

Teacher of Science

Information Pack
[June 2026]

Dear Applicant

Thank you for showing an interest in a role at Kingsdown School, we have much to offer at this exciting stage in our journey. Every member of our team, from our inspiring teachers and dedicated support staff to our dynamic middle and senior leaders all share an immense sense of accomplishment in what we've built for our community over the past five years. And our students, in turn, are extremely proud to call Kingsdown their school.

Over the last three years Kingsdown School has become the school of choice in Swindon. So much so that we are now oversubscribed in our KS3 and this pattern is set to continue. We have recently received a further positive visit from Ofsted in March 2025 and encourage you to take a look at our recent inspection report.

By becoming part of our Kingsdown family, you will join a team that doesn't just work together but a team who deeply and genuinely cares. We know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT embodies a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy, this is evidenced in our recent staff survey where colleagues' wellbeing support is rated 29% higher than the national average.

Our staff are absolutely pivotal in shaping the Kingsdown experience for our students, compassionately unlocking student potential, fostering a sense of belonging and guiding them through their personal growth journey, we are looking for authentic, creative and inspiring colleagues that add value to our school community.

In return, our colleagues benefit from a wide variety of support including encouraged professional development opportunities, exceptional wellbeing support, free access to our gym and an excellent pension scheme. Each journey with us begins with a personalised induction programme that allows for new colleagues to feel supported, connected, welcomed and ready to make an impact from the moment you join.

Please take a moment to look at our website www.kingsdownschool.co.uk to see what we are all about, here you will learn more about our vision - the Wheel of Excellence, understand the values we uphold; Respectful relationships, Everyone Learning and a Commitment to Excellence, and see why our mission is to champion each and every student.

In the meantime, I thank you for taking the time and interest in Kingsdown School and look forward to hearing from you and hopefully meeting you soon.

With best wishes



Emma Leigh-Bennett
Headteacher

The River Learning Trust and Kingsdown School are committed to safeguarding and promoting the welfare of all children and preventing extremism. The Trust is required to conduct a variety of checks and online searches about you as part of their recruitment process in accordance with Keeping Children Safe in Education guidance. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children.

For all RLT Safer Recruitment Documentation candidates should click on the following link [RLT Safer Recruitment Documents for Candidates](#) Please see our website for up to date policies including our Child Protection and Behaviour Policies.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. For further guidance for applicants click on this link [List of offences that are not filtered](#).

www.kingsdownschool.co.uk
We champion each and every student

Teacher of Science

Role specific information

Start date:	September 2026
Closing date:	Monday 22nd June, 9.00am
Shortlisting date:	Monday 22nd June
Interview date:	Wednesday 1st July
Contract:	Permanent
Working hours:	Full time, 32.5 hours per week
Salary Range:	Main scale/UP scale (pending pay award)
Recruitment allowance:	£2,000

Develop your classroom practice at Kingsdown School within a supportive team that values your professional agency and provides structured, high-quality CPLD.

As a Teacher of Science at Kingsdown School, your impact extends far beyond exam preparation. You will lead classrooms where scientific inquiry is brought to life, directly contributing to an enrichment culture that saw our own students reach the Science Fame Lab finals in the Swindon Borough Council Chambers in March 2026. From exploring forces first-hand during trips to the Cotswold Gliding Club to guiding daily practical experiments, you will shape the academic confidence and career aspirations of young people across Swindon.

What You'll Bring

- Qualified Teacher Status (QTS) or currently working towards completion of an initial teacher training route.
- A deep subject passion for the sciences, with the capability to teach across Key Stages 3 and 4 (all specialisms welcome).
- An evidence-informed approach to classroom practice and a desire to engage with high-quality CPLD.
- A commitment to collaborative culture—someone who thrives on sharing resources, ideas, and feedback.
- An empathetic mindset focused on building respectful relationships with a diverse pupil body.

The "Why Us" Difference

- **Centrally Planned Curriculum:** We provide high-quality, centrally planned science curricula and shared resources baseline banks, removing the burden of individual lesson preparation and allowing you to focus on classroom delivery
- **Integrated CPD:** Professional development is built directly into the school day rather than tacked on as an afterthought.
- **Operational Support:** Our science teachers are supported by an efficient, professional technician team, ensuring practical setups are organised to maximise learning time.

