



Teacher of Science

Applicant Brief February 2026

Monitoring and Review of this Document:

The Trust shall be responsible for reviewing this document from time to time to ensure that it meets legal requirements and reflects best practice.



The Brigshaw Learning Partnership is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales, Registered Company Number 10301662, whose registered office is at The Brigshaw Learning Partnership, Brigshaw High School, Allerton Bywater, Castleford WF10 2HR

Providing a cradle to career education that allows our children to enjoy lives of **choice** and **opportunity**



Welcome from Duncan Roberts, Headteacher

Dear Applicant,

Thank you for your interest in the post of **Teacher of Science**. It's an exciting time to join us in our mission to help each of our students 'forge their greatness'. We believe that greatness is not just about academic achievement, but about developing the whole person — fostering resilience, respect, equality, and integrity. We are dedicated to helping each student unlock their potential by focusing on three key areas:

Fostering a sense of community and belonging: We are a school where every student feels valued, respected, and part of a larger, supportive community. With integrity at the heart of everything we do, we encourage students to develop a strong moral compass, preparing them to make positive contributions to society.

Supporting personal and social development: We believe that academic outcomes help students achieve their next steps. However, we also know that education is about more than this. By building resilience, we help students develop the confidence and self-belief they need to face challenges, learn from setbacks, and grow as people.

Upholding high expectations and providing opportunities for growth: We believe in each student's potential and set high expectations to inspire them to achieve their best. By offering diverse opportunities for personal growth and helping students achieve great results in qualifications, we prepare them for lives of choice and opportunity.

We believe that providing an exceptional education starts with exceptional people. That's why we are committed to supporting and developing our staff in an environment that prioritises their wellbeing.

All staff benefit from a comprehensive professional development package, which includes:

- 1:1 coaching for personalised growth.
- Regular deliberate practice sessions to refine skills.
- Dedicated time for subject-specific pedagogy.

To support staff wellbeing, we have implemented a variety of initiatives, including:

- A two-week half-term break during the winter term.
- A centralised detention system to reduce administrative burden.
- No requirement for staff to undertake lunch duties.
- A staff wellbeing group to ensure their voices are heard.
- A sensible approach to marking and feedback, focusing on impact rather than workload.
- We also recognise the value of small gestures, such as providing cake, breakfasts, and other treats, to show our appreciation.

I hope this pack gives you a flavour of the Brigshaw Learning Partnership. I very much look forward to meeting you, please do get in touch to arrange a visit or to have an informal conversation about the role.

Duncan Roberts

Headteacher

Brigshaw High School



Job Description

POST TITLE:	Teacher of Science
SALARY:	MPS / UPS
ACCOUNTABLE TO:	Director of Science
HOURS OF WORK	Full Time
LOCATION	Brigshaw High School
CLOSING DATE	8th March 2026 at 23:59
INTERVIEW DATE	TBC

Purpose:

We are seeking to appoint an outstanding and inspirational **Teacher of Science** to lead our successful team from September 2026. This is an opportunity to be part of this growing and successful subject team which supports students to achieve their potential at KS3, KS4 and KS5.

We are looking for an excellent classroom practitioner who can provide a first-class education for our students, raising achievement and promoting outstanding progress. You must have a passion for **science** and the ability to communicate this to a wide range of pupils with different needs and abilities. You will be expected to teach across all age and ability ranges.

As a department delivering to all key stages, we hold subject knowledge and pedagogy in equally high esteem; you will be part of a team that is dedicated to supporting your professional development in all areas, and expects this to translate into outstanding student outcomes.

Brigshaw High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Details can be obtained from the school by telephone: 0113 2878900, e-mail: office@brigshaw.com, or downloaded from our website: www.brigshaw.com

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL BRIGSHAW LEARNING PARTNERSHIP POLICIES.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY ENHANCED DISCLOSURE BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RECHECKING AS REQUIRED FROM TIME TO TIME BY THE BLP.

Issues arising from references will be taken up at interview; all appointments are subject to satisfactory reference.



Overall purpose of the post

To carry out the professional duties of a teacher, as circumstances may require, in accordance with the school's policies, under the direction of the Head Teacher. To work under an agreed system of management to deliver learning and the development of specialist knowledge.

