



HARTFORD
CHURCH OF ENGLAND
HIGH SCHOOL

LEAD PRACTITIONER IN SCIENCE
specialising in Chemistry or Physics

APPLICANT PACK

FEBRUARY 2026

INTRODUCTION

Dear Candidate,

We are delighted to welcome applications for the permanent role of Lead Practitioner of Science Specialising in Chemistry or Physics at Hartford Church of England High School. Our school is a great place to work! We have brilliant students, talented and committed staff and supportive parents. Our most recent Ofsted inspection in June 2023, demonstrated that we were a good and improving school and our ambition is to make Hartford Church of England High School an outstanding place to learn and work. Nearly three years on, we are well on our way to achieving that goal.

The science team at Hartford Church of England High School are experienced, committed and full of team spirit! They are extremely supportive of one another and the school ethos and values. The department consists of an Assistant Head—Strategic Lead for Science, Head of Department, Assistant Head of Department, and five teachers all of whom are specialists in Biology, Chemistry or Physics. The role of Lead Practitioner within the Science department arises from the promotion of a current Director of Learning within the department. Given the significant importance that we place on science within the school, we want to ensure that our students receive the best possible teaching and that our teachers receive the best possible support and challenge in making that happen.

Science is housed in a bespoke 'science building' where there are seven specialist laboratories and two teaching classrooms, all of which are only a few years old. We foster a collaborative environment where our teachers inspire and challenge students to excel, working together to ensure comprehensive learning outcomes for everyone. At GCSE level we teach a diverse cohort of combined and separate science students. Our team is committed to nurturing scientific curiosity and academic excellence, empowering students to reach their full potential.

Aside from the curriculum, at Hartford Church of England we focus on the importance of personal development, high expectations and care for one another across the school community. Our Family System, pastoral teams and inclusive practices - with a key focus on inclusion - support this philosophy. All that we do is centred around our core HART values of Happy, Achieving, Ready, Together, built on the Christian foundation of Love (caritas) and Truth (veritas).



Across the school campus, we are blessed with exceptional facilities, with a suite of new and modern buildings for students to learn in. We are increasingly popular as the first choice for parents when selecting high school provision in the Northwich area. This means that the children who join us are enthusiastic to learn and are great to teach. It also means that we have hugely supportive parents who contribute to our school community alongside committed staff and expert governors. Regular opportunities for mentoring, coaching, professional development, and bringing our school community together are built into our culture.

Our school is at the centre of the community in Hartford, and we are constantly looking to strengthen our commitment to one another, no matter what stakeholder we are. We have extremely close working relationships with the Diocese, the local authority and our colleagues in other schools.

If you share our vision and values and are determined to bring out the best in young people, providing them with the best possible educational experience in Science, we want to hear from you!

Should you choose to apply for the role of Lead Practitioner in Science Specialising in Chemistry or Physics, I look forward to receiving your application. If you would like to tour the school in the meantime and see more of what working at Hartford Church of England High School has to offer, you are more than welcome to do so. Please contact Sara Morris, our Business Manager: Personnel, to arrange a visit.

Rachel Pickerill

Headteacher



KEY INFORMATION

Job role: Lead Practitioner of Science specialising in Chemistry or Physics

Starting Date: 20th April or 1st May 2026

Salary: LP2 to LP6

Contract Term: Permanent

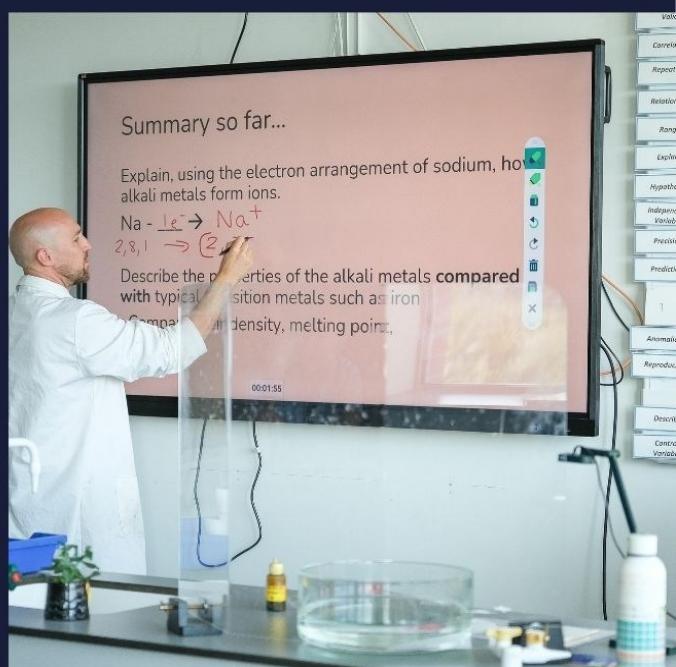
Closing Date: Monday 23rd February 2026 at 9:00am

