

# University Academy Long Sutton

UNIVERSITY ACADEMY  
LONG SUTTON



UNIVERSITY OF  
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*“Transforming lives”*

## Job Application Pack: Subject Leader of Science

Permanent, full time

Salary: MSP/UPS

TLR: £13,695

Start date: 1<sup>st</sup> September 2026

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# Acting Principal's Welcome

It is a privilege to welcome you to the University Academy Long Sutton (UALS). At UALS, our core purpose is to deliver exceptional educational opportunities and experiences, ensuring that every pupil is supported to achieve their full potential. We are committed to creating an environment that values academic excellence, personal development, and social responsibility.

We are entering an exciting stage in the Academy's journey and are particularly proud of our move into brand new, c.£30m state-of-the-art facilities. These outstanding resources will significantly enhance teaching and learning, enabling us to broaden our curriculum and provide a rich range of opportunities that reflect the diverse interests and ambitions of our pupils.

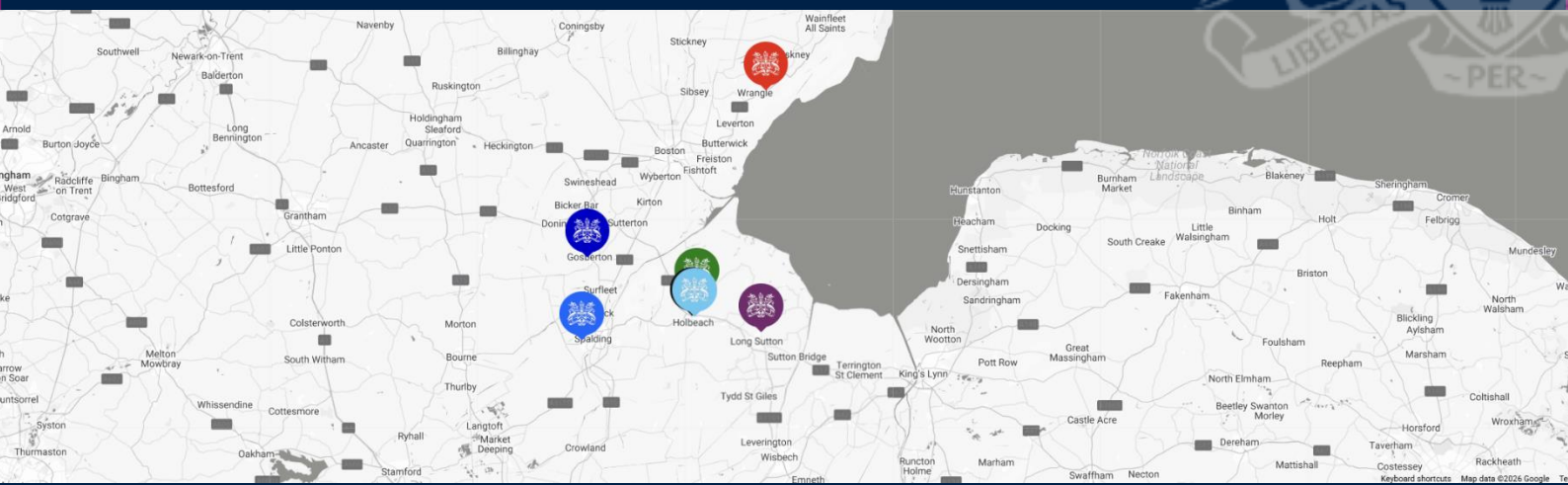
We believe wholeheartedly in the transformative power of education and the vital role it plays in improving life chances. At UALS, pupils are guided towards successful pathways into training, employment, and further or higher education. Our dedicated and skilled staff work relentlessly to inspire, challenge, and support pupils, helping them to develop confidence, resilience, and a strong sense of purpose.

We encourage you to explore our website to gain an insight into life at UALS, from our vibrant community and enrichment opportunities to our academic achievements. We look forward to welcoming committed and passionate professionals who share our ambition to foster a culture of high expectations, aspiration, and success for all.

