

Teacher of Science (Maternity)

Contract type: Temporary Maternity Cover – Flexible working hours detailed below

Salary: MPS / UPS

Start Date: As soon as possible

An opportunity has arisen to join our outstanding Science team in our welcoming, supportive and highly successful school. This is a one-year fixed term maternity cover role and is offered as either a full time or 0.6 FTE contract, and will involve the delivery of all three sciences at KS3 as well as Combined Science at KS4.

Our department benefits from an experienced and well qualified team of teachers supported by an exceptional science technician.

King Edward VI King's Norton School for Boys is committed to 'Striving for all of our boys to reach their full potential in a high performing school'. Our STRIVE values (Self-discipline, Teamwork, Resilience, Initiative, Vision, Endeavour) and six development pillars shape daily practice. We were graded Good at our last Ofsted inspection and continue to focus on curriculum sequencing, high-quality classroom teaching and ensuring that all our students, including our disadvantaged and most vulnerable, make progress in line with or above expected.

We are looking for a motivated science specialist to:

- Teach engaging, well-planned Science lessons across Key Stages 3 and 4.
- Plan and deliver lessons that develop scientific knowledge, practical skills, reasoning and literacy in line with departmental schemes of work.
- Use assessment to identify and address misconceptions at the point of learning and support students to make strong progress.
- Establish high expectations for behaviour and work collaboratively with pastoral and inclusion teams to remove barriers to learning.
- Provide clear feedback in line with the school marking and feedback policy.
- Participate in department and whole-school activities such as parents' evenings, review days and departmental meetings.

We are looking forward to receiving applications from teachers who are looking for an exciting new challenge to positively impact the lives of our students. You'll be joining our ever-improving school, which year-on-year ensures all our students are prepared for the next step in their education.

In return, we can offer you:

- A positive and innovative learning culture supported by students, staff, parents and governors;
- A collaborative and supportive attitude amongst staff, which promotes a sense of teamwork and unity;
- A Senior Leadership Team that is committed to supporting staff to help them achieve the best outcomes for our students.

Application details

Please complete the school's application form and return to recruitment@knbs.co.uk. Applications will be considered on receipt.

Application deadline: 4pm on Friday 16th May 2026. We do not intend to consider any application that arrives after **4pm** on Friday 16th May 2026. Final shortlisting of applications will take place at this time and interviews will be carried out Thursday 22nd May 2026.

If you would like a tour of the school or an informal conversation with a member of our team, please call 0121 628 0010 or email enquiry@knbs.co.uk

King Edward VI King's Norton School for Boys is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including an enhanced DBS, verification of identity and right to work, relevant qualifications and two suitable references. Shortlisted candidates will be subject to an online search as part of due diligence. This post is exempt from the Rehabilitation of Offenders Act 1974 and subsequent amendments.

Job Description

Post Title	Teacher of Science (Maternity)
Post Holder:	
Purpose:	<ul style="list-style-type: none"> • Be accountable and responsible for the learning and progress of pupils in assigned classes, ensuring excellence for and from all. • Work with the Head of Science and wider team to further develop our strong Teaching and Learning practice in the department. • Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils. • Act within the statutory frameworks, which set out professional duties and responsibilities and in line with the duties outlined in accordance with school policies, the current School Teachers Pay and Conditions Document and Teacher Standards (2012). • Responsible for promoting and safeguarding the welfare of children and young people within the school.
Reporting to:	Head of Science
Responsible for:	The provision of a full learning experience and support for students.
Liaising with:	Headteacher / SLT, Heads of Faculty, Heads of Subject, Heads of House, Student Support Team, SENDCo, relevant non-teaching support staff, parents/carers, external agencies (e.g. LA, exam boards, curriculum partners)
Working Time:	32.5 hours per week – Term time. (Fixed Term Contract 12 Months)
Salary/Grade	MPS/UPS
Disclosure level	Enhanced

MAIN (CORE) DUTIES	
Main Duties	<ul style="list-style-type: none"> • Teach Science across Key Stages 3 and 4 according to the department's schemes of work. • Plan lessons that are ambitious, sequenced and appropriately scaffolded to meet the needs of all students, including disadvantaged and SEND students. • Use a range of evidence-based teaching approaches (modelling, retrieval practice, deliberate practice) to secure long-term learning. • Assess students regularly, give diagnostic feedback, and use assessment information to inform planning and interventions. • Manage classroom behaviour consistently in line with school policies so effective learning can take place. • Maintain accurate records of attendance, attainment and progress; complete required admin on time. • Communicate with parents/carers about student progress as appropriate and attend departmental meetings and parents' evenings where required. • Support the department with practical activities and ensure health & safety in Science lessons and practical sessions. • Participate in the school's professional development and performance management processes.

