school initiatives.
- **Pastoral Support:** Support the school's pastoral system by promoting equal opportunities, British values, and tolerance. Serve as a tutor and/or mentor to enhance students' well-being.
- **Policy Implementation:** Observe and implement current school policies and best practices. Follow guidance and requirements from your team and the staff handbook, particularly avoiding unsanctioned social media interactions with students.
- **General Duties:** Perform duties and attend meetings as reasonably required.
- **Statutory Compliance:** Act within the statutory frameworks that outline your professional duties and responsibilities.
- **Additional Duties:** Carry out specific tasks as directed by the Headteacher or CEO, in accordance with the current Teachers' Pay and Conditions of Service Document.

Job Description:

## Key Stage 3 Lead for Science

### Strategic Direction and Development of Key Stage 3 Science

- Establishing and maintaining policies and practices which promote high achievement through effective teaching and learning
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly
- Analysing national, local, and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Curriculum Leader of Science on progress and plans
- Contributing to the School/Curriculum Improvement Plans and establishing an effective subject Improvement Planning Cycle to meet school strategic priorities

### Teaching and Learning of Key Stage 3 Science

- Ensuring appropriate, challenging, Schemes of Work are in place for all Science teaching groups and related courses
- Securing and sustaining effective teaching of the subject through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the School's monitoring, evaluation and review cycle through lesson observations, feedback to teaching staff, work sampling and student interviews.
- Ensuring teaching and learning objectives are clear to all members of the curriculum team
- Ensuring effective development of students' literacy, numeracy, and ICT skills within the subject
- Contributing to the teaching of PSHE and Careers within the subject area.
- Developing the curriculum to meet the needs of all students; introducing, planning, and implementing new courses of study to meet curriculum initiatives, developments and school requirements
- Mapping progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving
- Making positive intervention with students at risk of underachieving

Job Description:

## Key Stage 3 Lead for Science

### Leading and Managing the Staff who teach Key Stage 3 Science

- Line managing members of the Science team as decided by the Curriculum Leader of Science and providing effective support, challenge, information, and professional development for all staff within the subject area as necessary including non-specialist from outside the subject area
- Establishing clear expectations and high standards of professionalism and collaboration across the subject
- Taking an active role as a Team Leader within the School's Appraisal Policy to develop the professional effectiveness of colleagues
- Providing structured support and assessment for ECT and ITT trainees to enable them to meet the relevant professional standards, where needed.
- Working in collaboration with the SENCO, SEND staff and Pastoral Leaders to ensure that Education Plans and Pastoral Support Plans are used to set subject specific targets, as required.

### Efficient and Effective Deployment of Staff and Resources within the Key Stage 3 Science Team

- Using appropriate resources, in consultation with the Curriculum Leader of Science, for effective, efficient, and safe teaching and learning within the subject area; accommodation, staff, time, courses, development opportunities, ICT equipment
- Creating an effective and stimulating learning environment for teaching and learning
- Ensuring a safe working and learning environment through application of appropriate risk assessments

## Personal Specification: **Key Stage 3 Lead for Science**

### **Qualifications**

- Relevant Honours Degree or Equivalent
- Teaching Qualification Science

### **Experience**

- Extensive, successful and varied teaching experience in the secondary sector up to, and including, Advanced Level

### **Knowledge and Understanding**

- How to improve teaching, learning and behavior through working with middle leaders and individual staff
- The importance of pastoral support for students, including interventions relating to SEMH
- How to develop and embed processes to develop students' oracy, literacy and numeracy skills.
- How to monitor student progress and use value added analysis
- Effective intervention strategies to support students to achieve well
- Curriculum developments; both current and anticipated
- How to strategically plan and implement, then monitor and evaluate progress
- How to use ICT and other technologies in leadership, teaching and learning.

### **Skills**

- Ability to initiate, develop and implement policies and/or initiatives
- Ability to motivate staff and students
- Ability to communicate effectively and sympathetically with Governors, staff, parents/carers, students and the local community
- Ability to learn from experience, and to make well-judged and well-informed decisions
- Ability to analyse and problem solve, having a positive "can do" attitude

### **Qualities**

- Strong sense of moral purpose, with commitment to the school's vision and ethos
- Vision, imagination and leadership coupled with a strong work ethic and drive for improvement
- Sensitivity to the needs of others with the ability to work effectively in a team
- Ability to work under pressure, welcoming both challenge and opportunity
- Ability to adapt to changing needs and circumstances
- Sense of humour and enthusiasm

# Personal Specification

## Knowledge & Experience – Essential

- Experience of successful teaching.
- Evidence of continuous self-development, particularly in the areas of responsibility for this post.
- Evidence of CPD and lifelong learning.
- Knowledge of safeguarding strategies and requirements.
- Graduate in relevant subject and DfE recognised Qualified Teacher Status (QTS).
- Successful teaching experience at KS3, KS4.
- Understanding of pedagogical theory and practice.
- Knowledge of all elements of our curriculum as shown in the curriculum intent statements
- Understanding of the importance of having high expectations for all students, for behaviour and academic achievement.
- Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers.
- Knowledge and experience of lesson planning, developing teaching resources and sharing them with colleagues.
- Understanding of accurate assessment of work.
- Understanding the importance of being a Form Tutor.