Interviews: Thursday 26th February 2026

Benefits:

There are a range of benefits for staff who work in our school community. These include:

- Membership of the Teachers' Pension Scheme.
- An Employee Assistance Programme with a helpline providing support and advice on personal and professional issues.
- Working Rewards provides discounts and offers on all the major retailers as well as access to salary sacrifice schemes
- Access to an on-site fully equipped gym.
- Staff events and sporting activities to support the school family system.
- Optional staff collective worship.
- Daily free tea and coffee as well as other refreshments throughout the school year.



JOB DESCRIPTION

Lead Practitioner of Science Specialising in Chemistry or Physics

LP2—LP6

The role of Lead Practitioner of Science Specialising in Chemistry or Physics at Hartford Church of England High School is to work alongside the Head of Department and Assistant Head of Department for Science to provide strategic vision, leadership and management to the Science department. The individual will work collaboratively with colleagues to ensure the highest standards of curriculum planning, teaching and attitudes to learning for all students, ensuring every student achieves the best possible outcomes. They will ensure the standard of education that students receive continually evolves and improves to meet the needs of all students in theirs and others' lessons. They will have the highest of aspirations for the attitudes to learning of all students, ensuring every student achieves the best possible outcomes.

The Lead Practitioner of Science Specialising in Chemistry or Physics at Hartford Church of England High School will be highly motivated and innovative with an ability to enthuse, motivate and inspire staff and young people alike. This individual will need to be an excellent role model for other staff and, before their appointment, will have gained the knowledge, skills and experience to be an excellent classroom practitioner and to support and develop colleagues. They will have outstanding communication skills possessing the ability to effectively enthuse and challenge young people in equal measure. Good teamwork, the highest of standards, determination and resilience will have been at the core of their success in their education and/or career to date. This is an exciting opportunity for any Science teacher aspiring to middle leadership, who wishes to embark on their first responsibility in this core department.

Teaching, Learning and Assessment

The Lead Practitioner of Science Specialising in Chemistry or Physics at Hartford Church of England High School will work alongside the Head of Department and Assistant Head of Department for Science and be responsible for ensuring that the highest standards of teaching, learning and assessment are provided across the department. The Lead Practitioner of Science Specialising in Chemistry or Physics will:

- Ensure that all staff and students fulfil their potential by creating a culture of high expectations, aspirations, ambitions and scholastic excellence across the Science department
- Have secure and up-to-date subject knowledge and related pedagogies so that teaching and learning is consistently engaging, appropriately challenging and suitably differentiated with all students making at least expected progress. These include SEND, EAL and high attaining students
- Ensure that Teaching and Learning across the Science department is consistently engaging, appropriately challenging and suitably differentiated so that all students make at least expected progress
- Provide subject-specific leadership in Chemistry or Physics, ensuring curriculum delivery, pedagogy and assessment reflect the highest standards of disciplinary expertise.