Main duties and responsibilities:

Teaching and Learning

- Teach across KS3, KS4 and KS5.
- Plan, teach and assess highly effective lessons to ensure all students make good progress, taking account and reviewing prior attainment when planning and teaching lessons.
- Use a range of engaging pedagogical approaches and resources to best meet the needs of all learners.
- Use a range of marking and feedback strategies to ensure that constructive feedback is provided regularly to allow students to make progress.
- Take accountability for individual progress in your allocated classes.
- Promote the achievement of high standards through effective teaching and learning within subject area, preparation, evaluation and action planning.
- Coordinate class work with any classroom assistant support.
- Develop and sustain knowledge of current educational practices and be responsible for your own continuing professional development.
- Set effective homework to encourage and enliven student learning, in accordance with departmental policy.
- Ensure differentiation and personalisation of learning for all students, to both support and challenge, whilst maintaining academic rigour.
- Strive to deliver outstanding lessons.

Pupils

- Be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Take responsibility for upholding high standards of behaviour and classroom management within the classroom and the school's environment.
- Be the first line of contact for parent and carer concerns with regards to their child's performance and well-being of your classes.
- Assess, record and report pupils' progress effectively.
- Promote a love of learning and foster their intellectual curiosity.
- Engender a commitment to success in each of the pupils.
- Be an effective form tutor and support the school's vertical tutoring model.



Departmental

- Implement school and departmental policies and practice and to promote collective responsibility for their implementation.
- Demonstrate a willingness to contribute to the extra-curricular life of the department.
- Demonstrate a willingness to become involved in aspects of departmental planning and development.



The Brighshaw Learning Partnership - Background

We serve communities in Outer East Leeds and have for over a decade collaborated to ensure all children can enjoy lives of choice and opportunity.

In 2010, the schools formed a Co-operative Trust, committing themselves to working with and for each other, underpinned by co-operative values. In 2016 our schools cemented this collaboration through the formation of the BLP, a Multi-Academy Trust of 7 schools educating over 3000 children in East Leeds.

Our mission is to provide a cradle to career education that allows our children to enjoy lives of choice and opportunity.

We are immensely proud of our reputation for being a highly inclusive Trust. We believe that with the right combination of love, structure and high expectations, all children can achieve, regardless of their socio-economic status, background or any barriers they may face.

We aim to establish great schools that develop knowledge, character and cultural capital to prepare children to play an anchor role in our community.

Our Values

- **Equality:** we are one team with one goal, unapologetically ambitious for all in the belief that every child can achieve, regardless of their background or socio-economic status. We work with each other and for each other.
- **Resilience:** we give 100% effort. We don't make excuses or give up when it's hard, embracing challenges as opportunities for growth. We know success is achieved incrementally.
- **Integrity:** we are open about our successes and areas for growth and take responsibility to become better, every day.
- **Respect:** our actions and words always honour students and families.



Our strategic anchors

All strategic decisions are linked to one of our four strategic anchors:



Our schools

We are one team with one goal, committed to our vision to provide a transformative education from 2-18. We serve 3000 children and young people. Approximately 1600 children aged 3-11 attend our six primary schools, spread across the villages that make up our locality. The majority of our primary students attend our secondary phase, Brigshaw High school. This presents a unique opportunity for us to cohere a powerful cradle to career journey for our children and communities. Our schools are:

Allerton Bywater – 433 pupils serving the village of Allerton Bywater

Brigshaw High School – 1400 pupils

Kippax Ash Tree – 341 pupils serving the central part of the village of Kippax

Kippax Greenfield – 164 pupils serving the western side of Kippax

Kippax North – 244 pupils serving the northern side of Kippax

Methley – 427 pupils serving the village of Methley

Swillington – 178 pupils serving Swillington village

Two local church schools are associate members of the BLP, ensuring all children within our community have access to the same offer, whichever school they attend.

All trusts will say they face an ‘exciting’ future, but in the case of the BLP it has never been clearer.

Watch our video by scanning the QR code or clicking the following link:

<https://brig.link/BrigshawYTWelcome25>





February 2026

Dear Applicant,

Re: Teacher of Science

Thank you for showing an interest in the above post, I enclose some information to help you should you decide to apply. Please complete the online application form that can be found on the Brigshaw Learning Partnership website.

Further information about the school, including a map, can be found on our website, www.brigshaw.co.uk and on our Academy Trust website www.brigshawlearningpartnership.com

I would draw your attention to the sheet within the pack which outlines the requirements of the Asylum and Immigration Act 1996 and the relevant document required, if you are invited for an interview.

