

Teacher of Science

Candidate Information Pack

Closing Date: 3.00pm, Monday 23rd March 2026



Contents

Welcome from the CEO	3
Welcome from the Executive Headteacher.....	4
Teacher of Science	5
Job Description	7
Person Specification	9
How to Apply	11
Spark Career Development Programme	12
Employee Benefits.....	13

Welcome from the CEO

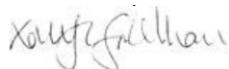
Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards in all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.



Louise Spellman



Welcome from the Executive Headteacher

Dear Applicant,

We are seeking to appoint a committed Teacher of Science to join our team. This is an exciting opportunity to join our school.

Laurence Jackson School is a genuinely comprehensive school serving the rural town of Guisborough and surrounding rural area. Students also choose to come to Laurence Jackson from south Middlesbrough. Whilst the school has a pupil premium that is broadly in line with the national average at 25%, our intake is wide ranging by nature, and we are proud of our very inclusive philosophy. In June 2024, Ofsted rated our school as Good.

The school is a larger than average 11 to 16 secondary school with 1240 on roll and PAN of 1250 and is full on first choices for September 2024 and has been oversubscribed for the last three years. Student mobility is low. The school moved into a new building in 2016 as part of the Building Schools for the Future initiative. The new school provides an excellent learning environment.

We have a strong and committed staff team and are very invested in developing our staff and providing excellent opportunities for progression and development and offer a number of opportunities for progression both in the school and wider trust

Kind regards,



Catherine Juckes
Executive Headteacher



Teacher of Science

Job Title: Teacher of Science

Location: Laurence Jackson School (Guisborough)

Start Date: 1st September 2026

Actual Salary: £32,916 to £51,048 (MPS1 to UPS3)

Hours of Work: 1FTE

Contract Type: Permanent

Closing Date: 3.00pm, Monday 23rd March 2026

Interviews: Monday 30th March 2026

About the Role

This is an excellent opportunity for an ambitious and inspirational teacher to join our Ofsted Good school and department.

The department has good facilities and resources with 10 classrooms all situated on one corridor, each room is fitted with an interactive white board and a visualiser. Each classroom is extremely well-equipped, containing all basic laboratory apparatus, including gas and electricity supplies for practical work, designated Chemistry labs also contain mobile fume cupboards.

We follow the national curriculum, and our curriculum has been developed over several years designed to be ambitious for all our students. The curriculum focussed on a spiral, synoptic approach to aid recall and help students know and remember more. We use AQA for our KS4 offer, with some students following the AQA Combined Science Trilogy (8464) and some students studying AQA Separate Sciences: Biology (8461), Chemistry (8462) and Physics (8463).

Our curriculum is mapped to allow time for mini review assessments after each topic, as well as incorporating summative assessment points where we report current working levels to parents / carers. As a department we have agreed teaching methodologies for key scientific concepts and have a very keen focus on recall. This approach is leading to fewer misconceptions over time. We follow a 'Science gold standard' protocol when delivering lesson and providing written and verbal feedback, with an emphasis on live marking.

Home learning is set on a weekly basis to all students in science. We use Educake online quizzes as our main home learning platform for students in Years 7 to 11. KS4 home learning comprises a mixture of using Educake and past exam paper practice.

The successful candidate must have:

- A passion for the subject and a thorough knowledge of the Science curriculum
- A commitment, drive and enthusiasm to work as part of our dedicated and successful team.
- Measurable impact as an individual teacher
- An innovative approach to teaching and learning and model excellence in the classroom
- An ability to motivate and inspire students to achieve their full potential
- A calm, understanding and friendly personality with a passion for developing student engagement
- and educational progress.
- A professional, dedicated and resilient approach.

About Us

We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

What we have:

- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve

- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers
- Opportunities for career development

For further details on us as an organisation, please click [here](#).

For further information on the school, please click [here](#).

How to Apply

Please make sure that the application form is completed and returned via email to vacancies@laurencejackson.org addressed to Mrs C Juckles, Executive Headteacher.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

Safeguarding Notice

The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Laurence Jackson School is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click [here](#).

