LAWNSWOOD SCHOOL

Recruitment Pack

Second in Science

Embed confidence; fuel ambition.

www.lawnswoodschool.co.uk

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WELCOME

Mrs J Bell
Headteacher

"Pupils are polite, friendly and respectful. They belong to a welcoming and inclusive school that seeks to know and understand them as individuals. The school has created a positive environment in which pupils feel happy and safe."

Ofsted 2023

Thank you for taking an interest in Lawnswood School.

We are a vibrant and busy learning community where everybody matters, and we work together to provide a learning environment in which all our students make the best possible progress, both academically and personally. We believe it is important to ensure students feel happy and secure and are enabled to develop into successful adults and active members of the community.

In addition to an academic provision which is both challenging and supported, where necessary we offer excellent pastoral care and a wide range of opportunities for students to engage with school and the wider community.

It is important to us that our students enjoy their time in school and make the most of every opportunity, whilst still preparing themselves for their future. Our alumni are testament to the fact that we are able to prepare our students for varied and successful careers.

The dedicated and talented staff at Lawnswood are committed to ensuring every child succeeds and achieves their very best. This recruitment pack is full of valuable insights about the role, its requirements, and our thriving learning community.

We hope that you choose to join the team, and we welcome visitors at all times. Should you wish to visit the school, please do contact us.

We look forward to welcoming you to Lawnswood School.

AIMS AND VALUES

We aim to create an inspirational community of learning where we combine our ambitions for academic attainment with an emphasis on students' moral, personal, social and spiritual needs, so that they may take their place as caring, committed, self-aware and confident members of society. To ensure all our students are treated as individuals and are able to flourish and excel, Lawnswood School aims to:

- create a vibrant community where we work together, respect differences, treat one another with justice, tolerance and respect;
- ensure our students are equipped with the necessary knowledge, skills and confidence to undertake the next stage of their career;
- foster leadership and engagement to encourage our students to make a positive contribution to both our school and community;
- offer all students a broad and balanced curriculum that leads to positive outcomes;
- offer a range of activities, visits and trips that help students develop the skills and knowledge to take an active and positive role in the world;
- engage with members of our community to support opportunities of learning, experience and social skills; and
- provide and maintain an attractive, secure, safe and healthy school environment.

EXCELLENCE IN TEACHING AND LEARNING

Students at Lawnswood School are encouraged to be independent learners. Our broad and balanced curriculum ensures students are equipped with the knowledge and skills to ensure a successful future. Staff at Lawnswood are passionate about their teaching and work hard to deliver high quality, interesting and engaging lessons.

Putting the learner at the centre of the learning process places a real emphasis on developing individual students' capability to acquire the skills, knowledge and attributes needed to be successful during their time at Lawnswood and as they leave to pursue their future career.

We deliver a wide range of subjects that allow students to excel in their specialist areas and prepare them with the knowledge and skills for a rapidly changing workplace. When students arrive in Year 7 they spend the first four weeks working on a cross-curricular project in teams. During this time, we take every opportunity to assess and evaluate their individual learning needs.

This includes undertaking Cognitive Ability Tests, reading tests and gathering teacher feedback. Our baseline data, in conjunction with information from primary schools, is used to ensure that the students are placed in the correct classes, given appropriate targets and provided with additional stretch, challenge and support where needed.

At Key Stage 4 and 5, students are afforded more choice in their learning and our information, advice and guidance ensures they are supported in choosing a curriculum which both suits them as individuals and will open doors in the future. We report regularly to parents on their child's learning and encourage a continuing dialogue between school and home. In addition to parent consultation evenings we ensure there are frequent parent information evenings to support students and parents in their educational journey. Lawnswood has high expectations for all students and, whatever their individual gifts, interests and talents, they will be challenged, supported and above all inspired.

"The curriculum is ambitious and well sequenced. Pupils build their knowledge and understanding with increasing depth and complexity. They learn to think and work like subject specialists."

Ofsted 2023

OUR FACILITIES

The school is set in spacious and attractive grounds that support a wide range of outdoor learning. This is in addition to our traditional classrooms, smaller group rooms and individual spaces.