- Lead on improving subject-specialist teaching quality, supporting colleagues to strengthen their practice in Chemistry or Physics through coaching and mentoring, modelling and targeted CPD.
- Ensure that curriculum sequencing, explanations, practical work and misconceptions within the chosen specialism are consistently planned for and taught effectively across the department.
- Support the development of specialist subject knowledge across the team, ensuring staff have the confidence and expertise to deliver challenging content effectively.
- Provide high-quality guidance on practical work, exam requirements and core concepts in Chemistry or Physics, ensuring alignment to exam board expectations and best practice.
- Ensure that assessment information is used to plan appropriate teaching and learning strategies, in order that all students make at least good progress and achieve well.
- Ensure that spoken and written assessment is both regular and thorough to enable students to make continuous progress
- Ensure the school's policy for marking and feedback is consistently applied
- Ensure that effective homework is set and monitored across timetabled lessons
- Where necessary provide remote learning, ensuring quality assurance processes are in place to monitor its quality and impact.
- Be a visible presence around the department, leading by example and promoting positive attitudes
- Ensure equality of opportunity and recognition of diversity are promoted through teaching, learning, assessment and the department's curricula
- Working alongside teachers to ensure that student engagement is high within Science department and that there is no passivity in the classroom.
- In line with the school's policy, maintain high standards of behaviour both within the classroom and beyond, consistently and fairly
- Promote excellent student attendance and punctuality to lessons

Staff Development

The Lead Practitioner of Science Specialising in Chemistry or Physics at Hartford Church of England High School will work alongside the Head of Department and Assistant Head of Department for Science and be responsible for ensuring that staff development impacts students positively. The Lead Practitioner of Science will:

- Work with the Head of Department and Assistant Head of Department to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- Undertake Performance Management Review(s) and act as reviewer for identified staff.
- Contribute to the whole school professional development programmes and support within the performance management cycle.

- Lead on modelling excellent classroom practice, delivering KS4 T&L development, and embedding consistent departmental routines through coaching and professional development.
- Coordinate coaching and mentoring of colleagues, including ECT and ITT colleagues and share evidence-informed practices and resources to support the consistent development of teaching practice.
- Keep up to date with national developments in teaching practice and methodology
- Participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with the safer recruitment policy.
- Be responsible for the efficient and effective deployment of any relevant associate staff where required.

Progress and Outcomes

The Lead Practitioner of Science Specialising in Chemistry or Physics will work alongside the Head of Department and Assistant Head of Department in ensuring that the progress of all students is maximised across Science. The Lead Practitioner of Science will:

- Assist the Head of Department and Assistant Head of Department in the implementation of strategic intervention programmes within the department to ensure improvements in the progress and outcomes of targeted individuals/groups which ultimately increase outcomes and narrow gaps.
- Ensure that the impact of any intervention to narrow gaps/improve outcomes within the department is evidenced and evaluated and appropriate actions are taken as a result
- Assist the Head of Department and Assistant Head of Department in the design and implementation of the assessment framework for the department in line with school policy, ensuring that all assessment data is valid, reliable and submitted on time.
- Assist the Head of Department and Assistant Head of Department in the design and implementation of tracking systems to enable both student progress and student outcomes across the department and in all year groups to be monitored effectively.
- Contribute to question-level analysis and analysing data patterns after mock exams and assessments; translating findings into adaptive teaching plans and responsive intervention.
- Assist the Head of Department and Assistant Head of Department to oversee work scrutiny focused on curriculum alignment, feedback quality, and student response to feedback, reporting trends and coaching for improvement.

Overseeing the Curriculum

The Lead Practitioner of Science Specialising in Chemistry or Physics will work alongside the Head of Department and Assistant Head of Department to ensure that the Science curriculum is ambitious, challenging and cost-effective for all students, meeting their needs in the current educational climate. The Lead Practitioner of Science will:



- Assist the Head of Department and Assistant Head of Department to ensure that the Science curriculum is broad and balanced and meets the needs of all students
- Assist the Head of Department and Assistant Head of Department to plan, implement and review the Science curricula within appropriate frameworks so that work is coherently planned and sequenced towards cumulatively sufficient knowledge and skills.
- Assist the Head of Department and Assistant Head of Department to ensure that CPD within the department helps develop expert subject knowledge so that work given to students consistently matches the aims of the curricula and has a positive impact on Teaching and Learning.