Job Description

Post Title:	Teacher of Science
Purpose:	<ul style="list-style-type: none"> • To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. • To monitor and support the overall progress and development of students as a teacher and Tutor • To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. • To contribute to raising standards of student attainment and progress • To share and support the school's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Head of department/second in department.
Working Time:	1FTE
Salary/Grade:	Teacher MPS/UPS
MAIN (CORE) DUTIES	
Operational and Strategic Planning	<ul style="list-style-type: none"> • To assist or lead in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in Science. • To contribute to the department's improvement plan and its implementation. • To plan and prepare courses and lessons. • To ensure that all work undertaken fully reflects the school's ethos • To use data on pupil performance to inform target setting, identify underachieving pupils, implement targeted intervention and monitor the progress. • To support the school monitoring procedures. • To support the review of teaching strategies and programmes of work. • To attend all department, staff and strand meetings
Teaching and Learning	<ul style="list-style-type: none"> • To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere. • To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required. • To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. • To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students • To undertake a designated programme of teaching. • To ensure a high-quality learning experience for all students that will stimulate learning appropriate to student needs. • To prepare and update subject materials. • To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. • To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
Staff Development:	<ul style="list-style-type: none"> • To take part in the school's continued professional development programme by participating in arrangements for further training and development. • To continue personal development in the relevant areas including subject knowledge and teaching methods. • To engage actively in the Performance Management Review process. • To ensure the effective and efficient deployment of classroom support • To work as a member of a designated team and to contribute positively to effective working relations within the school.

Efficient and effective deployment of resources	<ul style="list-style-type: none"> • To assist the Subject Leader to identify resource needs and to contribute to the efficient and effective use of physical resources. • To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.
Pastoral System	<ul style="list-style-type: none"> • Be a Form Tutor • Promote the general progress and well-being of individual pupils and of the Tutor Group as a whole. • Liaise with the Head of Learning to ensure the effective implementation of the school's pastoral system. • Register pupils, accompany pupils to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. • Contribute to the preparation of action plans and progress files and other reports and references. • Alert the appropriate staff to any pastoral issues experienced by pupils. • Communicate, as appropriate, with parents and carers and with persons or bodies outside of the school concerned with the welfare of individual pupils, after consultation with the appropriate staff. • Apply the school's behaviour management systems so that effective learning can take place.
School ethos	<ul style="list-style-type: none"> • Play a full part in the life of the school community, upholding its values and setting a professional example at all times. • Actively promote all of the school's policies. • Comply with the school's health and safety policies and undertake risk assessments as appropriate.
Conditions of Service	<ul style="list-style-type: none"> • Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by Spark Education Trust.
Safeguarding - and Promoting the Welfare of Children and Young People	<ul style="list-style-type: none"> • To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers. • To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment in accordance with the current DfE statutory guidance for Keeping children safe in education.
Special Conditions of Service	<ul style="list-style-type: none"> • Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. • The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to enhanced criminal records bureau disclosure.
Equal Opportunities	<ul style="list-style-type: none"> • The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.
Other Specific Duties:	
<ul style="list-style-type: none"> • To continue personal development as agreed. • Staff will be expected to undertake any duty as specified by School Teachers' Pay and Condition Documents not mentioned above. Staff are expected to show professionalism at all times. • Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers 	

Person Specification

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
APPLICATION	<ul style="list-style-type: none"> • Fully supported in reference • Well-structured supporting letter 		<ul style="list-style-type: none"> - Application Form - Reference
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree qualification • Qualified Teacher Status 	<ul style="list-style-type: none"> • Chemistry or Physics degree 	<ul style="list-style-type: none"> - Application form
TRAINING	<ul style="list-style-type: none"> • Evidence of regular participation in Continuing Professional Development 		<ul style="list-style-type: none"> - Application Form - Interview
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> • Ability to demonstrate high standards of classroom practice. • Experience of teaching in KS3 and 4 • Experience of making a significant impact upon children's learning and progress • Experience of tracking, monitoring and assessing pupils to support progression for all learners 	<ul style="list-style-type: none"> • Experience of being a form tutor • A thorough and up to date knowledge of teaching and wider curriculum developments • Experience of teaching GCSE Physics or Chemistry 	<ul style="list-style-type: none"> - Application Form - References - Interview
SKILLS	<ul style="list-style-type: none"> • Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners • High quality and reflective practitioner • Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement • Ability to deliver well differentiated lessons to ensure stretch and challenge for all students • Ability to motivate and enthuse children • Ability to understand how children learn • Willing to develop specialist skills and subject knowledge • Ability to readily establish professional relationships and work as part of a team • Good organisational and interpersonal skills • Good written, verbal and ICT skills • Flexibility and adaptability in order to be able to work and 	<ul style="list-style-type: none"> • Ability to enhance the practice of others 	<ul style="list-style-type: none"> - Application Form - References - Interview

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
	communicate with adults, parents and other external agencies		
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> Knowledge of the structure and content of the current curriculum in KS3 and 4 Understanding and knowledge of current issues in education 		<ul style="list-style-type: none"> - Application Form - References - Interview
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> Enthusiastic, ambitious and adaptable Ability to form and maintain appropriate relationships and personal behaviour with children Emotional resilience in working with children with challenging behaviour High degree of motivation for working with children and young people and share enthusiasm for the subject Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community Excellent attendance and punctuality Good command of English Language 	<ul style="list-style-type: none"> A commitment to extra-curricular activities 	<ul style="list-style-type: none"> - Application Form - References - Interview
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> Fully supported references Suitability to work with children 		

How to Apply

Application forms and further details are available on the Trust's website -

www.sparkeducationtrust.org.uk

Please make sure that the application form is completed and returned via email to vacancies@laurencejackson.org, addressed to Mrs C Juckles, Executive Headteacher.

