

The people behind  
the magic.



JOIN OUR TEAM



# Science Teacher

**Salary:** Teacher Scales MPS/UPS

**Contract:** Permanent, Full time

**Closing Date:** Friday 25<sup>th</sup> April 2025 at 9am

**Interview:** likely w/c 28<sup>th</sup> April 2025

**Start Date:** 1<sup>st</sup> September 2025

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, we would encourage you to submit your application as early as possible.



**Together**  
Learning Trust

THE SCHOOL

# CHARACTER BUILDING SINCE 1712



Welcome to The Brooksbank School, where we have a rich and long history of serving the community of Elland. We are proud to be the second largest comprehensive high school in Calderdale, with 1500 students who are at the heart of everything we do. Our school has maintained its own sixth form centre, providing our students with continuity and the opportunity to achieve their full potential.

At Brooksbank, we are fully committed to academic excellence and strive to provide the best possible education for our students. Our school consistently ranks highly among the top non-selective schools in Calderdale. However, we also believe that true accomplishment goes beyond academic success. That's why we encourage our students to pursue their passions in the arts, sports, media, and community work, which will shape them into future leaders.

We are excited to share that 2022 marks a new chapter in our school's journey as we joined the Together Learning Trust. This move provides us with the opportunity to further improve our school and continue our mission of providing an excellent education for every student, every day. As part of a committed and supportive staff team, you'll find opportunities here to shine and represent the #spiritofbbs.

We invite you to become a part of our school community, where you will be welcomed with open arms. At The Brooksbank School, you'll find a warm and nurturing environment that encourages personal growth and fosters a sense of belonging. Join us on this exciting journey and be a part of something truly special.

**Darren Atkinson, HEAD OF SCHOOL**



*There are increasing numbers of 'success stories' for pupils who now engage successfully with their learning as a result of the support they receive*

**- OFSTED REPORT 2022**

## EXPLORE MORE



[www.bbs.calderdale.sch.uk](http://www.bbs.calderdale.sch.uk)



[thebrooksbankschool](https://www.facebook.com/thebrooksbankschool)



[@thebrooksbank](https://twitter.com/thebrooksbank)



# When schools collaborate, incredible things happen.

**Together Learning Trust** is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing, in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together.**

What could we do, together?

**DAVID LORD, CHIEF EXECUTIVE OFFICER**



"Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."

- **Damian Ball – Assistant Headteacher, Brooksbank School**

EXPLORE MORE



[www.togetherlearningtrust.co.uk](http://www.togetherlearningtrust.co.uk)

**Together**  
Learning Trust

## THE JOB

# Science Teacher

Are you a dedicated and inspiring Science Teacher with the passion, focus and drive to create a culture of excellence, equality, and high expectations for all students, in a safe, vibrant, and happy school?

If you believe that every student deserves an engaging and accessible Science education and you have the ability to ignite and encourage a curiosity of science in our young people, whether through practical experiments or innovative teaching strategies, we would love to hear from you.

### What will you get in return?

This is a fantastic opportunity to work as part of a dedicated and friendly team under the direction and with the support of the Department Head and Head of School at the Brooksbank School. Here, you'll find a strong foundation where you can make a real difference to the lives of up to 1500 children and young people and our local community.

### What the role involves in a nutshell:

- To deliver high quality curriculum provision through effective teaching and learning of Science
- To carry out the professional duties of a qualified teacher as identified in the DfE Teachers' Standards
- Plan work in accordance with the curriculum area programmes of study to ensure progress and the personalised learning needs of every student.
- Set appropriate and demanding expectations for students' learning, motivation, and presentation of work.
- Develop and maintain excellent professional relationships with students and parents', including keeping parents informed of pupil progress.
- Set high expectations for student behaviour to create a purposeful working atmosphere and a safe and respectful classroom environment that supports the learning of all pupils.

### Benefits Package:

You'll be joining a School and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the Teacher Pension Fund
- Staff development through appraisal and CPD
- Working as part of a creative and supportive team who want the best for all of our students
- Free Parking
- Cycle to Work Scheme
- Eye Care
- Annual Flu Vaccines
- Home & Technology Scheme
- Rewards and discounts
- GP Online and Prescription Service
- Your Care Wellbeing package

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

# WHY SHOULD YOU WORK AS PART OF THE SCIENCE TEAM WITHIN THE TOGETHER LEARNING TRUST?

**Be part of a team that achieves excellent results and makes a real difference to the lives of young people**

- In summer 2024, GCSE Science achieved an overall positive SPI across the Trust
- Students follow an aligned curriculum (Yr7-11), at GCSE students follow the AQA Science specifications with Triple Science offered as an option subject
- A Level Biology, Chemistry & Physics are offered at our two 6<sup>th</sup> Forms, with BTEC Applied Science being offered as part of the aligned curriculum
- Lots of opportunities to get involved in delivery of extracurricular experiences such as STEM Clubs, trips to universities and competitions