A well-resourced library in addition to specialist facilities in science, PE, drama, technology and music enable our students to excel in all areas of the curriculum.

To ensure we prepare our students for a changing modern-day world of work, we have extensive ICT facilities, designed to accommodate different lesson formats and our curriculum.

We are always conscious of the need to improve our facilities in order to provide the best possible experience for our students. With this in mind, we have recently redesigned our catering facilities to provide relaxed and safe social spaces.

"I love that there are lots of opportunities available at Lawnswood School."

Year 7 Student

JOB ADVERT

Second in Science

Job Type	Full time, permanent	Required from	September 2026
Payscale	MPS/UPS + TLR2c (£8,609)	Closing date	Monday 20 April, 9am

We are seeking to appoint an ambitious and highly effective teacher to take on a key leadership role within our large and successful Science faculty.

This is a significant post within the department, offering the opportunity to play a central role in the leadership, organisation and development of Science across the school. The successful candidate will work closely with the Head of Science to ensure consistently high standards of teaching, learning and student outcomes across all key stages.

Science is one of the largest faculties in the school, comprising approximately 18 teachers and 2 technicians. The department delivers a full curriculum at KS3 and KS4, including both combined and separate sciences, alongside a strong post-16 offer including A Level sciences and Level 3 Applied Science.

Our curriculum intent is designed to develop:

- Curiosity enough to take interest in and appreciate the importance of the scientific issues and concerns that we will face in the near future.
- Scientific literacy enough to recognise the importance of the scientific method and to question the quality of the scientific stories they see in the media.
- An awareness of the importance of what they are learning and why we need to know it.

You will be an excellent teacher who will be able to use their skills to develop others. You must have a strong commitment to teaching across the full ability range and have a keen interest in developing the science curriculum to make science accessible and engaging to all. The role would suit an ambitious middle leader who is ready to take on significant responsibility within a large and complex department. If you have the drive and enthusiasm to inspire and encourage young people with your teaching then you are warmly invited to apply.

The successful applicant must have the ability to teach general science at KS3 and KS4. The ability to teach a specialism to level 3 would be preferred but is not essential.

A TLR payment (2c) is available for a suitable candidate. If successful, you will take a leading role within the Science faculty, with delegated responsibility for a key stage and wider aspects of teaching and learning, including contributing to the development, consistency and quality assurance of provision across the department.

Lawnswood School offers a professional challenge and a rewarding opportunity to work within a highly collaborative science department that is passionate about the progress and development of every student.

Our school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced Disclosure and Barring Service check. If shortlisted, you will be required to disclose relevant information regarding criminal history and an online search will be conducted. This includes only information publicly available online. We promote diversity and want a workforce which reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU settlement scheme or having secured any other relevant work visa. Lawnswood School is not registered with the UK Government to offer visa sponsorship. For further details, please contact the school on 0113 284 4020.

For further information about the role and to download an application form (teacher version), please visit Lawnswood School - Vacancies and send your completed application with a covering letter (no more than two A4 sides) addressed to Mrs J. Bell, to hr@elawnswood.co.uk.

Closing date: Monday 20 April at 9am

JOB DESCRIPTION

Second in Science

Working time	Full time, 32.5 hours per week

Purpose	• To play a central role in the leadership, management and development of the Science faculty • To work in close partnership with the Head of Science to secure high standards of teaching, learning and student outcomes across all key stages • To take a leading role in the day-to-day leadership and organisation of a large core faculty • To hold delegated responsibility for key areas of development (including leadership of a key stage), contributing to sustained improvement across the department
Reporting to	Head of Science Faculty
Responsible for	• Providing leadership and direction to colleagues within agreed areas of responsibility • Supporting the professional development of staff across the faculty • Contributing to consistency in teaching, learning and assessment across the department
Liaising with	Headteacher, Deputy Headteacher(s), AHTs, TLR post holders, subject leaders, student support services, students and relevant staff with cross-school responsibilities, relevant non-teaching support staff, LA staff, parents.

