

**LATHOM**  
HIGH SCHOOL

September 2025



# TEACHER OF SCIENCE RECRUITMENT



*Work hard,  
be kind*



# LATHOM

## HIGH SCHOOL

Glenburn Road, Skelmersdale,  
Lancashire WN8 6JN

Tel: 01695 725653

Headteacher: Mr P. W. Livesley (BA Hons, NPQH)



Dear Colleague

### **Teacher of Science – Full time (part time would be considered)**

I am thrilled to write to you as Headteacher at Lathom and I am delighted that our governing body is able to offer this exciting opportunity. Lathom is an extremely special place to work and the successful candidate will be joining a staff body consisting of professionals who are totally committed to ensuring that we provide the very best Quality of Education at all times. Working together we are able to ensure that our students are fully prepared for their life after Lathom and that they are able to stand ahead of their peers when applying for Further and Higher Education and when entering the world of work. Almost all of our students live in the town of Skelmersdale and we seek leaders and staff who will value our relationship with the community highly and who recognise the importance of partnership, determination and ambition. As an accredited trauma responsive employer and educational provider, we value every member of the staff team and are determined to support well-being so that colleagues can thrive and know that they are important and integral to our success.

Our governors, staff and students are PROUD of everything that we have achieved together. Lathom was recognised by Ofsted as 'Good' in all areas in the June 2022 inspection and, crucially, has been recognised by parents and the local community leading it to being significantly oversubscribed in both 2023 and 2024. We are determined to continue the journey of development towards recognition as an 'Outstanding' school, always focused on serving our community and preparing our students for future successes.

This post is advertised to bring additional capacity to our Science team. You will join a committed team of professionals in the department who have a strong focus on developing positive learning environments and who are determined to provide the very best Quality of Education for all students. We are looking for a highly skilled professional who is both inspirational and passionate about providing excellent learning opportunities for all within a school environment committed to achievement and belonging through a trauma informed lens. As you read about Lathom, I trust that you will be encouraged to discover more to gain a real understanding of how we operate and how the school's values underpin our daily practice and that this, in turn, will be the motivation for your application.

Yours faithfully

Paul W Livesley  
Headteacher

Email: [enquiries@lathom.lancs.sch.uk](mailto:enquiries@lathom.lancs.sch.uk)

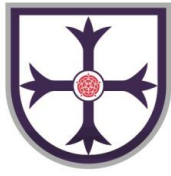
[www.lathomhighschool.org](http://www.lathomhighschool.org)

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## Welcome from Mrs Diane Murray, our Chair of Governors

Dear Colleague

### Teacher of Science

Thank you for your interest in the position of Teacher of Science at Lathom High School. I am extremely **PROUD** and privileged to be Chair of the Governing Body, particularly at this exciting time of change and significant development under our recently appointed Headteacher, Mr Paul Livesley.

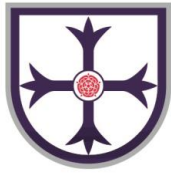
Our school has been on a journey that has seen us grow and develop, achieving 'Good' in all areas of the framework at our Ofsted inspection in June 2022 for the first time in our school's history. We know that working closely with our students and fully understanding them is vitally important to support them during their time at Lathom and to prepare them for their 'Life after Lathom'. This role provides an opportunity to have discernible impact in this area of the curriculum.

We have worked to provide an overview of this exciting opportunity to have a real impact on the lives of the young people of Skelmersdale and hope that we have given an indication of the scope and range of opportunities and possibilities that the post offers. At Lathom you will work alongside an enthusiastic, knowledgeable, caring and committed leadership team, excellent teachers, dedicated support staff and engaging students with a thirst for learning and a keen eye on their futures. There is more we can do to capitalise on these excellent conditions to provide a truly superb Quality of Education for our young people and we are determined to deliver this.

I hope that you will feel encouraged and inspired to apply to join us on our journey.