## **A supportive and collaborative work environment**

- Strong and dynamic science teams who meet regularly to discuss the development of teaching & learning, to share ideas and support each other
- Fully resourced schemes of work which do the heavy lifting in terms of planning, to support you with workload
- Ongoing adaptation and improvement of resources which allows you to evaluate resources and have a say in how they can be updated
- Regular collaboration with subject specialists across the trust
- Centrally set homework via Seneca to reduce individual workload
- A clear and coherent behaviour system which allows you to focus on teaching and building positive relationships with students
- Day to day support from experienced heads of department and the director of science



## **Opportunities for professional development and growth**

- Bespoke personal professional development programme where staff are given the autonomy to choose their focus
- Innovation allowances available for one-year projects or developmental roles as part of the personal professional development programme
- CPD opportunities which are bespoke to individual needs

## **Staff benefits packages**

- Access to health and wellbeing benefits through Vivup
- Access to work-life support through Education Support

Being part of the Science team in The Together Learning Trust has all the benefits of being part of a multi-academy trust whilst still being small enough for your voice to be heard. The trust is a great place to work, with a passionate, supportive and forward-looking team of science staff and the opportunity to inspire and improve the life chances of our students every single day.



# Science Teacher



<b>Responsible to:</b>	Head of Department
<b>Responsible for:</b>	N/A
<b>Scale/Salary</b>	Teacher Pay Scales
<b>Main Purpose of the role</b>	<ul style="list-style-type: none"><li>• Carry out the professional duties of a teacher as circumstances may require and in accordance with academy policies, under the direction of the Head of School/Headteacher and Executive Headteacher.</li><li>• Promote the achievement of high standards through effecting teaching and learning of Science, including preparation, evaluation, and action planning</li><li>• Model the vision and values of the academy</li><li>• Be part of the team driving the development of the academy to become outstanding.</li><li>• Receive and act on feedback to build on the strengths and improve personal performance within the academy systems</li><li>• Contribute, where appropriate, to implementing policies and practice and to promote collective responsibility for their implementation</li><li>• Take into account and constantly reviewing academy contextual factors and prior attainment when planning and teaching lessons</li><li>• Work in a cross-curricular way to support Science across the academy in the use of active learning approaches to enrich curriculum and skills delivery</li><li>• Recognise, promote, and celebrate diversity</li></ul>
<b>Teaching</b>	<ul style="list-style-type: none"><li>• Plan work in accordance with the curriculum area programmes of study to ensure progress and the personalised learning needs of every student.</li><li>• Liaise with relevant colleagues on the planning of units of work for collaborative delivery.</li><li>• Work in collaboration with associate staff attached to any teaching group.</li><li>• Take account of students' prior levels of learning and achievement and use them to set targets for future improvements.</li><li>• Maintain positive relationships with staff and students to enable effective teaching to take place.</li><li>• Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the Behaviour Policy.</li><li>• Provide students with the opportunities to develop the skills required in order to learn.</li><li>• Listen to the views of students about their preferred methods and styles of learning.</li><li>• Set appropriate and demanding expectations for students' learning, motivation, and presentation of work.</li><li>• Work at all times within the Health &amp; Safety regulations of our school and ensure a safe working environment.</li></ul>

- Maintain a high level of display within his/her teaching room.
- Adhere to all the guidance as set out in the staff handbook.

### **Assessment & Reporting**

- Maintain notes and plans of lessons undertaken and records of students' work in line with the School's Teaching and Learning policy.
- Mark, monitor and return work as directed in the school marking policy.
- Complete formal assessment through the MIS system in line with policy and as specified in the published calendar.
- Attend the appropriate Parents' Evenings to keep parents informed about the progress of their child.
- Be familiar with the code of practice for identification and assessment for Special Educational Needs and keep appropriate records and personalised learning plans.

### **Care and Guidance**

- Undertake responsibility for a tutor group or for any other arrangement for the care and guidance of students as is required by the School, including tutor, student interviews and coaching and mentoring.
- Be the first point of contact for parents.
- Monitor (and set targets for) for students to improve motivation, behaviour or achievement as and when required.
- Be prepared to undertake responsibility as required for the delivery of the PSHCE programme through the delivery of SMSC content in tutor time.
- Promote good attendance and monitor in accordance with the School's attendance policy.

### **Planning and Setting Expectations**

- Identify clear teaching and learning objectives, content, lesson structure and sequences appropriate to the subject matter and the subject being taught.
- Set appropriate and demanding expectations for students learning and motivation. Set clear targets for students learning building on prior attainment.
- Identify students who have Special Educational Needs, and speak English as a second language and know where to get help in order to give positive and targeted support. Implement and keep records on personalised learning needs.