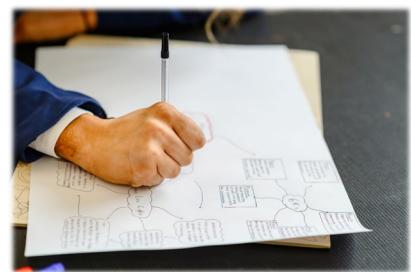
Wider Professional Responsibilities

The Lead Practitioner of Science Specialising in Chemistry or Physics will contribute significantly to the wider running of the school. They will:

- Play a full part in the life of the school community, supporting the Christian distinctiveness of the school, and contributing to the school's vision, values and ethos in and out of the classroom
- Support the school in meeting its legal requirements for worship
- Manage and organise the classroom environment efficiently and effectively to ensure that all health and safety regulations are met
- Ensure the effective and efficient deployment of classroom support
- Contribute to the planning and delivery of extra-curricular activities, including contributing to the school's revision programme
- Know, understand and follow whole school policies and apply them consistently, including those relating to safeguarding and well-being, in accordance with statutory provisions and school policy
- Ensure any concerns regarding students' welfare and safeguarding are communicated to the relevant senior member of staff and understand that safeguarding is the responsibility of all staff
- Support the pastoral provision within the school by being a form tutor and fulfilling responsibilities as requested by pastoral colleagues
- Attend regular school meetings within the directed time budget
- Carry out supervision duties as directed through the school duty rota
- Liaise effectively with parents, carers and other stakeholders
- Actively engage in the School Appraisal process
- Attend school events and activities as appropriate to the role of teacher of a given subject.

Hartford Church of England High School is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the school on its behalf. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to our Church of England ethos and Christian distinctiveness.

The functions and specific responsibilities of this job description are to be undertaken in conjunction with the duties of a teacher as defined in the Teachers' Pay and Conditions Document. The responsibilities and duties will be reviewed and modified as any government guidance evolves.



PERSON SPECIFICATION

Lead Practitioner in Science - Person Specification

	Essential	Desirable	Evidence
Qualifications and Experience	<ul style="list-style-type: none"> • Degree • Teaching qualification • Successful teaching experience, including the teaching of subject to GCSE level. • Record of excellence in the classroom • Contribution to curriculum planning, development and evaluation. • Strong track record of one's own continuing professional development 	<ul style="list-style-type: none"> • Previous Middle Leader Experience • Post-graduate certificate • Relevant in-service training e.g. relevant NPQ • Experience of working in more than one school • Successful experience of leading effective CPD • Evidence of delivering improvement through others 	<ul style="list-style-type: none"> • Application • Interview
Special Aptitudes	<ul style="list-style-type: none"> • Excellent teaching ability, commanding respect of students and colleagues • Excellent use of IT in education • Ability to generate enthusiasm for the subject(s) and for learning in general • Ability to plan, organise, review and adapt • Up to date on current educational issues including having a clear understanding of developments in the subject area , curriculum development and teaching and learning 	<ul style="list-style-type: none"> • Ability to innovate and manage change. • Experience of leading initiatives beyond their own classroom. • Experience of the role of form tutor 	<ul style="list-style-type: none"> • Application • Interview



	Essential	Desirable	Evidence
Interpersonal Skills	<ul style="list-style-type: none"> • Fully committed to the Christian ethos of the school • Inspirational • Ability to forgive and move on • Ability to challenge and support students and staff • Excellent spoken and written communication skills • High expectations • Commitment to school improvement • Team worker • Independent worker • Resilient under pressure • Excellent attendance • Flexible 	-	<ul style="list-style-type: none"> • Application • Interview • References
Safeguarding	<ul style="list-style-type: none"> • Willingness to consent to apply for an enhanced disclosure CRB check • Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people, including the mental health of young people 	-	<ul style="list-style-type: none"> • Application • Interview

OUR SCHOOL VALUES

H

HAPPY

Showing respect to one another.
Looking after our mental and physical wellbeing.

R

READY

Being punctual, equipped and ready to learn every day. Wearing our uniform with pride.

A

ACHIEVING

Working towards our goals, both academic and extra-curricular. Showing resilience and not being afraid to fail.

T

TOGETHER

Working together in all things - building a school family characterised by tolerance and kindness.

LOVE 'CARITAS' &
TRUTH 'VERITAS'

"My command is this: Love each other as I have loved you."

"In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."

John 15:12 and Matthew 5:16



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