



APPLICATION PACK:

SECOND IN SCIENCE

Second in Science

Benefits to joining The Cowplain School:

- A chance to work at a good and improving school with friendly children and supportive colleagues
- Opportunities to complete action research in the classroom and contribute to school improvement
- An opportunity to join a forward thinking science department
- A Professional Learning programme led by staff
- Enhanced starting salary for exceptional candidates
- Clear progression and promotion opportunities
- Staff laptop for every colleague
- Active wellbeing and social committee

Start date: April/September 2027

The Cowplain School is seeking to appoint a skilled and inspirational Second in Science. The successful candidate will work with the Head of Science and Technology in a three-person leadership team to develop Science further. This would be a fantastic opportunity for an ambitious teacher of Science to take the first step into leadership, helping lead the Science department to improve results.

You should be an excellent Science teacher who has demonstrated that your students make good progress. We would also expect you to be someone who forms effective relationships with students, parents and colleagues and has the skills and drive to ensure our students receive the best possible learning opportunities. As a leader at The Cowplain School, we would invest in you and develop your leadership potential and start you on a journey to middle and senior leadership.

We are extremely ambitious for our 950+ students and have a strong vision to ensure that the life-chances of every young person are enhanced by quality teaching, leading to excellent outcomes. Having secured a 'Good' OFSTED in March 2024 we are now looking for staff who can take us to 'Outstanding.'

We are excited to be joining the Bohunt Education Trust in December 2026 and are looking forward to the opportunities that will bring for staff and students.

The successful candidate will:

- Ensure that the curricula provision across both subject areas challenges our students to think hard, understand diversity and develop their character, our three curriculum strands.
- Drive forward the quality of teaching and learning in both departments.
- Monitor and support the progress of students, working alongside the Head of Science and Technology to deliver impactful interventions

If you are a committed practitioner with high expectations also with regards to behaviour and standards, who is passionate about the students we work with, we will be looking forward to your application.

To request an application pack please email Mrs Amanda Simmons via a.simmons@cowplainschool.co.uk or access via www.cowplainschool.co.uk/about-us/vacancies. If you wish to apply for this post you will need to return a fully completed 'The Cowplain School' application form to Mrs Amanda Simmons, PA to the Principal, via email or post to The Cowplain School, Hart Plain Avenue, Cowplain, Waterlooville, Hants, PO8 8RY.

The closing date for receipt of fully completed application forms is midday on Monday 9th November 2026.

The Academy reserves the right to interview earlier should suitable candidates apply.

The Cowplain School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.



Join us on our journey to excellence!

Thank you for your interest in post of Second in Science at The Cowplain School. I sincerely hope that you will continue your application and wanted to share with you a few words that I hope will convince you to apply.

I know that applying for a new position is a big decision so I thought it would be useful to explain why I think The Cowplain School is the right choice for your career; Firstly, the school is part of a community that values it and parents and students enjoy attending Cowplain and are very proud of it.

Secondly, the school provides a caring and inclusive environment that values each child. Staff are committed to ensuring the best outcomes for those that they teach or work with and there is a very positive feeling and ethos in the school which I am determined to maintain. Behaviour in lessons and around the school is excellent.

Thirdly, we have an exciting challenge ahead of us to raise the standards of attainment and achievement in the school. Results have already improved dramatically but they need to improve further and I am looking for teachers who can raise standards in Science. I am extremely ambitious for the school and its students and require staff who share this ambition.

As a school, we have a curriculum which focusses on three key strands: *working hard; developing character; and understanding diversity*. We believe it is vital to educate the whole child, so we have a strong commitment to the personal development of students at Cowplain. I am extremely ambitious for the school and its students and require staff who share this ambition. I hope you are confident in your ability and I need you to have the ambition to be an excellent leader of Science and Technology. Many colleagues who have joined us as middle leaders have gained promotion and assumed senior leadership positions within The Cowplain School or elsewhere.

The desire to accept the challenge should, I trust, be one that inspires and motivates you to apply; if you are successful I can offer you the chance to play a big part in the continued and future success of The Cowplain School, not just in leading and teaching Science within the school, but also through the chance to enhance the whole school experience for each child.

For more information about the school, please consult our website www.cowplainschool.co.uk. To receive more information, arrange a visit or ask any questions that may inform your application, please contact Mrs Amanda Simmons, PA to the Principal:

a.simmons@cowplainschool.co.uk

Once again, thank you for your interest in the post.

Ian Gates
Principal



Information for applicants

Salary: Commensurate with experience

TLR2: £4804pa (*pay award pending*)

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Science Department details

Staff

We have eight full-time and one part-time teachers, led by a Head of Department and a Second of Department, supported by two technicians, in a supportive forward thinking department. As far as possible, all teachers have a timetable which covers students of all ages and abilities. Currently some Science teachers also contribute towards the technology subject areas of Food and Engineering.

Accommodation

We have eight new state-of-the-art Science laboratories. Where possible, staff teach in their own laboratories, although in a large department some movement is always necessary.

Curriculum

We aim to help our students achieve the best possible qualifications in Science. Lessons are based on applying Rosenshine's principles, getting student to think, develop oracy and using hinge questions so our students become confident independent learners. This leads to a cohesive, open and friendly environment where success is celebrated, support given and opportunities for development are provided and encouraged. As a Science teacher, you will create a positive and engaging learning experience for our students.