The closing date for applications is **Sunday, 8th March 2026 at 23:59** and interviews are expected to be held shortly thereafter. Unfortunately, although we appreciate the time you have spent completing the application form, it is not possible for us to respond to all unsuccessful applicants. Therefore, if you do not receive a response to your application within four weeks of the closing date, please assume that, on this occasion, your application has been unsuccessful; however, I wish you well in your future job-hunting.

I look forward to receiving your application.

Yours sincerely

Mr D Roberts
Headteacher



Science at Brigshaw

The Science team at Brigshaw are committed to achieving the best possible outcomes for all of our pupils. We are a large team with a range of expertise, experience and interests which we look forward to sharing with the successful candidate. We are highly supportive both of each other and of the pupils we teach, and we work hard to ensure that pupils enjoy learning science and see it as a valuable and relevant subject.

Facilities

The Science department is made up of 12 specialist teachers supported by two experienced technicians who are keen to support teaching and learning in the classroom. We are based in 10 laboratories in the Silkstone building of the school, each of which has an interactive whiteboard and is well equipped for practical work. Most teachers have their own classroom.

Curriculum

The team works from common schemes of work in Years 7 – 11, which teachers adapt to suit the needs of their group and individual pupils within it.

We introduce students to the GCSE Science course in Year 9, the majority go on to study the Edexcel Combined Science course in Year 10, with some students being selected for the Triple Science course. At Post 16 level, we offer A Levels in Biology, Chemistry, and Physics following AQA specifications.

We believe that to ensure the best possible outcomes for our students there should be a continued focus on teaching and learning. As a result, our department CPD focuses on strategies to teach the most challenging content from across the curriculum so that every pupil masters the threshold concepts and can articulate their understanding of these using scientific vocabulary. All staff in the department are involved in leading aspects of these CPD sessions to enable good practice and subject expertise to be shared, and we welcome contributions from new members of the team.



Person Specification – Teacher of Science

	Essential Attributes	Desirable Attributes
Qualifications	Qualified Teacher Status	Honours degree
Professional Development	<p>Knowledge of current educational practice and issues</p> <p>Evidence of continuing professional development</p>	Take responsibility for own professional development
Skills	<p>High level of written, oral, and communication skills</p> <p>Ability to communicate effectively orally and in writing to a range of audiences</p> <p>High level of organisational and planning skills</p> <p>An excellent classroom practitioner</p> <p>Ability to work effectively as part of a team, relating well to colleagues, pupils, and parents</p> <p>Ability to demonstrate a commitment to equality of opportunity for all pupils</p> <p>Ability to investigate, solve problems, and make decisions</p> <p>Management of people and resources</p> <p>Ability to use own initiative and motivate others</p> <p>Ability to demonstrate high level ICT skills in personal and educational situations</p> <p>Ability to relate to and empathise with pupils, and to develop trusting and respectful relationships with them</p> <p>Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure</p>	<p>Able to offer expertise in a specific subject or area</p> <p>Commitment to an involvement in extracurricular activities</p> <p>Evidence of sharing in and contributing to the corporate life of the school</p>
Knowledge and Understanding	<p>Knowledge of the provisions of national strategies, i.e., Literacy, Numeracy and ICT</p> <p>Effective use of ICT to support learning</p>	The implications of the Code of Practice for Special Educational Needs for teaching and learning



	<p>Any statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress</p> <p>Full working knowledge of relevant policies/codes of practice/legislation</p>	
Disposition and Attitude	<p>Positive and optimistic attitude towards School Improvement and Inclusion</p> <p>Open-minded and receptive to new ideas, approaches, and challenges</p> <p>Place high priority on effective team working and work easily and comfortably in a team environment</p>	<p>Commitment to an involvement in extracurricular activities</p> <p>Evidence of sharing in and contributing to the corporate life of the school</p>
Other Conditions	<p>Registered with TRA</p> <p>School operates a no smoking policy</p> <p>Enhanced DBS check through BLP</p>	

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Issues arising from references will be taken up at interview; all appointments are subject to satisfactory references.



Requirements of the Asylum and Immigration Act 1996

In order to comply with the requirements of the Asylum and Immigration Act and to confirm your eligibility to work in the UK you will be required to produce one or more of a statutory list of documents. A photocopy will be taken of the documentation before your interview and will be destroyed in the event that you are unsuccessful in your application. If you are appointed, the photocopy of the document confirming your identity will be placed on your personal file.

