

Post: Teacher of Science (KS3/KS4)

Location: Ormiston Latimer Academy, 194 Freston Road, London, Greater London, W10 6TT

Salary: M1–UPS3 (£40,317 – £62,496 per annum)

Status: Full-Time (5 Days per week) - Permanent

Responsible to: Vice Principal

Job Purpose

As a Science Teacher at Ormiston Latimer Academy, you will play a vital role in inspiring curiosity, critical thinking, and problem-solving skills in students who may have found mainstream education challenging. You will be responsible for delivering engaging and accessible Science lessons that connect theory to real-world applications, helping students build confidence in their abilities and fostering a lifelong interest in scientific discovery and numerical reasoning.

Core Duties:

You are required to perform the duties of a school teacher as set out in the relevant paragraphs of the current Teachers Conditions of Employment document. This includes:

- Teaching Science across KS3 and KS4 and across the full ability range; following departmental schemes of work, the National Curriculum, and the relevant subject specifications.
- Contributing to the development of departmental schemes of learning.
- Setting and marking homework, in line with academy/departmental policy.
- Integrating the development of key skills (numeracy, literacy, and ICT) into their teaching.
- Monitoring and assessing students, in line with academy/departmental policy.
- Collaborate with other teachers and support staff to create a holistic and individualized approach to student development.
- Provide constructive feedback and support to students, both academically and emotionally, to help them succeed.
- Actively promoting the academy's elevated expectations and equal opportunities policy.
- Contributing to the academy meeting cycle.
- Maintaining a safe, positive, and attractive teaching and learning environment.

Other Duties:

To assist the principal in ensuring that the academy runs smoothly, and acts in a supervision capacity, as the need arises. This includes:

- Helping to always maintain outstanding behaviour around the academy by undertaking daily duties and providing pastoral support for pupils, as appropriate.
- Undertaking the responsibilities of a mentor and attending parent meetings, assemblies.
- Maintaining sound procedures for precautions, supervision, and maintenance of the school environment, ensuring all safeguarding, health and safety regulations are met to a high standard.

Performance Management:

The post holder will participate in the academy's arrangements for Performance Management.

Notes:

- This job description is in addition to the duties and responsibilities laid down in the National Teachers' Conditions of Service.
- All staff are part of a wider academy team. Everyone, therefore, is required to support the academy's values and ethos and the academy priorities as defined in the Academy Improvement Plan. This will mean being responsive to the needs of colleagues, parents and pupils and being flexible in a demanding environment. On occasions the post holder may be required to conduct additional tasks, as requested by the Principal, Trust, and Governors, which are not specified within this job description.
- All staff in the academy work subject to statute and academy policies and procedures. The postholder will be expected to become familiar with these and work in accordance with them.
- Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. It is essential that post holders disclose whether they have any pending charges, convictions, bind-overs or cautions and if so, for which offences. Any failure to disclose such convictions will result in dismissal or disciplinary action by the academy.

This Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

PERSON SPECIFICATION:

	Essential (E)/Desirable (D)	Assessed By
Qualifications/CPD:		
Honours degree or equivalent	E	Application
Qualified Teacher Status	E	Application
Commitment to undertake professional training / development relevant to the post/seeking Career Progression	D	Application
Professional Experience & Knowledge/Skills:		
An excellent classroom practitioner, with experience of teaching Science to GCSE level.	E	Application & Interview
Knowledge of how children learn and assessment for learning	E	Application & Interview
Effective approach to behaviour management/Behaviour for Learning	E	Application & Interview
Effectiveness in using data/strategies to raise levels of achievement and in challenging underperformance	E	Application & Interview
Effectiveness in improving outcomes through the development of Teaching and Learning	E	Application & Interview
Some knowledge/understanding of the current educational landscape, government initiatives, OFSTED requirements and implications for academy direction	E	Interview
Effectiveness in understanding equal opportunities, all aspects of inclusion and safeguarding etc.	E	Interview
High level of written and oral communication skills	E	Application & Interview
Strong organisational, personal time management and planning skills	E	Application & Interview
Effectiveness as a member of a team	E	Application & Interview
Experience in teaching pupils in an alternative provision, pupil referral unit or special school	D	Application & Interview
Personal Qualities and Attributes:		
High expectations of self, students and academy	E	Application & Interview
A passion for teaching and learning, celebrating success and encouraging all to aspire, achieve and excel.	E	Application & Interview
Commitment to contribute to the wider life of the academy	E	Application & Interview

Ability to be a role model, particularly regarding dress code, conduct, punctuality and attendance.	E	Application & Interview
Honesty, reliability, integrity and loyalty	E	Application & Interview
Stamina, capacity for hard work; enjoyment of challenge	E	Application & Interview
Commitment to safeguarding and promoting the welfare of children and young people	E	Application & Interview
A good sense of humour and sense of perspective	E	Application & Interview