For information about our Trust please visit [www.uolat.co.uk](http://www.uolat.co.uk). In the section for 'How to Apply' later in the pack there is also further information about visits and making contact. These are warmly welcomed.

Simon Gilman

Acting Principal



# About the Role

Thank you for your interest in our recent advertisement for the above position at University of Lincoln Academy Trust, University Academy Long Sutton.

We are seeking to appoint a dynamic and visionary Subject Leader of Science who can inspire both staff and pupils, drive innovation, and secure outstanding outcomes across the department. This is an exciting opportunity for an experienced leader who is committed to raising standards, developing high-quality teaching and learning, and shaping the strategic direction of Science within the Academy.

The successful candidate will lead a dedicated and well-supported team, building on significant recent investment in the department. The Science Faculty is well resourced and benefits from a dedicated Technician, with laptops provided to all staff to support effective planning and delivery. KS3 pupils follow an engaging two-year practical curriculum, leading to Combined or Triple Science at KS4, ensuring strong academic progression and high aspirations for all learners.

The Academy provides extensive opportunities for Professional Development, including links to LTSA, LLP and GPTSA, supporting leadership growth and continued professional excellence. In addition, we are proud to be relocating to a new, state-of-the-art building on 1st June, featuring fully equipped, modern science laboratories designed to enhance teaching, learning, and scientific exploration. This is a unique opportunity to lead Science in an environment built for innovation and success.

Early applications are encouraged. We reserve the right to interview and appoint prior to the closing date of the advertisement, should we identify an appropriate candidate.

Applicants please note this post is subject to Enhanced DBS Clearance. It is an offence to apply for the role if the applicant is Barred from engaging in regulated activity relevant to children. This Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants may be subject to an online presence check.

This post is subject to the following checks:

- Enhanced DBS Disclosure
- Barred List Check
- Childcare Disqualification Check
- Prohibition Check
- Section 128 Check (where applicable)



# How to Apply

If you wish to know more about this exciting opportunity, need further information or would like to arrange an informal discussion or visit please contact Ellie Carter (PA to Acting Principal) using [cartere@uals.org.uk](mailto:cartere@uals.org.uk) who will arrange this with our Acting Principal, Simon Gilman.



  
mynewterm

**Closing Date:**

**Monday 18<sup>th</sup> May 2026 at 12:00pm**

Apply on MyNewTerm and complete all sections in full.

**Interviews:**

**W/C Wednesday 20<sup>th</sup> May 2026**

References will be obtained after shortlisting and prior to interview. Please ensure that contact details are accurate.

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# Subject Leader of Science

## Job Description



**Job Title:** Subject Leader of Science

**Salary:** MPS/UPS + TLR £13,695

**Start Date:** 1st September 2026

**Reports to:** Vice Principal

### Job Purpose & Key Responsibilities

The Subject Leader provides a clear vision for the department, which translates the Academy's ethos and aims into practice. S/he promotes the best possible progress for all pupils based on excellent teaching and learning.

The Subject Leader has high expectations regarding standards of work and behaviour and leads and manages the department in part by being an excellent role model. Support, monitoring and evaluation of practice create a climate in which teachers and pupils are comfortable with their roles, feel valued and are, therefore, able to give of their best.

The Subject Leader supports the Senior Leadership Team and is influential in driving the Academy forward.

The Conditions of Employment for School Teachers (contained in the School Teachers' Pay and Conditions Document) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner. In recognition of the particular duties required of the holder of this post a TLR Level is payable.

### Specific areas of responsibility and key tasks

#### Teaching and Support Staff

- Lead the department and be accountable for sustaining or improving the quality of teaching and learning in all key stages and all subject areas;
- Provide support for colleagues on classroom management issues and liaise with tutors and pastoral team as appropriate;
- Lead, develop and co-ordinate the promotion and monitoring of pupils' progress, including the use of assessment and data;
- Monitor the setting and marking of homework;
- In consultation with the SLT responsible for Staff Development, support the induction of new members of the department;
- Promote the professional development of all members of the department using the Academy performance management system creatively;
- Plan, prioritise and subsequently evaluate action in support of the Academy Improvement Plan. Develop a subject Improvement plan to reflect this.