The documents that you may use are listed below:

- United Kingdom passport
- European Economic Area passport
- National Identity Card
- United Kingdom residence permit

OR

An official document with a National Insurance Number

PLUS

One of the following:

- A full birth certificate from the United Kingdom, Channel Islands, Isle of Man or Ireland
- A letter from the Home Office
- An Immigration Status document endorsed by the Home Office

The original document will be returned to you as soon as it has been photocopied.



Application Process and Safeguarding Requirements

Making an Application	Interview and Selection Process
<p>Application form</p> <p>If you wish to be considered for this post, please complete the online application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed, etc). The person specification, provided with the details of the post, lists the essential and desirable criteria against which each application will be assessed at each stage of the Recruitment and Selection Process.</p> <p>You will note that we require details of two referees, one of which must be your current or most recent employer.</p> <p>CVs are not accepted as part of the application process.</p> <p>Supporting information</p> <p>This section of the form is very important. It gives you an opportunity to explain why you are applying and why you are the best person for this job. Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. If you do not have enough space, please attach a separate sheet.</p>	<p>Those candidates who meet all the requirements for the post will be shortlisted and details of the interview programme will be confirmed in writing. As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children. Under the Disability Discrimination Act 1995 and 2005, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify on the application form. Please contact the school if you need to discuss this in any detail.</p> <p>We will consider any reasonable adjustments under the terms of the Disability Discrimination Act to enable an applicant with a disability (as defined under the act) to meet the requirements of the post.</p> <hr/> <p style="text-align: center;">Induction and Continuous Professional Development</p> <hr/> <p>The Headteacher and governing body are committed to ensuring your well-being and continuous professional development in this role. On appointment the appropriate Line Manager will discuss an appropriate induction programme with you that will help familiarise you with the culture of the school, local practices, policies and expectations. You will be offered the opportunity to further develop your professional knowledge by participating in local training events and, where appropriate, working towards further qualifications.</p>



References

If you are shortlisted, we will normally take up references **before** the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children.

Copies of references or references that are addressed "to whom it may concern" will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.

DBS & Disqualification checks

Employment at this school is subject to an enhanced check with children's barred list through the Disclosure and Barring Service. Employment is also subject to a childcare disqualification check. All such checks must be satisfactory before we confirm any offer of appointment.

Under the Rehabilitation of Offenders Act 1974 (Exemption Amendment) Order 1986, there are a number of jobs where we must take account of convictions, even though they are 'spent'. All posts at this school are regarded as such. However, spent and/or unspent convictions may not necessarily make you unsuitable for appointment. Please ensure you complete the Criminal Record Declaration Form and submit this alongside your completed application form.

Prohibition checks (Teaching posts only)

Prior to confirming an offer of employment, the school is required to make a mandatory check to ensure a new employee does not have any prohibitions, sanctions and restrictions that might prevent the individual from taking part in certain activities or working in specific positions. The check is undertaken by the school using the Teacher Services, DfE Secure Access Portal.

Child Protection

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have a designated senior member of the leadership team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our child protection policy.

Whistle Blowing

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so. Therefore, our policy is to ensure that all staff are made aware of their duty to raise concerns about any inappropriate attitude or actions of colleagues.

Code of Conduct and Personal Behaviour

The school believes that it is essential for standards of conduct at work to be maintained to ensure delivery of quality services and also to protect the well-being of all its employees and pupils.

The Headteacher and governing body regard everyone working at our school as a role model to our pupils. As such employees should conduct themselves with integrity, impartiality and honesty. Furthermore, everyone in the school has an absolute duty to promote and safeguard the welfare of children.

Equal Opportunities

We are committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where all are treated fairly and with respect.

We take action to ensure that nobody is treated less favourably than anyone else because of their colour, race, ethnic or national origin, religion, gender, sexual orientation, disability or age.

Full details of all these policies are available in school.



Validation of Qualifications

All short-listed candidates will be asked to bring original certificates of relevant essential qualifications for the role to interview. These will be photocopied and kept on file and may be confirmed as genuine with the relevant awarding bodies.

Right to Work in the United Kingdom

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at the interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

Medical Assessment

A satisfactory medical assessment will be required for newly appointed staff before we confirm any offer of an appointment.



The Brighshaw Learning Partnership Schools Map

-  Kippax Ash Tree Primary School
-  Kippax North Primary School
-  Kippax Greenfield Primary School
-  Allerton Bywater Primary School
-  Swillington Primary School
-  Methley Primary School
-  Brighshaw High School