MAIN (CORE) DUTIES	
	As with all job descriptions, the role of the subject teacher is discussed between the post holder and the line manager. The details below represent the expected areas of work.
Direction and development of the subject	• Take a leading role in the day-to-day leadership and organisation of the Science faculty, ensuring clarity, consistency and high expectations • Work alongside the Head of Science to implement departmental priorities and secure sustained improvement • Lead on agreed areas of responsibility (e.g. key stage, curriculum area, assessment or teaching and learning) • Contribute to departmental self-evaluation and improvement planning, ensuring actions are focused and impactful • Ensure that monitoring of student progress within areas of responsibility leads to timely and effective intervention • Support the implementation of school policies and procedures within the department • Contribute to the development of curriculum provision that meets the needs of all learners • Represent the department at meetings and contribute to wider school initiatives as required

Teaching and learning	• To ensure the provision of quality schemes of work for your key stage or responsibility area in line with school policy, to ensure quality teaching and learning, curriculum coverage, continuity and progression in the subject for all students, including those of high ability and those with special educational needs. • To provide guidance to all staff within the department, on the choice of appropriate teaching and learning methods to meet the needs of the subject and of different students. • To contribute to the upkeep of subject knowledge and skills of Science staff. • To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students. • To contribute to the production of clear policies and practices, in line with school policy, for robust assessments, assessment for learning, thinking skills, recording and reporting on student achievement, and for using this information to recognise achievement and to assist students in setting targets for further improvement. • To encourage extracurricular activities related to the subject, ensuring that the subject permeates the life of the school. • To teach students according to their educational needs, including the setting and marking of work. • To undertake assessment of students as requested by external examination bodies. • To ensure a high-quality learning experience for all students. • To support colleagues to make an effective contribution to the moral, spiritual, social and cultural development of staff and students. • Working with the faculty leader and lead teachers, to ensure discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
Leading and managing staff	• To establish clear expectations and constructive working relationships among staff involved with the subject through team working and mutual support; devolving responsibilities and delegating tasks, as appropriate. • To act as a positive role model. • To coach members of staff in order that they develop quality teaching and learning within the department, and to enable all teachers to achieve expertise in their subject teaching. • To contribute to the training, monitoring, support and assessment of ITTs and ECTs in the department in relation to the appropriate standards. • To work with the SENDCo and any other staff with inclusion expertise to ensure that work is matched to individual students' needs. • To work with the Faculty leader to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs. • To undertake professional reviews for a group of staff within the department. • To make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the faculty liaising with the Cover Supervisor/relevant staff.

	• To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
Curriculum development	• To keep up to date with national developments relating to teaching and learning. • To actively monitor and respond to curriculum development initiatives at local regional and national levels. • To seek to enhance the curriculum through an awareness of opportunities at local, regional and national levels.
Pastoral system	• To promote the SMSC development of individual students and the Tutor Group as a whole. • To monitor and support the overall progress and development of students for your key stage of responsibility within the department. • To monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary. • To support colleagues in ensuring the behaviour policy is implemented in the department so that effective learning can take place. • To be a Form Tutor to an assigned group of students. • To promote the general progress and wellbeing of individual students and of the Tutor Group as a whole. • To liaise with a Year Manager and a Head of Year to ensure the implementation of the school's pastoral system. • To register students, and encourage their full attendance to all lessons and registration periods • To evaluate and monitor the progress of students for your key stage of responsibility and keep up-to-date student records as may be required. • To alert appropriate staff to problems experienced by students. • To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff. • To contribute to pastoral programme, student engagement, student leadership, citizenship and enterprise according to school policy.
Management information	• To ensure the maintenance of accurate and up to date information about the department on management information systems as required (e.g. SIMS). • To produce reports, analysis and commentary for your key stage of responsibility about examination performance, progress and other data as required. • To support the data team to manage the department's collection of data for your key stage of responsibility. • Support departmental processes relating to data collection and reporting

Other Specific Duties

- To actively promote the school's safeguarding policies and procedures.
- To play a full part in the life of the school community, to support its ethos and to encourage staff and students to follow this example.
- To promote the school's policies and procedures.
- To continue personal development as agreed.
- To comply with the school's health and safety policy and undertake risk assessments as appropriate.
- To take part in the whole school duty rota.
- To undertake any other duty as specified by STPCB not mentioned in the above.