## Knowledge & Experience – Desirable

- Proven success in raising achievement in a School.
- Experience of working in an 11- 18 school, including teaching at A level. that facilitates effective links between home and school.

## Skills & Abilities

- Excellent communication and presentation skills
- The ability to work as part of a team and to develop and maintain positive relationships with teaching and support staff.
- The ability to create a motivating and safe learning environment for all students.
- The ability to communicate positively with parents/carers and where appropriate outside agencies in a way
- Ability to lead and manage own work effectively and take responsibility for own professional development
- Ability to carry out the job description.
- Excellent time management skills and the ability to prioritise and meet deadlines under pressure
- Ability to motivate students and raise their aspirations.

## Personal Qualities

- Enthusiasm for and commitment to the achievement of the school's overall vision and values.
- Willingness to commit to the wider life of the school.
- Resilient, flexible, and adaptable.
- Awareness of and commitment to equal opportunities and valuing diversity
- Empathetic and patient towards learners
- Creativity and enthusiasm to promote a positive school image to the local and national community

# Personal Specification

## Our School Ethos

- Enthusiasm for and commitment to the achievement of the school's/MAT's overall vision for success at all levels.
- Motivation to work with children and young people.
- Ability to build and sustain professional standards, relationships and personal boundaries with children and young people.
- Emotional maturity and resilience in dealing with challenging behaviours.
- Ability to contribute towards creating a safe and protective environment.
- Willingness to continue professional development.
- Commitment to maintaining high standards and expectations.
- Commitment to contributing to school life as a whole.
- Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students.



# Job Vacancy Information

## **Rewards and Benefits**

Our people are at the heart of our success. We recognise that every school and every individual is of equal importance, we respect and have tolerance of all, and we ensure that everyone feels known, appreciated and valued.

We have developed a strong culture of collaboration and best practice, investing in our staff with support, coaching, mentoring and a wide range of top-quality training programmes at every level.

You will have opportunities to learn from colleagues who are highly experienced, knowledgeable, and committed education practitioners to support your development and career with the trust.

You will have the autonomy to strengthen your school's vision, values, performance and culture and you will never be alone, you will have continuous support from the wider trust.

## **You will also have full access to our rewards package:**

### **Learning and development**

We offer a wide range of training and development opportunities including structured qualifications, and you will be able to access support, coaching and mentoring by senior members of staff from across the trust.

### **Competitive pension scheme**

Teaching and School leadership staff are part of the Teachers' Pension Scheme (TPS). You receive a guaranteed pension through the Teachers' Pension Scheme. This is a defined benefit scheme, via a career average arrangement; benefits are accrued each year based on 1/57th of your pensionable salary including overtime.

### **Employee Assistance Programme**

We have partnered with Legal and General to offer free and confidential advice to our staff. This is available 24 hours, 7 days per week for you and your immediate family. Some of the services include support with family, financial information, legal advice, stress and anxiety, and bereavement. You will also have access to in the moment counselling sessions.

### **Flexible working**

We offer various flexible working arrangements, and all staff are encouraged to submit applications for flexible working to suit their individual circumstances.

### **Discounts on shopping, leisure, and travel**

Through our Legal and General EAP our staff have access to a wide range of offers and discounts on high street and supermarket shopping, leisure facilities such as cinema and gym, and travel options such as holidays and hotel stays.

Reduced gym membership at 'The Barony' fitness centre in Nantwich and an on-site staff gym at Brine Leas School.

### **Flu vaccinations**

All staff have the option to access their annual flu vaccination via a local pharmacy.

## Important

# The Rehabilitation of Offender Act

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. The successful applicant will be required to apply for an enhanced DBS certificate. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the DBS.

Amendments to the Exceptions Order 1975 (2013, 2020 & 2023) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or visit <https://unlock.org.uk/advice/what-will-be-filteredby-dbs/>.

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trust's privacy statement.

## Information for Applicants

### About the School

Brine Leas is proud to be part of the Cornovii Trust.

Brine Leas School is located in Nantwich, South Cheshire, caters to students aged 11 to 18 and has approximately 1,440 pupils enrolled.

We are deeply committed to our local community, fostering strong connections and support networks. The school is highly regarded in the local community and consistently oversubscribed, with a published admission number of 215.

The school's exceptional pastoral care ensures that every student feels supported and valued, contributing to their overall well-being and success. At the heart of the school is its thriving house system, which encourages teamwork, camaraderie, and a sense of belonging among students.

The Outstanding Sixth Form, BL6, is a thriving post-16 provision with over 300 students from many local schools, offering exceptional opportunities for academic and personal growth.

All these elements are underpinned by the school's guiding principles: Believe, Learn & Succeed, which inspire students to reach their full potential and achieve excellence in all aspects of their education.

Brine Leas School has a long history of securing the very best GCSE results, reflecting its dedication to academic excellence.

The school was most recently inspected by Ofsted in May 2022. [Ofsted Report](#)



The Cornovii Trust

### The Cornovii Trust

The Trust currently consists of 8 local schools: Alsager Highfields Primary; Alsager School; Audlem St. James CofE Primary; Brine Leas School; Malbank School; Pear Tree Primary and Weston Village Primary. We are a local trust providing support for local schools, children and families.

The Cornovii Trust is built on 6 core principles: Collaboration, Excellence, Child Centered, Inclusivity, Equality & Community.