



Primary, Secondary & Sixth Form

'Washwood Heath Academy is an inclusive and nurturing place of learning... Pupils flourish and achieve strong outcomes' – Ofsted Report, May 2025

Teacher of Science



An Introduction to Washwood Heath Academy

Dear Candidate

I am delighted that you are considering applying for the position of teacher of Science teacher at Washwood Heath Academy. Washwood Heath Academy is a successful and popular All-through Academy with learners aged 4 – 18 years. It is a large academy with 1700 learners from a range of socio-economic and cultural backgrounds.



In May 2025, Washwood Heath Academy experienced its second Ofsted inspection as an All-through Academy and remained 'Good' in all categories.

Since I became Headteacher in 2019, we have had a relentless focus on curriculum and teaching and learning. To support this focus, we have a strong CPD programme in place. In September 2019, Washwood Heath Academy embarked on its journey to develop and implement a knowledge-rich curriculum across all phases of the Academy. To date, we have embedded a knowledge-rich curriculum into Key Stage 3 and Key 4 subject areas and work is still very developmental in Primary and Key Stage 5. In addition, we have embedded Direct Instruction into Key Stage 3 and we are keen to introduce it into the Primary phase as a catch-up strategy. Staff at Washwood Heath Academy use research to help improve teaching and learning, curriculum and pastoral care.

To support teaching, we have a whole Academy behaviour policy that teachers consistently use. This means that behaviour in lessons is good and low-level disruption is rare. We want our teachers to focus on their pedagogy and practice, not managing disruptive behaviour. Our behaviour policy also promotes diversity and inclusion, and we are proud to be an Academy that stands against bullying and discrimination. We are part of the Anti-Bullying Alliance and in November 2021 we were awarded the UNICEF Gold Rights Respecting Schools status, which was recently re-accredited in November 2025.



At Washwood Heath Academy, we believe in creating and sustaining a positive and uplifting culture for all of our children and we do this for each other as well. We are a caring and nurturing environment, which aims to develop all of our core HEARTS values: Happiness, Excellence, Achievement, Respect, Resilience, Tolerance and Self-Belief. We go above and beyond to ensure that everybody within our Academy community feels respected, challenged, supported and safe. We believe in being: **Ready, Respectful and Safe** and we expect all visitors to our Academy to uphold our three rules.

We aim to equip our pupils with the right tools for them to achieve and we aim to provide them with the most effective environment that ignites curiosity and wonder throughout our pupils' journey with us. We have been developing the links between our Primary and Secondary phases, with a particular focus on utilising the expertise of subject specialists in Secondary and the extensive facilities in the Academy. Primary pupils have access to music rooms, Science Labs, PE facilities, Drama studio, Art rooms and outside space – a real benefit to the all-through Academy.



We support our families in ensuring that they too, can provide the right environment for our children to learn effectively and to grow securely both emotionally and mentally. Together as one Academy, Washwood Heath Academy provides a safe and caring environment for our pupils led by highly effective staff whose main aim is to ensure a continuing ethos of resilience and respect in learning.

Washwood Heath Academy really is *'a school for everyone'* and a significant number of staff have remained at Washwood for many years because they enjoy being part of a family and working in a caring and supportive community that wants the best for all of its young people and staff.



An Introduction to the Science Department

The successful candidate will become part of an effective, passionate and aspirational team of science professionals and post holders. It is a large yet inclusive department with many years of combined expertise both in teaching, examining and supporting the science syllabus. Alongside the KS3/4 combined science provision the Faculty also offers Triple Science, allowing teachers and technicians to impart knowledge and skills at the depth and specialism they are most passionate about.

The Science Department has taken part in an exclusive Teaching and Learning pilot directly spearheaded by the Curriculum Department within the DfE. As part of a select collegiate of schools across the West Midlands, the Science Department remains committed to continuously researching and embedding the benefits of adopting a Science Knowledge Rich Curriculum and has already presented its progress to the DfE at the ministerial offices in London. The school continues to reap the benefits of working with other schools on this project. In the most recent OFSTED inspection the Department was selected to be more closely scrutinised, it was successful in demonstrating the vision, the journey and the progress it is making.

The Science floor itself houses 12 fully equipped science laboratories, 5 of which were completely refurbished recently. It is supported by 2 experienced Science Technicians and is seeking to increase its capacity as it considers practical experiments and scientific enquiry to be an integral part of successful science learning.

The Science Department is ambitious, forward-looking and seeks to welcome like-minded Science leaders, teachers and technicians into its fold. We offer an array of CPD with internal experts and established links with CLEAPSS, RSC, RSB, IoP, ASE and regional STEM. In the near future, the science department is seeking to join a leading group of science departments across the country with the official Science STEM Mark accreditation.



Washwood Heath Curriculum

We are extremely proud of the ambitious, broad and balanced curriculum we offer to all of our learners. We are committed to providing children with the best life chances possible, irrespective of their background or starting point. We deliver a powerful knowledge-rich curriculum to our learners

with the view to their development as global citizens able to make a positive contribution in the local and wider communities of the future.