	<ul style="list-style-type: none"> <li>• Ensure that members of the department are aware of procedures in the case of absence and that appropriate work is set and suitable arrangements made when a member of the department is absent.</li> </ul>
<b>Curriculum and Evaluation</b>	<ul style="list-style-type: none"> <li>• Monitor and evaluate the courses offered to pupils in each key stage with the aim of providing material which engages all learners and promotes the best possible progress of our pupils;</li> <li>• Promote and monitor the provision for pupils with special needs and those who are disadvantaged.</li> <li>• ensure that schemes of work are available for all courses taught in the department;</li> <li>• undertake departmental self-evaluation in line with Academy policy and practice;</li> <li>• Monitor and evaluate the progress of all pupils within the department, analyse data and prepare reports for SLT link, Principal and Governing Body as requested.</li> <li>• Ensure that GCSE exams are carried out in accordance with JCQ regulations.</li> <li>• Ensure moderation of any coursework is carried out in accordance with JCQ regulations.</li> </ul>
<b>Pupils and their parents/carers</b>	<ul style="list-style-type: none"> <li>• Lead colleagues in undertaking value added assessment of pupils' progress, tracking pupils and target setting;</li> <li>• Ensure that parents/carers receive information about their daughter/son when appropriate;</li> <li>• Ensure all pupils are entered for appropriate internal and external examinations, following agreed timescales and Academy protocols.</li> <li>• Co-ordinate internal and external moderation.</li> <li>• Actively engage in liaison with primary schools and the wider community helping to co-ordinate enrichment activities including competitions and workshops.</li> <li>• Work with outside agencies and music/drama to support the mental Health and Wellbeing agenda in school.</li> </ul>
<b>Meetings</b>	<ul style="list-style-type: none"> <li>• . Hold regular departmental meetings as indicated on the meetings schedule ensuring that an agenda is circulated in advance and outcomes are published;</li> <li>• Provide opportunities for staff and pupils to discuss and reflect on teaching and learning;</li> <li>• Ensure that information is communicated to members of the department when appropriate.</li> </ul>
<b>Resources including budget</b>	<ul style="list-style-type: none"> <li>• Manage the department's resources efficiently and effectively;</li> <li>• Plan an annual budget and monitor spending throughout the year;</li> <li>• Identify longer-term needs and bid for development monies when appropriate.</li> </ul>
<b>Other specific duties</b>	<ul style="list-style-type: none"> <li>• Have full regard to all aspects of the Academy's Health and Safety policy and secure appropriate practice in those areas for which responsibility is held;</li> </ul>

	<ul style="list-style-type: none"> <li>• Safeguard and promote the well-being of pupils and staff in all aspects of the performance of this role;</li> <li>• Follow Child Protection and other agreed procedures e.g. relating to the organisation of trips and visits and the ordering of goods;</li> <li>• Undertake such other duties as the Principal may reasonably require.</li> <li>• Co-ordinate assembly themes across the year alongside careers and Learning Co-ordinators</li> </ul>
<b>Working with colleagues and other relevant professionals</b>	<ul style="list-style-type: none"> <li>• Collaborate and work with colleagues and other relevant professionals within and beyond the Academy.</li> <li>• Participating in administrative and organisational tasks, including the direction or supervision of persons providing</li> <li>• support for the teachers in the Academy, which require the exercise of your professional skills and judgment.</li> </ul>
<b>Fulfil wider professional responsibilities</b>	<ul style="list-style-type: none"> <li>• Make a positive contribution to the wider life and ethos of the Academy;</li> </ul>
<b>Requirements for all Colleagues</b>	<ul style="list-style-type: none"> <li>• To promote and uphold the Academy’s Mission Statement, values and strategic objectives.</li> <li>• To comply with the Academy’s policies and procedures, including those relating to health and safety, safeguarding, welfare and security.</li> <li>• To work positively with colleagues, pupils, parents and other partners, regardless of their gender, ethnicity, sexuality, age or disability.</li> <li>• To attend briefings and staff meetings as required.</li> <li>• To participate in the Academy’s Performance Management Review scheme and undertake professional development and training as required.</li> <li>• To be a positive role model and to take responsibility for promoting good standards of behaviour and conduct.</li> <li>• To undertake other duties that are in accordance with the purpose and grade of the post as agreed with the Chief Executive Officer.</li> </ul>