A £2,000 recruitment incentive (R&R) payment for successful candidates applying directly to RLT for this role, is payable after a qualifying period of two full terms in this role. This includes a 2-year retention period.

www.kingsdownschool.co.uk

We champion each and every student

For more details, please see the Job Description below. If you would like to know more about this opportunity, or to arrange visit or a call please contact recruitment@kingsdownschool.co.uk

This role includes regulated activity relevant to children.

Kingsdown School and the River Learning Trust

By joining our Kingsdown family you will join a team who genuinely cares and champions each and every student and each and every member of the Kingsdown team.

At Kingsdown, we know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT has a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy.

One of the core values of the RLT is that 'everyone is learning' and at Kingsdown we ensure each person has the personalised CPLD that they deserve. We do this through a variety of programmes that allows all staff to take a lead on their own professional development, with the support of colleagues within the school. We are also very excited to be launching our coaching model this year, to allow staff the opportunity to be coached and develop their teaching practice further, whatever stage of their career they are in. High quality CPLD and training are an integral part of our meeting schedule and time is given to curriculum teams to collaborate and learn from each other. Alongside this we have a personalised induction programme that allows for new staff members to join us feeling supported and welcomed from day one.

Education has the power to change lives, communities and society for the better. At RLT we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone. Schools in RLT are united by a common belief in the benefits of working together, and by our commitment to shared principles.

OUR VISION is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

OUR 'WHY?' is that children and young people 'only get one go' in school and therefore as part of RLT we aim to ensure the best possible 'go' for our pupils.

OUR 'HOW?' is through the highest support and challenge for our schools and each other, underpinned by our principles.

Our employees benefit from a wide variety of support including extensive continuing professional learning and development opportunities, wellbeing and staff networks and access to Defined Benefit Pension Schemes (TPS and LGPS) for all staff. For more information on what it is like to work for the Trust, and the benefits you could access, please see our "[Working in RLT](#)" guide.

Job Role: Main Scale Teacher: Science

Person Specification Main Scale Teacher: Science

KNOWLEDGE AND EXPERIENCE – ESSENTIAL

- Graduate (with a good degree)
- Qualified teacher
- Knowledge and experience of how to raise achievement and achieve excellent student progress for all students regardless of their barriers
- Ability to self-evaluate and identify the actions needed to secure further improvement of students
- A knowledge of how students learn and remember
- Knowledge and experience of how to inspire and motivate students
- Experience in the effective use of data to intervene and accelerate progress
- Strong IT and organisational skills
- The ability to establish a positive ethos with a commitment to high aspirations for all students

PERSONAL SKILLS AND QUALITIES – ESSENTIAL

- Enthusiasm for and commitment to the achievement of the school’s overall vision, mission statement and strategic priorities
- Enthusiasm and commitment to supporting the Science team
- A commitment to one’s professional development – a real restlessness to self-improve
- Excellent organisational skills including being able to prioritise and manage their own time effectively, work under pressure and to deadlines
- Excellent interpersonal skills
- Excellent innovative and creative skills
- Ability to work on own initiative and prioritise work to given deadlines; ability to work accurately and methodically under pressure
- Awareness of and commitment to equal opportunities and valuing diversity
- Commitment to the safeguarding and promotion of the welfare of young people
- Enthusiasm to promote a positive school image
- Holding the aspirations, talent and enthusiasm for myself
- Commitment to principles of comprehensive and inclusive education and fairness to all
- An unequivocal positive role model to staff and students
- Good humoured, warmth and moral purpose

Key Responsibilities

Main Scale Teacher: Science

Responsibilities:

1. Deliver lessons following the centralised curriculum
2. Raise standards of student attainment and achievement and support student progress
3. Be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners which lead to excellent results and outcomes.
4. Participate in the school's QA model
5. Analyse class data to formulate an action plan to maximise student outcomes
6. Be prepared to share best practice in department meetings
7. Demonstrate a commitment to continued professional learning through wider research
8. Promote high expectations and develop a culture of learning within the classroom
9. Promote positive relationships with parents
10. Contribute to extra-curricular activities in and out of school to raise ambition and aspiration amongst all learners

Employee Signature:

Date:.....