You can find out more about Washwood Heath Academy at the website: <https://washwood.academy/>



JOB DESCRIPTION

Post Title	Science Teacher
Purpose	<ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and knowledge-rich curriculum for students and to support the assigned science curriculum area as required. To monitor and support the overall progress and development of students as a teacher and Form 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 achievement and maximising student attainment To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth To be committed to the safeguarding of children
Reporting to	Head of Faculty
Liaising with	Headteacher/Senior Leadership Team, teaching and support staff, Multi Academy colleagues, external agencies and parents.
MAIN (CORE) DUTIES	
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 To use teaching strategies which will stimulate learning appropriate to student needs and demands of the syllabus and curriculum

	<ul style="list-style-type: none"> • 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, cross-curricular aspects 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 students which meets internal and external quality standards • To prepare and update subject materials • To maintain good order, discipline and respect for others; to promote understanding of the school's rules and values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework. To safeguard health and safety and to develop relationships with and between students conducive to optimum learning • To undertake assessment of students as requested by external examination bodies, departmental and school procedures • To mark, grade and give written and verbal and diagnostic feedback to students of individual work and group work they have undertaken
Operational/ Strategic Planning	<ul style="list-style-type: none"> • To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of students • To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Faculty • To contribute to the Faculty's Improvement Plan and its implementation. • To contribute to the whole school's planning activities • To contribute to the faculty process of self-review and evaluation and Improvement Plan activities • To contribute to faculty and whole school enrichment opportunities • To contribute to faculty intervention and revision opportunities
Curriculum Provision and Development:	<ul style="list-style-type: none"> • To assist the Head of Faculty, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives • To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Strategic Commitment, Purpose and Intent.
Staffing Staff Development: Recruitment/ Deployment of Staff	<ul style="list-style-type: none"> • To take part in the school's staff development programme by participating in arrangements for further training and professional development • To continue personal development in the relevant areas including subject knowledge and teaching methods • To engage actively in the Performance Appraisal Review process • To ensure the effective/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
Quality Assurance:	<ul style="list-style-type: none"> • To adhere to and to help to implement school quality procedures • To contribute to the process of monitoring and evaluation of the faculty in line with school procedures, including evaluation against quality standards and performance criteria. To implement modifications and improvement where required

	<ul style="list-style-type: none"> • To review from time to time methods of teaching and programmes of work • To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
Management Information:	<ul style="list-style-type: none"> • To maintain appropriate records and to provide relevant accurate and up-to-date information for the school's management information system • To complete the relevant documentation to assist in the tracking of students • To track the progress of your assigned students and use this information to inform your teaching and learning
Communication:	<ul style="list-style-type: none"> • To communicate effectively with the parents of students as appropriate • Where appropriate, to communicate and co-operate with persons or bodies outside the school • To follow agreed policies for communications in the school • Attend meetings according to the school's Directed Time Policy
Marketing and Liaison:	<ul style="list-style-type: none"> • To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with other schools in the Multi Academy Trust • To contribute to the development of effective subject links with external agencies/schools
Management of Resources:	<ul style="list-style-type: none"> • To contribute to the process of the ordering and allocation of equipment and materials. • To assist the Head of Faculty to identify resource needs and to contribute to the efficient and effective use of resources • To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, faculty and the students • To co-ordinate and manage the work of other staff, such as support staff, participating in the teacher designated lessons
Pastoral System:	<ul style="list-style-type: none"> • To be a Form Tutor to an assigned group of students • To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole • To liaise with a Head of House and Guidance Manager to ensure the well-being and educational development of your assigned students • To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life • To evaluate and monitor the progress of students and keep up-to-date student records as may be required • To contribute to the preparation of action plans, progress files, individual education plans, and other reports • To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved • To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff • To contribute to PSHE and Citizenship and Enterprise according to school procedures • To apply the behaviour management procedures so that effective learning can take place • To support with the Whole School Reading and Literacy Programme
Other Specific Duties:	

- to play a full part in the life of the school community, to support its Strategic Commitment, Purpose and Intent and to encourage staff and students to follow this example
- to promote actively the school's policies
- to continue personal, professional development
- to actively engage in the school's self-review and evaluation processes
- to actively engage in the school's Appraisal of Performance processes
- to comply with the school's Health and Safety Policy and undertake risk assessments as appropriate
- to attend meetings as determined in the meetings policy and as directed by the Executive Principal
- to undertake any other duty as specified by School Teachers' Pay and Conditions Document, not mentioned in the above
- to comply with the school's procedures concerning safeguarding and to ensure that training is accessed

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 from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to maintain a standard of dress conducive to their position as professionals and in setting an example to students.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

March 2026

Person Specification – Science Teacher

	Essential	Desirable
Qualifications		
Educated to Degree level or equivalent in Physics, Chemistry or Biology or a related discipline	√	
Qualified Teacher status	√	
Experience		
Ability to teach one of Biology, Chemistry or Physics to GCSE level and Key Stage 5	√	
Experience of successfully teaching science across the secondary age and ability range	√	
Ability to use IT effectively.	√	
Use IT to raise achievement and as a management tool.		√
Demonstrate experience of effective performance management and quality improvement within a school environment	√	
Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work	√	
Demonstrable experience of improving student outcomes	√	
High quality outcomes	√	
A record of continuous professional and career development		√

Experience as a form Tutor and or/ Pastoral work	√	
Strategies to raise standards and achievement of students	√	
Skills		
Must be well organised	√	
Must be well presented	√	
Excellent communication and organisational skills	√	
Ability to analyse data effectively to assess performance	√	
Ability to work hard under pressure while maintaining a positive, professional attitude	√	
Ability to organise and prioritise workload and work on own initiative	√	
Good Interpersonal skills and the ability to work collaboratively, leading to professional development of staff, to the achievement of the Academy aims and to the efficient running of all departments	√	
Excellent creative teaching ability	√	
Commitment to personal career development		√
Willingness to engage with parents in order to encourage their close involvement in the education of their children	√	

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READY



RESPECTFUL



SAFE



**Washwood Heath
Academy**

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