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# Subject Leader of Science

# Person Specification

**Ambition | Inclusion | Integrity**



# Subject Leader of Science Person Specification

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a) Training and qualifications	Essential	Desirable
Qualified Teacher Status (QTS).	Y	
Expertise in the teaching of Science including evidence of excellence in own work as practitioner	Y	
Clear indications of leadership and managerial potential	Y	
Willingness and ability to engage in policy formulation and detailed implementation	Y	
Good knowledge and understanding of current issues in learning and teaching including assessment	Y	
Strong organisational and classroom management skills	Y	
Good ICT, oral and written communication skills	Y	
An ability to initiate and manage change and development	Y	
An ability to motivate, challenge and support colleagues	Y	
An ability to create a safe, supportive and stimulating learning environment for all pupils	Y	
Minimum expectation of a good teacher	Y	
Further qualification in Science and/or evidence of continuing professional development		Y
Experience in a fully comprehensive school across the spectrum of age and ability		Y
Involvement in sharing expertise e.g. within the Science department and/or through trainee teacher mentoring or in-service training		Y
Evidence of involvement in departmental policy making and implementation		Y
Substantial experience of assessment including target setting and/or value-added analysis		Y
Substantial involvement in Science or Science-based events, e.g. exhibitions of students' work, including organisational aspects		Y
Particular strengths in Science education and/or cross curricular working		Y

Good problem-solving skills		Y
Excellent ICT skills		Y
A commitment to celebrating students' achievements, skills and talents, as well as an ability to tackle problems effectively		Y
An outstanding teacher		Y
<b>b) Experience and Skills</b>	<b>Essential</b>	<b>Desirable</b>
Excellent subject knowledge and understanding of the National Curriculum	Y	
Recent teaching experience with secondary-age students across Key Stages 3 & 4 with a proven record of success	Y	
An understanding of data analysis for effective setting and monitoring of targets	Y	
Experience of rigorous self-evaluation impacting on pupil and staff performance	Y	
A strong understanding of Health and Safety issues within an educational setting		Y
Experience of managing a departmental budget		Y
<b>c) Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Ability to communicate well with pupils, parents & staff	Y	
Willingness and ability to gain the respect of pupils and departmental colleagues	Y	
Enthusiasm and good sense of humour	Y	
Flexibility	Y	
Excellent writing and oral communication skills	Y	
Strong leadership to drive departmental improvements	Y	
An effective team worker with an ability to develop and maintain positive relationships with pupils, colleagues and parents	Y	
An ability to work effectively under pressure	Y	
A sense of humour	Y	
A commitment to equal opportunities	Y	

Positive references testifying to the above qualities	Y	
Good time-management skills		Y
Perseverance		Y
Potential to go on to head of department post (and beyond)		Y
A flexible approach to tasks		Y
A willingness to contribute to whole-school initiatives		Y
A willingness to be involved in the school as a community and to contribute to extra-curricular activities		Y
<b>d) Child Protection</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to form and maintain appropriate relationships and personal boundaries with young people	Y	
Commitment to safeguarding and promoting the welfare of young people	Y	
Understanding of how best to promote the health, safety and well-being of young people	Y	
<b>e) Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
Knowledge of the statutory requirements of KCSIE together with experience of Child Protection, Safer Recruitment and Safeguarding procedures.	Y	

*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is subject to satisfactory references, which will be requested, prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications plus verification of the right to work in the UK.*

*We will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*Whilst every effort has been made to outline the key duties and responsibilities of the role, it is not an exhaustive list. The duties and responsibilities of the role may vary from time to time, commensurate with and without changing the general character of the duties or the level of responsibility entailed and would not in itself justify a reconsideration of the grading of the post.*



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