Quality Assurance	<ul style="list-style-type: none"> • Adhere to the school’s quality assurance processes; contribute to faculty and whole-school self-evaluation and improvement plans. • Monitor the impact of departmental initiatives on student outcomes and use this evidence to inform next steps. • Ensure consistent application of the school’s marking and feedback policy within the department.
Management Information:	<ul style="list-style-type: none"> • Maintain accurate records and provide timely reports for MIS, SLT and governors on student attainment, progress and intervention outcomes.
Communications:	<ul style="list-style-type: none"> • To communicate effectively with the parents of students as appropriate. • To follow agreed policies for communications in the school. • Communicate effectively with parents/carers about curriculum, assessment, progress and intervention strategies (e.g. at parents’ evenings, review days and through written reports). • Work collaboratively with pastoral and inclusion teams to support students whose barriers to learning sit outside the classroom.
Student progress and development:	<ul style="list-style-type: none"> • To monitor and support the progress and development of students within the assigned classes. • To ensure the school’s behaviour management system is implemented in the classroom so that effective learning can take place.
Teaching:	<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. • Ensure high-quality planning, assessment and feedback are evident in all classes. • 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 undertake a designated timetable of teaching. • To ensure a high-quality learning experience for students which meets internal and external quality standards. • To prepare and update subject materials. • To use a variety of delivery methods which will stimulate learning appropriate to students’ needs and demands of the syllabus. • 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. • To mark, grade and give written/verbal and diagnostic feedback as required.
Additional Duties:	<ul style="list-style-type: none"> • To play a full part in the life of the school community, to support its distinctive ethos and to encourage and ensure staff and students follow this example.

	<ul style="list-style-type: none"> • Promote the welfare of students and comply with all safeguarding and child protection requirements. • Undertake any other duties as reasonably requested by the Headteacher or SLT.
Other Specific Duties:	
<ul style="list-style-type: none"> • To continue personal development as agreed. • To support the school in meeting its legal requirements for worship. • To promote actively the school's corporate policies. • To promote the welfare of children for whom you are responsible for or whom you come into contact with. • To undertake any other duty as specified by STPC not mentioned in the above. • To understand and act in accordance with the school's equal opportunities policies. • To comply with the school's Health and safety policy and undertake risk assessments as appropriate. <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.</p> <p>Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment for any employee who develops a disabling condition.</p>	
<p>This job description is current at the date shown, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job which are commensurate with the salary and job title.</p>	

Person Specification:

	Desirable	Essential	Method of Assessment
Qualifications and Experience			
Qualified teacher status (QTS) with a strong background in Sciences.		X	Application
Proven experience of successful teaching in Science at secondary school level.		X	Application
Evidence of continuous professional development, particularly in curriculum design, assessment, and pedagogy.	X		Application / Interview
Familiarity with preparing for OFSTED inspections and using inspection findings to drive improvement.	X		Application / Interview
Knowledge and understanding			
Deep knowledge of the Science curriculum, including key concepts, knowledge, and skills, with the ability to design and implement a broad, coherent, and sequenced curriculum.	X		Application / Interview
Strong understanding of effective assessment practises and feedback strategies that promote student progress and address misconceptions.	X		Application / Interview
Awareness of current educational research and best practises in Science teaching and learning.	X		Application / Interview
Skills and Abilities			
Strong organisational skills, including effective resource management and coordination.		X	Application / Interview
Ability to analyse data to monitor student progress and use this to inform teaching and intervention strategies.	X		Application / Interview
Effective communication and interpersonal skills to engage with students, staff, parents, and governors.		X	Application / Interview
Capacity to foster a positive and inclusive learning environment that encourages student engagement and personal development.		X	Application / Interview
Personal Attributes			

Commitment to the school's vision of "Striving for all of our boys to reach their full potential in a high performing school."		X	Application / Interview
Embodies the school's STRIVE values: Self-discipline, Teamwork, Resilience, Initiative, Vision, and Endeavour.		X	Application / Interview
Additional Requirements			
Willingness to contribute to the wider life of the school, including extracurricular activities and community engagement.	X		Application / Interview
Commitment to safeguarding and promoting the welfare of students.		X	Application / Interview