Our school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced Disclosure and Barring Service check. If shortlisted, you will be required to disclose relevant information regarding criminal history and an online search will be conducted. This includes only information publicly available online. We promote diversity and want a workforce which reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU settlement scheme or having secured any other relevant work visa. Lawnswood School is not registered with the UK Government to offer visa sponsorship. For further details, please contact the school on 0113 284 4020.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

March 2026

PERSON SPECIFICATION

Second in Science

	Essential	Desirable	Evidence
Qualifications and experience	• Good honours degree. • Qualified teacher status. • Ability to teach Science at KS3 & KS4 – all abilities. • Ability to teach a Science specialism at KS5. • Ability to teach using various strategies. • Use of ICT in teaching of Science. • Further formal professional development. • Proven track record of having significant impact in current post.		Application Reference Interview
Skills and knowledge	• A consistently strong classroom practitioner. • The ability to lead and manage people to work towards a common goal across the faculty. • Experience of developing and evaluating effective curriculum at KS3, KS4 and KS5 which inspires and engages, but also support excellent outcomes for all students. • Ability to use data effectively to assess prior attainment, track progress and set student targets so support excellent outcomes for all. • Secure knowledge of the changes to the national curriculum and specifications. • Ability to work as a team member and independently. • High level of ICT skills, and knowledge of applications	• Evidence of leading improvements in teaching and learning. • Experience in monitoring and evaluation of quality and standards. • Confident in the use of software to organise and analyse data, e.g. excel, SISRA, SIMS.	Application Reference Interview

	of ICT for teaching, learning and management.		
Practical and intellectual skills	• Excellent organisation. • Highly effective communicator and motivator. • Ability to take the initiative and work with a high degree of professional autonomy. • Ability to identify priorities and take action without the need for close direction.	• Excellent ICT capability.	Application Reference Interview
Disposition and attitude	• Commitment to equality of opportunity. • Ability to build and maintain strong professional relationships with colleagues and students. • A proactive and solution-focussed approach to leadership and problem solving. • Supportive approach which is firm and fair to all pupils. • Be determined to raise achievement and improve value added measures. • Have high expectations with no compromise. • Willingness to undertake professional development in the strategic nature of the role, training that leads to the development of effective teaching and learning styles. • Positively promote and implement the school's Behaviour for Learning Strategy.		Reference Interview

HOW TO APPLY

To apply for this vacancy, please download the Teaching Application Form from our website - Lawnswood School - Vacancies.

Please complete this as fully as possible, and then email your completed application form to hr@elawnswood.co.uk, or post it to HR, Lawnswood School, Ring Road, West Park, Leeds LS16 5AG.

Your application will be acknowledged, and we will get in touch to let you know if you have been successfully shortlisted for interview.

Important notes:

In your application, please provide details of your education (from GCSEs or equivalent onwards) and please list your full employment history from leaving school. This should include details of all paid and unpaid / voluntary work.

All gaps in employment since leaving school must be clearly accounted for, and if these do exist you must clearly explain the reasons why and outline what you were doing during this time.

Please complete the form in full, evidencing how your skills, knowledge and experience meet the person specification for this role. Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted for interview.

Please note that CVs are **NOT** accepted.

Our application form has a section for you to add the details of two referees. Please carefully read the guidance on the application form regarding this section to ensure that the referee details you provide are in line with this.

If you require any adjustments to assist you with the recruitment process, please contact us at hr@elawnswood.co.uk and we will do our best to help.

All employment offers will be subject to pre-employment checks including references, an enhanced DBS check, online search and any other relevant checks in line with statutory guidance.

This role is based in the UK. Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU settlement scheme, or having secured any other relevant work visa.

For further details, or if you have any questions, please contact hr@elawnswood.co.uk

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