Kind Regards

Diane Murray  
**Chair of Governors**



**Job title:** Teacher of Science – Full time (part time would be considered)

**Salary:** MPR/UPR

**Contract:** Permanent

**Start:** November 2025

Due to the ongoing growth and development of our school we are looking to appoint a highly enthusiastic, inspiring, caring and motivational **Teacher of Science** to join our ambitious team. This is an exciting opportunity to inspire students to achieve and belong, work alongside great staff and contribute to the wider opportunities we offer our young people.

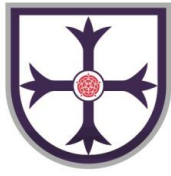
You will be a key part of our teaching team, delivering the very best quality Teaching and Learning in all three Science disciplines at Key Stage 3 while specialising in either Biology, Chemistry or Physics at Key Stage 4. This is an experienced and established department, which is able and committed to supporting, developing and nurturing new and experienced teachers.

We seek a team player with strong communication skills, both oral and written, excellent organisational skills and the ability to meet deadlines. You will be an innovative and ambitious individual who must employ a wide range of strategies, be enthusiastic, resourceful and keen to ensure the highest possible standards of student achievement.

At Lathom we continually drive forward standards and are passionate about maximising the potential in all our staff and young people. Our caring and trauma informed approach to education within and beyond the classroom contributes to what makes our school a special place both to work and to learn. We place great value on the fulfilment and well-being of our colleagues; our successes to date are in no small part down to their hard work, commitment and determination, and our growing student roll enables us to provide opportunities for both personal and career development. The word PROUD is at the heart of everything we do at Lathom. Our school was inspected by Ofsted in June 2022 and is now judged to be **GOOD** in all areas. This is testament to the vision, dedication and commitment which has been shown by the staff team and governors and the hard work from the students themselves, but we remain ambitious in driving for exemplary practice across all areas of school. We are PROUD of points acknowledged in the June 2022 Ofsted report:

- ✓ *Students enjoy attending school and appreciate the caring and friendly atmosphere*
- ✓ *Students feel safe*
- ✓ *Students are courteous and respectful*
- ✓ *Staff have high expectations of students' learning and behaviour*
- ✓ *Classrooms are calm places to learn*
- ✓ *Reading is promoted well across the school*
- ✓ *Students show positive attitudes to learning*
- ✓ *Learning is rarely disrupted*





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The post is equally suitable for either an ECT or an experienced teacher and we would be delighted to hear from you.

To apply for this position please complete an application form and submit a letter of application describing in some detail your experiences and achievements relevant to this position. Please include any other information you feel would be helpful including all those related to the list of essential experiences, skills etc for the post set out in the Person Specification. Your letter of application should be no more than 2 sides of A4 and no smaller than font size 11.

Return your completed application form and letter of application to: [c.brooke@lathom.lancs.sch.uk](mailto:c.brooke@lathom.lancs.sch.uk)

Closing Date: Friday 10 October 2025

Proposed Interview date: Friday 17 October 2025

For an informal conversation regarding this role or to visit school prior to the closing date please contact: John Fletcher Curriculum Leader Science.

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). If successful you will be required to apply to the Disclosure and Barring Service (DBS) for a 'disclosure'. Information provided by you or the Disclosure and Barring Service will be dealt with in a confidential manner in accordance with the DBS's Code of Practice. You may view the Code of Practice on the DBS website at [www.gov.uk/dbs](http://www.gov.uk/dbs) or alternatively a copy is available on request

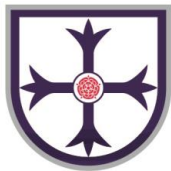
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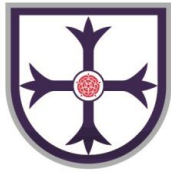
### JOB DESCRIPTION

<b>Job Title:</b>	Full time Teacher of Science (part time would be considered)
<b>Reports to:</b>	Curriculum Lead for Science
<b>Disclosure Level:</b>	Enhanced
<b>Pay range:</b>	MPR/UPR