We currently teach a two-year KS3 to broadly set ability groups, with a focus on precise learning points and checks. All students study a thematic based curriculum that places thinking hard, understanding diversity and developing character at its centre.

In KS4 Science, all students are taught in sets which are reviewed after assessments twice a year. From year 9 students study the AQA Trilogy and Separate Sciences routes.

Staff Development

The Science team is passionate about their subject and dedicated to inspiring a lifelong love of discovery in our students. Our science team actively shapes the curriculum and classroom practice, collaborating across the wider school community through various professional learning opportunities. By investing in bespoke coaching, we cultivate confident and innovative teachers. Their shared passion for Science sparks curiosity in our classrooms, guiding every student to work hard and enjoy learning.



Second in Science

The Second in Department is responsible to the Principal in all matters, and to the Head of Science and Technology in respect of curriculum and timetable matters.

The Second in Department is expected to assist the Head of Department in all matters relating to the subject responsibilities in the job description, and to undertake the responsibilities outlined under additional specific responsibilities and general duties.

The Second in Department is expected to take specific responsibility for areas of the job description, as delegated by the Head of Department, in addition to the requirements/responsibilities of a Teacher as outlined in the STPCD and shown further below.

SUBJECT RESPONSIBILITIES ARE LIKELY TO INCLUDE:

- a) Planning, implementing and reviewing the curriculum within the framework of the National Curriculum.
- b) Ensuring that all OFSTED inspection requirements are met, eg departmental policies and development plans.
- c) Ensuring that assessment is regular, thorough, and meets the school's assessment policy.
- d) Developing and training of staff in the department; participating in Performance Management; supervising newly qualified teachers as part of the process of induction.
- e) Holding regular departmental meetings with a learning focus within the directed time budget.
- f) Representing the department in all matters related to the curriculum.
- g) Liaising with other departments in the school.
- h) Ensuring departmental representation at all appropriate meetings
- i) Co-operating with the Assistant Headteacher in developing links with partner primary schools, colleges and local employers.
- j) Liaising with the Assistant Headteacher in all matters concerned with the timetable and curriculum.
- k) Planning future subject developments within the department.
- l) Keeping the department within its budget.
- m) Ensuring that the stock and equipment are well cared for and economically used.
- n) Supervising the work of departmental support staff.
- o) Ensuring the safety of students and staff.
- p) Ensuring that the departmental rooms present a stimulating environment.
- q) Organising GCSE and other examination entries.
- r) Organising teaching group arrangements within the department.
- s) Implementing the school's policies, eg Discipline, Homework, Rewards, etc.
- t) Undertake any professional duty reasonably assigned by the Principal

SPECIFIC RESPONSIBILITIES INCLUDE:

1. Set high expectations which inspire, motivate and challenge students

- a) establish a safe and stimulating environment for students, rooted in mutual respect
- b) set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- c) demonstrate consistently the positive attitudes, values and behaviour which are expected for students

2. Promote good progress and outcomes by students

- a) be accountable for students' attainment, progress and outcomes
- b) be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- c) guide students to reflect on the progress they have made and their emerging needs
- d) demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- e) encourage students to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

- a) have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- b) demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- c) demonstrate an understanding of and take responsibility for promoting high standards of literacy, numeracy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

4. Plan and teach well-structured lessons

- a) impart knowledge and develop understanding through effective use of lesson time
- b) promote a love of learning and children's intellectual curiosity
- c) set homework and plan other out-of-class activities to consolidate and extend knowledge and understanding students have acquired
- d) reflect systematically on the effectiveness of lessons and approaches to teaching
- e) contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

5. Adapt teaching to respond to the strengths and needs of all students

- a) know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- b) have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- c) demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- d) have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use them and evaluate distinctive teaching approaches to engage and support them

6. Make accurate and productive use of assessment

- a) know and understand how to assess the relevant subject and curriculum areas, including statutory requirements
- b) make use of formative and summative assessment to secure students' progress
- c) use relevant data to monitor progress, set targets, and plan subsequent lessons
- d) give students regular feedback, both orally and through accurate marking and encourage students to respond to feedback

7. Manage behaviour effectively to ensure a good and safe learning environment

- a) have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the college, in accordance with the college's behaviour policy
- b) have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- c) manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- d) maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

8. Fulfil wider professional responsibilities

- a) make a positive contribution to the wider life and ethos of the college
- b) develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- c) deploy support staff effectively
- d) take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- e) communicate effectively with parents with regard to students' achievements and well being

9. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- a) treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- b) having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- c) showing tolerance of and respect for the rights of others
- d) not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- e) ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law

10. Contribute to the leadership of the Science department under the direction of the Head of Science; exact leadership roles and responsibilities to be discussed with the successful candidate.

11. Demonstrate proper and professional regard for ethos, policies and practices of the school, and maintain high standards in their own attendance and punctuality

12. Demonstrate an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities

GENERAL RESPONSIBILITIES INCLUDE:

- a) Being a Tutor to an assigned Tutor Group and to carry out related duties in accordance with the general job description of Form Tutor.
- b) Carrying out a share of supervisory duties in accordance with published schedules.
- c) Participating in appropriate meetings with colleagues and parents relative to the above duties.