The Fernwood School

High Achievement with Care & Discipline for All

Teacher of Science

Job Description and Person Specification

Responsible To: Head of Faculty

Job Purpose

As a teacher employed by The Fernwood Academy Trust you shall carry out the professional duties of a teacher as circumstances may reasonably require as provided for under the current School Teachers' Pay and Conditions Document.

Principal Duties and Responsibilities

The post requires you to teach pupils in the age 11-16 age range within the professional duties of a Class Teacher under the School Teachers' Pay and Conditions Document, and in addition:

- Plan, teach and evaluate lessons to ensure a variety of tasks and learning experiences for pupils matched to their needs.
- Continuously assess pupils, provide feedback, set targets for pupils, and ensure they know how best to improve in line with school and faculty marking and feedback policies.
- Use examples of pupils' work to exemplify standards and secure high expectations.
- Organise lessons effectively to ensure high quality learning.
- Use positive behaviour management techniques to resolve conflict and promote collaborative learning.
- Model safe and effective scientific practice through purposeful practical, demonstration or modelling of concepts.
- Consistently apply whole-school policies to ensure effective learning and inclusion.
- Contribute to the teaching of literacy and numeracy across the curriculum.
- Use appropriate ICT to ensure effective learning.
- Contribute to the academic, vocational, and work-related curriculum as appropriate.
- Contribute to the development of all school policies.
- Participate in continuing professional development and appraisal.
- Act to promote a "pathway" approach, working with primary schools and post-16 providers as appropriate.
- Work with parents as partners to raise standards and achievement.
- Form professional and co-operative working relationships with colleagues.
- Set a good example to pupils through personal and professional conduct and presentation.
- Remain committed to ensuring that every pupil is given the opportunity to achieve their potential and meet the high expectations set for them.
- Be responsible to your line manager.
- You may be asked to undertake and other duties which may be reasonably regarded as within the nature of the duties and responsibilities/grade of the post defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific cases.

Person Specification for Teacher of Science

Training Experience and Qualifications	Essential	Desirable	Assessed
Qualified Teacher Status (QTS)	X		A C R
A degree with a scientific focus or a closely related subject.	X		A C
Evidence of ongoing professional development relevant to the role.	X		A I R
Postgraduate teaching qualification.	X		A C
Additional professional qualifications.		X	A C
Experience contributing to whole-school initiatives or curriculum development.		X	A C
Professional Qualities	**Essential**	**Desirable**	**Assessed**
A passion for science and a commitment to inspiring students.	X		I L
High expectations for all learners and a belief in achievement for all.	X		I L R
Reflective practitioner committed to continuous improvement.	X		I R
Reliability, resilience, and the ability to remain calm under pressure.	X		I R
Professional integrity and a strong sense of responsibility.	X		I R
Commitment to safeguarding and promoting the welfare of children and young people.	X		A I R
Knowledge and Understanding	**Essential**	**Desirable**	**Assessed**
Strong subject knowledge across KS3 and KS4 science.	X		A I L
Understanding of the National Curriculum, assessment frameworks, and current developments in science education.	X		A I
Knowledge of effective teaching and learning strategies, including approaches to stretch, challenge, and support diverse learners.	X		I L R
Awareness of safeguarding procedures and statutory responsibilities.	X		A I
Knowledge KS5 curriculum (A-Level Biology, Chemistry, Physics or vocational science qualifications).		X	A I
Experience of assessment and moderations processes.		X	A I R
Understanding of how to integrate purposeful practical work, demonstration or modelled scientific concepts into sequences of learning	X		A I L
Professional Skills and Abilities	**Essential**	**Desirable**	**Assessed**
Ability to deliver high-quality, inspirational teaching that leads to strong student progress.	X		L R
Strong classroom management and behaviour for learning strategies.	X		L R
Ability to use assessment data to inform planning and support student progress.	X		I L
Excellent communication and interpersonal skills.	X		I R
Ability to work collaboratively as part of a department and wider school team.	X		I R
Organisational skills to manage workload, marking, and deadlines effectively.	X		A I R
Ability to contribute to curriculum development and resource creation.		X	A I
Competence in using digital tools for teaching, assessment, and communication.		X	A I
Ability to mentor or support other staff or trainees.		X	A I R
Experience	**Essential**	**Desirable**	**Assessed**
Successful teaching practice or teaching experience in a secondary school setting.	X		A L R
Evidence of good or outstanding classroom practice.	X		L R
Experience planning and delivering engaging, well-sequenced lessons.	X		A I L
Experience in contributing to extracurricular science enrichment (e.g., STEM clubs, National Science Week etc).		X	A I

Experience supporting departmental improvements and participating in whole-school initiatives.		X	A I R
Experience working with students with SEND and adapting teaching effectively.	X		A I L
Commitment	**Essential**	**Desirable**	**Assessed**
Commitment to the school's ethos, values, and behaviour, expectations	X		A I R
Willingness to contribute to wider school life, including events, clubs, and enrichment.	X		A I
Dedication to ongoing CPD and staying current with educational best practice.	X		A I R

How criteria will be assessed:

A Application form

L Lesson observation

C Certificate

I Interview

T Test/Task

P Presentation

R References