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### Duties and expectations

- To plan, resource and deliver lessons to the highest standard so that students make exceptional progress
- To promote engagement, resilience, self-confidence, collaboration and independence through classroom teaching
- To adhere to schemes of work and assessment procedures to ensure a consistent approach to teaching and learning within the Science department
- To set homework in accordance with the school's Homework Policy
- To ensure that lessons take into account the full range of ability of the students in classes taught and to make appropriate use of information and support from the SEND department
- To involve students in making choices about their learning and to help students develop towards independence in their learning
- To monitor the progress of individual students using the school's tracking systems
- To analyse strengths and learning needs and to agree learning targets with students
- To provide students with regular and constructive feed-back on their progress through discussion and the marking of work
- To keep accurate and informative records in line with school and department policy on assessment and recording
- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential
- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
- Plan and teach well-structured lessons which allow adequate time to embed new knowledge, understanding and skills and which are responsive to pupil misconceptions
- Participate in and contribute to effective collaborative planning for every year group, feeding your experience into improvements in the curriculum
- Contribute to the planning of assessments and subject specific revision, including preparing students for national and trial examinations
- Review and reflect on each assessment, making intelligent use of data to identify underperformance, and plan appropriate support to address this
- Lead enrichment, including visits to enhance the learning experience of all students
- Contribute to implementation of schools' behaviour systems consistently and in a kind and respectful manner
- Develop strong partnerships and ensure regular communication with parents



- Be active in issues of pupil welfare and support
- Complete duties around the school, modelling best practice for all staff

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### **School Ethos and vision**

All staff are expected to contribute and promote the **PROUD** values at every opportunity.

### **Appraisal**

We are committed to providing a relevant Appraisal process for all staff. We expect all employees to contribute to the process.

### **Equal opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

### **Health and Safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

### **Safeguarding Commitment**

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

### **Absence Management**

It is expected all staff adhere to the school's Absence Management Programme.

### **Contribute to the induction and training of new staff**

It is expected all staff assist in the induction of new staff, following where relevant direction by their line manager.

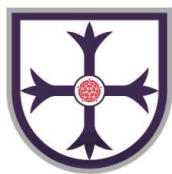
### **To assist in the evacuation of the buildings in the event of emergencies**

It is expected all staff adhere to and keep up to date knowledge of the evacuation procedures.

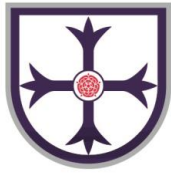
### **Other commitment requirements**

All staff are expected to use clear and effective tools to aid communication with students and staff. In addition, it is expected all staff contribute to the school and team self-evaluation process.





Person Specification		
<b>Post Title: Full time Teacher of Science (part time would be considered)</b>		
<b>Requirements (on the basis of the Job Description)</b>	<b>Essential (E) Or Desirable (D)</b>	<b>To be identified by: Application Form (AF), Interview (I), References (R)</b>
<b><u>Qualifications</u></b>		
Degree in relevant subject area	E	AF, I
Qualified Teacher Status	E	AF, I
Relevant Post-Graduate Qualification(s)	D	AF, I
<b><u>Skills/Knowledge</u></b>		
Successful teaching/teaching experience across the full secondary age and ability range	E	AF, I, R
Ability to work effectively within a team environment, understanding teaching roles and responsibilities	E	AF, I, R
Good time management and personal organisational skills	E	AF, I, R
Ability to improve their own practice through observations, evaluations and peer review	E	AF, I, R
Ability to create engaging schemes of work for both KS3 and KS4	E	AF, I, R
Excellent subject knowledge and effective classroom presence	E	AF, I
Knowledge and understanding of current educational issues, including national policies, priorities and legislation relating to your subject area	E	AF, I
Ability to use ICT to enhance student learning and to administer professional duties	E	AF, I
Ability to relate well to students, parents and staff	E	AF, I
Effective communication and exceptional interpersonal skills	E	AF, I
High levels of commitment, enthusiasm and motivation	E	AF, I
Willingness to make a substantial contribution to the school's vision and future development	D	AF, I
<b><u>Other (include special requirements)</u></b>		
Commitment to school policies	E	I
Commitment to Equality & Diversity	E	AF, I
Commitment to Health & Safety	E	AF, I



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Willingness to engage in extra-curricular activities relating to Science including trips	E	AF, I
<p><b>Note: We will always consider references before confirming an offer in writing.</b></p> <p><b>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.</b></p>		

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