

JOB DESCRIPTION – Whole School STEM Lead

Job title	Whole School STEM Lead
Grade	MPS/UPS plus TLR 3E
Responsible to	AP for T&L, Professional Development and Timetabling
Responsible for	Responsible for integrating STEM principles across the whole school and promoting STEM-related activities and careers, supporting both staff members and learners in these areas.
Effective from	October 2026

SUMMIT LEARNING TRUST Mission Statement

Success through Endeavour
Ambition through Challenge
Strength through Diversity

Key Functions

- To carry out the professional teaching duties as reasonably requested by the Principal.
- To be a consistently 'good' and often 'outstanding' teacher who meets the relevant set of personal professional standards for the specific pay phase and takes responsibility for personal professional development.
- To act as a role-model for learners and other members of staff and represent the school in a manner consistent with its ethos and values.
- To ensure that all work with learners underpins and promotes the school's ethos and values as reflected in the mission statement of Summit Learning Trust.
- To promote and safeguard the welfare of all learners at Cockshut Hill School, Summit Learning Trust.

Main Duties and Responsibilities

Have knowledge and understanding of:

- Develop and implement policies for STEM, in-line with our school's commitment to high-quality teaching and learning
- Lead in organising activities related to STEM including innovative lesson plan, visits, trips, clubs, guest speakers and one off events.
- To promote careers and build links with relevant local industry and organisations
- Promote STEM, its importance, and the value that it brings across the school including any external projects
- Project managing ambitious STEM initiatives
- Develop a strategic vision for the delivery of STEM across school

- Create a team of STEM champions between all departments to promote the development of STEM across the school.
- Audit and measure impact of STEM initiatives and feed back to the school's senior leadership termly.
- To provide regular CPD to colleagues across STEM departments and keep abreast of the latest STEM initiatives.
- The school's mission statement, aims, priorities, targets and balanced scorecard.
- Any statutory curriculum requirements and the requirements for assessment, recording and reporting of learners' attainment and progress.
- The characteristics of high-quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all learners.
- New subject-specific pedagogies and research, and their potential impact.
- The implications of the Code of Practice for Additional Educational Needs for teaching and learning.

Planning & target-setting

- Set high expectations and targets for learners in every group taught based on the data provided.
- Ensure that context sheets are created, updated and used effectively to promote high quality personalised teaching, learning and interventions.
- Work with the SENCO, and any other staff with Additional Educational Needs expertise, to ensure that individual education plans are used to set subject specific targets and that work is matched well to learners' needs.
- Contribute to and follow the short, medium and long term plans for teaching and learning to promote progress.
- Contribute to whole-school aims, policies and practices including those in relation to safeguarding, behaviour, bullying and racial and homophobic harassment.

Teaching & Managing Learner Learning

- Ensure that registration and class registers are marked punctually and accurately and are kept up to date as required by law and effective safeguarding procedures. Monitor attendance and punctuality of groups of learners and individuals and take appropriate action to address any issues.
- Highlight positive performance and recognise and reward it appropriately.
- Utilise appropriate behaviour management strategies and adhere to the whole school Behaviour for Learning policy and procedures.
- Ensure the progress of every learner within each lesson, across sequences of lessons and throughout modules/schemes of work.
- Utilise a range of appropriate teaching strategies to ensure that lessons have pace and variety.
- Ensure that teaching reflects the diversity of backgrounds of learners and promotes mutual respect.
- Ensure that teaching caters for the full range of learning styles of learner.
- Ensure that assessment and attainment data informs teaching and that learners understand how to improve and make progress.



- Ensure effective development of learners' literacy, numeracy and information technology skills through the subject.
- Contribute to the SMSC agenda across the curriculum.

Assessment & Evaluation

- Adhere to the whole school system for recording and reporting individual learner performance ensuring compliance with all deadlines.
- Establish clear targets for learners' achievement and evaluate attainment and progress for all learners.
- Use data effectively to identify individual learners and learner groups who are underachieving and, where necessary, create and implement effective plans of action to support these learners.
- Contribute to regular curriculum review to help maintain a relevant, stimulating and innovative curriculum provision.
- Participate in lesson observations and other measures to monitor the delivery of learning outcomes and quality of teaching and implement measures to address any improvement issues identified.

Working with staff & other adults

- Attend meetings as requested.
- Establish clear and constructive working relationships with other staff in the team.
- Establish good working relationships and practices, focused on maximising progress, with allocated teaching assistants.
- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets as required.

General Duties

- Oversee the development and organisation of any relevant extra-curricular activities and visits which extend learning beyond the classroom.
- Be open to the possibilities of outreach work within Summit Learning Trust.
- Any other appropriate and reasonable activity as may be directed from time to time by the Principal.

Notes

- The above responsibilities are in accordance with the requirements of the Education Act 2002 and statutory orders in terms and duties and working time.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the post-holder.

We welcome applications regardless of age, gender, ethnicity or religion. The school is committed to safeguarding and promoting the welfare of our learners and we expect all applicants to share this commitment. Appointments will be subject to an enhanced DBS disclosure with barred list check.



Job description issued by the Principal:	
Copy received by:	
Date:	