



Teacher & Science Lead
Recruitment Pack
March 2025

Benton Park





Dear Applicant

Thank you for your interest in our teacher & science lead vacancy.

'Our job is to find relevance, the fascination, the wonder and make school an irresistible place to learn.' (Debra Kidd)

Do you want to work in a school with a well-established reputation for inclusive practice; that values diversity?

Do you want to work in a school that has high aspirations and ambitions for all its pupils – particularly in the field of science and engineering?

Do you want to work in a school with a carefully crafted knowledge rich science curriculum?

Do you want to work in a school that promotes excellence in science?

Do you want to work in a school that actively encourages engagement in 'hands on' practical investigative science?

Do you want to work in a school that encourages children to take pride in and share their scientific knowledge and learning?

Do you want to work in a school that uses mobile technology to effectively support teaching and learning in science?

Do you want to work in a school that uses evidence informed practice to improve pupil outcomes in science and engineering?

Do you want to work in a school that values and trusts its staff to do the very best for the children in their care?

Do you want to work in a school that invests in teacher learning and development?

Do you want to work in a school that actively promotes and supports a work-life balance for its staff?

If the answer(s) are yes, you could be the teacher we are looking for.

Benton Park is a larger than average primary school, located on the edge of Heaton, Newcastle upon Tyne; one of seven schools brought together as a foundation trust: the [Ouseburn Learning Trust](#). With over 450 pupils on role, from a diverse range of backgrounds, with a wide range of needs – including specialist provision for deaf children within our Deaf Resource base – our school is a vibrant and dynamic place to work. We pride ourselves on our inclusive ethos, ambitious curriculum and high expectations for all pupils.

Like all my colleagues, I am very proud to work at Benton Park Primary School; we are a highly dedicated and supportive staff team, that prides itself in offering the very best to our local community.

Dominic Martin
Headteacher



hello & welcome

school ethos & values

try hard; be kind; attain high

You can read more about our school; our innovative curriculum; our commitment to pastoral care, as well as our most recent Ofsted and school performance data, via our school website: www.bentonparkprimary.co.uk



Our school has a strong reputation for **excellence in curriculum** – we regularly present at curriculum conferences around the region, as well as hosting a thriving online task design community. In addition, with our own woodland area; a designated art room; innovative use of mobile technology (we are a regional training centre for Apple and a Digital School House) and a wide-ranging pupil pastoral offer, Benton Park is a dynamic and innovative place to work.



class teacher & science lead: the role

Required from September 2025 Full time - MPS/UPS: £31,650 - £49,084 per annum + TLR 2a

Permanent contract beginning 1st September 2025. Applications are welcomed from teachers with a least two years experience (not suitable for ECTs) – in particular, but not exclusively, from practitioners with a degree in science or engineering

We are looking to recruit a science leader who:

Due to the promotion of the existing post holder, we are looking to recruit a brilliant classroom practitioner with a least two years teaching experience (ie. not an ECT) to lead our science provision. With a passion for all things science, you will build upon the success of the existing post holder to promote the importance of science within our curriculum, whilst at the same time supporting colleagues to plan and deliver stimulating and challenging science lessons. Most importantly, we want you to foster a love science in our pupils, enabling them to see its value in the wider world. More broadly, you will be a model professional, an excellent classroom teacher who can set an excellent example to pupils and colleagues alike.

We can offer you:

We can offer you a TLR 2a and weekly leadership release time. You will also join our curriculum leadership group, helping to shape the future development of our curriculum at Benton Park. We will also provide individualised leadership development opportunities, built around the strengths and developmental needs of the successful applicant.

teacher: person specification

Part A1: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Application	Essential
1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and attainment ranges
3	Recent experience of teaching across the primary age range
4	A good knowledge and understanding of core subjects and the relevant statutory and non-statutory curricula / frameworks – in particular science
5	A good, up to date working knowledge and understanding of evidence informed teaching, learning and behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and on-going professional development and training
8	Working knowledge of the SEND code of practice and implications for the classroom

Application	Desirable
9	Qualification (A level / Degree level) in a science
10	Able to use mobile technology and applications to promote learning and improve outcomes
11	Experience and understanding of phonics and development of early reading skills
12	Aspirations to develop as a leader
13	Interest in classroom-based research to inform improvements in practice
14	Willing and able to contribute to extra-curricular activities.
15	Knowledge and experience of using specific targeted intervention in core subjects; interventions that promote and restore social and emotional regulation

Part B: Assessment Stage

The following criteria will be further explored at the assessment stage:

Assessment	Essential
1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Have positive values, attitudes and have high expectations for learners.
5	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
6	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
7	Able to plan, organise and prioritise and manage time effectively.
8	Good verbal and interpersonal skills
9	Able to use technology knowledge and skills in the learning environment.
10	Have positive values, attitudes and have high expectations for learners.

Assessment	Desirable
11	Willing and able to contribute to whole school development initiatives / school improvement planning / self evaluation.



science lead: person specification

Part A2: Application Stage

The following additional criteria will be used to determine suitability for the Science leadership (TLR) element of this post:

The Science Leader will:

- be an excellent classroom teacher, with a passion and strong subject knowledge of Science
- work with staff to implement and evaluate schemes of work in Science
- hold staff to account for progress and attainment in Science; monitoring pupil progress and gauging whether teaching is leading to secure understanding
- have responsibility for monitoring and evaluating sections of the School Development plan relating to Science
- As and when necessary, feedback to the Governing body, on school development plan priorities relating to Science

Essential:

- 1 Highly effective teaching skills with a record of high quality teaching
- 2 Ability to analyse and self-reflect on own practice and support others to improve their teaching in Science
- 3 Good communication skills (written, oral and inter-personal)
- 4 Ability to implement and evaluate a school development plan
- 5 A passion for Science; strong subject knowledge
- 6 Well organised and able to prioritise a demanding workload
- 7 Able to build and maintain positive relationships with children and staff

Desirable:

- 8 Experience of leading a school project or curriculum area
- 9 A willingness to invest in own professional learning, particularly in the area of curriculum, to support their proficiency within the role
- 10 Familiarity with the national curriculum 2014 in its entirety particularly progression from key stage to key stage
- 11 Experience of teaching across the primary age range
- 12 A degree in science or engineering
- 13 NPQ qualification middle or senior leadership



application timeline

Interested in applying?

A chance to visit and look around our school:

Please email office@bentonparkprimary.co.uk to arrange an appointment before Friday April 11th 2025

A completed application form and safer recruitment form must be submitted by e-mail to office@bentonparkprimary.co.uk no later than 3pm on Monday 28th April 2025

Shortlisting: Friday 2nd May 2025 based on the criteria in Part A of the person specification

Selection process: Thursday 8th May 2025 based on the criteria in Part B of the person specification

We are committed to safeguarding and promoting the welfare of all children and expect all staff and volunteers to share this commitment. The appointment of the successful candidate will depend upon a satisfactory enhanced criminal records check from the Disclosure and Barring Service and other

