



## **Job Specification**

### **Teacher of Science**

#### **.Main Purpose of the Role**

The Science Teacher will plan, prepare and deliver engaging, well-structured lessons across Key Stage 2 and Key Stage 3 that enable pupils to achieve excellent progress and develop a lifelong interest in science. As a member of the Churnet View Middle School staff team, the postholder will contribute to a positive, inclusive learning environment that reflects the school's vision of supporting learners to believe in themselves, to succeed in life and to aspire to be all that they can be. The role supports the school's dual primary/secondary approach, delivering an appropriately sequenced curriculum for Years 5–8 that is ambitious, coherent and inclusive.

The postholder will:

- Inspire and challenge pupils through practical, creative and memorable science teaching that draws on strong subject knowledge and effective pedagogical strategies.
- Support the school's mission by ensuring pupils are healthy, happy and safe while promoting high expectations, respect and aspirational behaviour.
- Contribute to whole-school improvement and collaborate with colleagues across the Talentum Learning Trust to secure excellent outcomes for all pupils.

#### **Key Responsibilities and Duties**

##### **Teaching and Learning**

- Plan and teach well-structured, engaging science lessons for Years 5–8 that meet the needs of all pupils and follow the school's schemes of work and curricular intent.
- Deliver both KS2 and KS3 science curriculum content, ensuring continuity and a clear progression of knowledge and skills across the middle school phases.
- Design lessons that combine practical enquiry, scientific knowledge and vocabulary development, fostering curiosity and resilience.
- Differentiate learning to meet the needs of disadvantaged pupils, pupils with SEND, higher attainers and those with EAL, using assessment to inform planning.
- Set high expectations which inspire, motivate and challenge pupils, promoting excellent progress and outcomes.



### **Assessment, Monitoring and Reporting**

- Use formative and summative assessment effectively to monitor pupil progress, adapt teaching and provide timely feedback.
- Maintain accurate records of pupils' attainment and progress; contribute to departmental and whole-school reporting to parents and carers.
- Prepare pupils for internal and external assessments as required by the school.

### **Curriculum Development and Subject Leadership**

- Contribute to the development, implementation and evaluation of the science curriculum and departmental policies to support school priorities.
- Where appropriate and with the requisite experience, take on the role of Head of Science (TLR payment available) and:
  - Lead curricular planning across KS2 and KS3.
  - Monitor the quality of teaching and pupil outcomes within science.
  - Support colleagues through coaching, mentoring and professional development.
  - Lead departmental self-evaluation and improvement planning.
- Work collaboratively with colleagues in the Talentum Learning Trust to share best practice and secure coherent transition for pupils from feeder first schools and into high schools.

### **Professional Responsibilities and Development**

- Participate fully in the school's appraisal/performance management processes and take responsibility for professional development.
- Engage with subject-specific CPD and pedagogy research to continually improve practice and share outcomes with colleagues.
- Contribute to the induction and professional development of early-career or less experienced staff where appropriate.

### **Wider School Contribution and Extra-curricular Provision**

- Contribute positively to the wider life and ethos of the school, including pastoral support and promoting pupil well-being.
- Participate in and, where possible, lead extra-curricular clubs and activities (before and after school and breakfast club provision) to enrich pupil experience in science, sport, STEM clubs or homework support.



- Support transition activities for pupils moving into Year 5 and on to Year 9 to ensure continuity of learning and strong partnerships with local feeder schools.

### **Behaviour, Health and Safety**

- Maintain high standards of behaviour and promote a safe, orderly learning environment.
- Ensure that practical science work is planned and conducted in line with the school's health and safety procedures and statutory guidance for practical science in schools.
- Undertake risk assessments for practical activities and ensure laboratory resources and equipment are used and stored safely.

### **Communication and Collaboration**

- Communicate effectively with pupils, parents and carers regarding pupils' progress, attainment and welfare.
- Develop effective professional relationships with colleagues across the school and the wider Talentum Learning Trust.

### **Skills and Competencies**

- Strong subject knowledge in science, with an ability to teach across biology, chemistry and physics for KS2 and KS3.
- Excellent classroom practice focused on clear explanations, well-sequenced learning and effective use of questioning and formative assessment.
- Ability to create stimulating, practical and creative learning environments that foster curiosity and resilience.
- Competency in differentiating lessons to meet the needs of a diverse cohort, including disadvantaged pupils and those receiving SEND support.
- Strong behaviour management skills and the ability to maintain a calm, respectful classroom culture.
- Good organisational skills, including effective planning, assessment and record-keeping.
- Collaborative approach with the ability to work across phases (primary-style KS2 and secondary KS3) and with colleagues across the Trust.
- Commitment to promoting pupil wellbeing, safety and safeguarding in line with statutory guidance and school policy.
- Clear communication skills with pupils, parents and professional colleagues.
- Where applying for UPR, evidence of sustained impact on pupil outcomes and contribution to whole-school improvement, including the ability to coach and mentor others.



## **Professional Development**

- Access to a strong programme of professional development through Churnet View Middle School and the Talentum Learning Trust, including:
  - Subject-specific training and pedagogical research opportunities.
  - Leadership development for those taking on departmental responsibilities (TLR holders).
  - Support for early career teachers and targeted CPD for improving outcomes for disadvantaged pupils and those with SEND.
- Encouragement to engage in action research, to share practice across the Trust and to take advantage of opportunities for career progression to UPR and leadership roles.
- Regular appraisal and bespoke CPD planning aligned with the school's improvement priorities and the teacher's professional aspirations.

## **Safeguarding**

- Promote and safeguard the welfare of pupils at Churnet View Middle School at all times, operating in accordance with statutory guidance (including Keeping Children Safe in Education and Prevent) and the school's safeguarding and child protection policies.
- Responsibilities include:
  - Acting in line with the school's safeguarding policies and procedures and reporting any concerns promptly to the Designated Safeguarding Lead (DSL).
  - Maintaining professional boundaries, modelling appropriate conduct and upholding public trust in the teaching profession.
  - Ensuring classroom practice and extra-curricular activities place pupil safety and wellbeing at the centre of planning and delivery.
  - Ensuring that risk assessments for practical science activities are completed and that appropriate safety measures are implemented.
  - Engaging with safeguarding training and updates as required by the school and Trust.
- Support the school's inclusive culture by ensuring equality of opportunity and protection for all pupils, including vulnerable and disadvantaged groups.

## **Terms and Other Information**

- Salary: Main Pay Scale (MPS) or Upper Pay Range (UPS) depending on experience and successful application.



- Contract: Permanent (full-time desired but part-time options may be considered).
- Location: Churnet View Middle School, Staffordshire Moorlands; part of the Talentum Learning Trust.
- Potential additional responsibility: Head of Science (TLR payment available for suitable candidate).
- The postholder will be expected to contribute to the school's extra-curricular programme, support transition activities and work collaboratively with colleagues across the Trust.

### **Summary**

This job description is intended to set out the principal duties of the Science Teacher at Churnet View Middle School and is not a comprehensive list of all tasks. It will be reviewed periodically to reflect the needs of the school and the professional growth of the postholder. Candidates should demonstrate a commitment to the school's vision and values, an ability to teach KS2 and KS3 science with creativity and rigour, and a strong commitment to pupil welfare and continuous professional development.

**The Talentum Learning Trust is an equal opportunities employer committed to safeguarding and promoting the welfare of children and these positions are subject to an Enhanced Disclosure check under the Rehabilitation of Offenders Act 1974.**