### **Assessment and evaluation**

- Assess how well learning objectives have been achieved and use this assessment to establish future learning objectives.
- Mark and monitor students' class work and homework providing constructive oral and written feedback, setting targets for students; progress.
- When applicable, understand the demands expected of students in relation to Key Stage 3, Key Stage 4 and Key Stage 5 courses.

	<p><b>Pastoral System</b></p> <ul style="list-style-type: none"> <li>• To monitor and support the overall progress and development of students within the subject.</li> <li>• To monitor student attendance and progress in relation to targets set for each individual, ensuring that appropriate action is taken where necessary.</li> <li>• To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description.</li> <li>• To ensure the Behaviour Policy is implemented in the subject area so that effective learning can take place.</li> </ul> <p><b>Pastoral Development</b></p> <ul style="list-style-type: none"> <li>• Understand the need to take responsibility for their own professional development and keep up to date with research and developments in pedagogy and in the subjects that they teach.</li> <li>• Understand the professional responsibilities in relation the School policies and practices.</li> <li>• Set a good example to the students in their presentation and in their personal conduct.</li> <li>• Evaluate their own teaching critically and use this to improve their effectiveness.</li> </ul>
<p><b>Expected Behaviours</b></p>	<ul style="list-style-type: none"> <li>• Support the ethos, vision, principles and values of the School</li> <li>• Treat colleagues, students and all members of the community, with respect and consideration.</li> <li>• Treat all students fairly, consistently and without prejudice</li> <li>• Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.</li> <li>• Support the aims of the School through attendance at and participation in events such as open evenings, option evenings and the like (as appropriate to responsibilities).</li> <li>• Support the ethos of the School by upholding the code of conduct, uniform rules, etc.</li> <li>• Take responsibility for own professional development and participate in arrangements as adopted by the School for the assessment of his/her performance and that of other teachers.</li> <li>• Reflect on own practice as well as the practices of the School with the aim of improving all that we do and achieving excellence.</li> <li>• Read and adhere to the various policies of the School and implement School improvement plans.</li> <li>• Participate in the development and management of the School by attending various team and staff meetings.</li> <li>• Undertake duties as prescribed within the School's policies.</li> <li>• Ensure that all deadlines are met as published in the school calendar or deadlines set by the Head of Department</li> <li>• Undertake professional duties that may be reasonably assigned to them by the Headteacher.</li> <li>• Be proactive and take responsibility for matters relating to health and safety.</li> </ul>



<b>Other specific duties</b>	Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Chief Executive Officer and Head of School/Executive Headteacher to undertake work of a similar level that is not specified in this job description. The Job Description is not contractual and may be changed by the Chief Executive Officer or Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.





# Science Teacher

To be assessed through application, reference and interview.

Criteria	Essential	Desirable
<b>Qualifications</b>		
Qualified teacher status	✓	
Good honours degree	✓	
Recent and relevant CPD	✓	
The ability to teach KS5 students		✓
<b>Experience, Knowledge and Understanding</b>		
A clear understanding of current educational issues, theory and practice.	✓	
Have a secure and detailed knowledge of the specialised subject up to KS4	✓	
Have an understanding of effective strategies to deliver their specialised subject.		✓
Experience of assessment at key stage 3 and 4	✓	
Awareness of the strategies available for improving the learning and achievement of all students	✓	
A good understanding of curriculum developments in your subject area	✓	
Able to use a range of teaching and learning strategies		✓
An understanding of how assessment for learning can improve student performance	✓	
Confidence in the use of standard computer packages and how these can be used to enhance student learning	✓	
Able to use student level data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Enthusiasm for your subject area	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Able to communicate both orally and in writing to students and their parents	✓	
Able to communicate high expectations to all students	✓	
Willingness to share good practice across the department and beyond	✓	
<b>Personal Qualities</b>		
A commitment to inclusive education	✓	
Excellent interpersonal skills: the ability to build positive working relationships with students, colleagues, and parents	✓	
Self-driven, results-orientated with a positive outlook	✓	
Critically assesses and evaluates their own performance and seeks learning opportunities	✓	
Demonstrate a credible and professional image	✓	
Sets a good example; is reliable, punctual, tolerant, pragmatic and solutions focused	✓	
Able to get on with others and be a team player	✓	
Demonstrates Integrity and exercises confidentiality	✓	

A background image showing a large group of children in a classroom, all with their hands raised in the air, suggesting an active learning environment or a voting session. The children are wearing dark blue school uniforms.

## HOW TO APPLY

# Say yes to new adventures.

Could we be a good fit for each other? If you have any questions or would like a chat about the role, we'd be delighted to hear from you. Please contact Claire Washington our Personal Assistant to the Senior Leadership Team via [c.washington@brooksbank.tlt.school](mailto:c.washington@brooksbank.tlt.school).

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

## SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2024.