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

Confidential References

Two referees should be nominated, including one from your current/most recent employer - Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

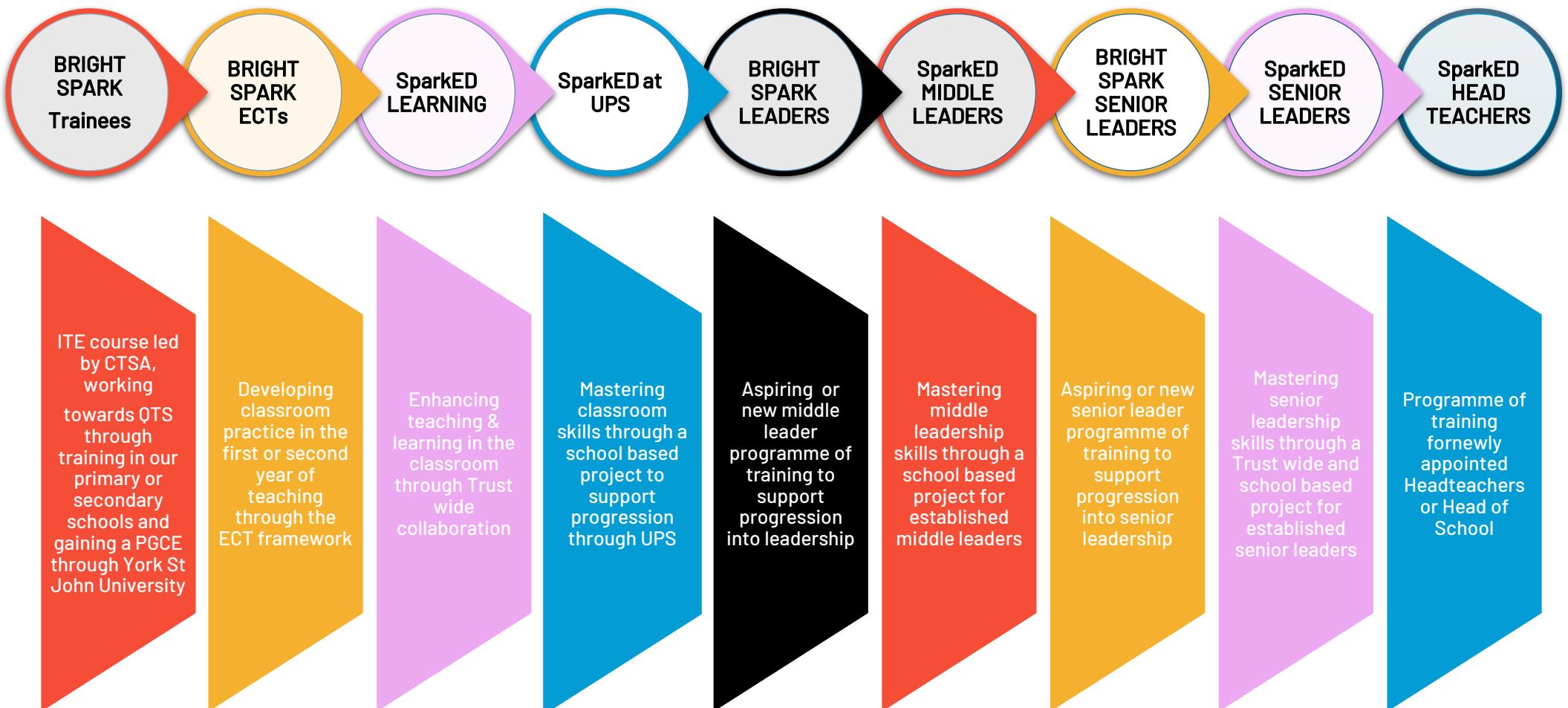
Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date:3.00pm, Monday 23rd March 2026

Interviews to be held: Monday 30th March 2026

Spark Career Development Programme



Focused collaborative groups operate at all career stages to share best practice, develop Trust wide improvement strategies and offer support to colleagues in our schools.

Employee Benefits

Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

Pensions

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

Cycle to work

We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through www.greencommuteinitiative.uk which enables staff to access a new bike and bike equipment.

Work Life Balance

We provide a generous Annual Leave entitlement for Support Staff of 27 days leave, rising to 32 days leave following 5 years' service, in addition to statutory bank holidays.

As we are supportive of flexible working, we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work life balance.

Professional Development

As we believe in supporting and developing our staff, we offer extensive career development opportunities and actively seek to develop and promote staff where possible.