



# Teacher of Science Candidate Pack

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## **Post: Teacher of Science**

<b>Pay Range: MPS/UPS</b>	<b>Proposed start date: 1st September 2026</b>
<b>Closing date: 12 noon on Monday 23<sup>rd</sup> February</b>	<b>Provisional interview date: w/c Monday 2nd March</b>

**Are you a passionate individual with a commitment to making a difference?**

If you think being a part of a school can be so much more, something that can enrich lives and build better futures for those who might not believe that's an option, then this is a place for you to work.

### **A bit about us:**

At Holyhead, we are privileged to work in a diverse and vibrant community. Our shared purpose and passion for serving the community and promoting social justice mean we are making a positive impact on students' life chances and aspirations. Our students are entitled to a first-rate, inclusive and context-specific education, one which provides them with the knowledge and skills to achieve their best possible outcomes. We promote and prioritise excellence, adults equipping students with the characteristics that are necessary for success in a rapidly changing society.

## What we are looking for...

An inspiring and enthusiastic teacher with excellent communication skills who will:

- Teach Science across Key Stage 3 and 4.
- To prepare students for external examinations and assessments as directed by the Director of Learning.

## What we can offer

- Excellent students and staff who will enthuse and inspire the successful candidate
  - The opportunity to be part of an innovative, progressive and successful school
  - A friendly and supportive working environment
  - A commitment to staff wellbeing
  - Access to a range of internal and external training programmes to support CPD
  - A comprehensive induction programme and the opportunity to engage in further professional development (including ECT programmes)
- A comprehensive pension scheme and staff benefits such as a 24/7 Employee Assistance programme and the Cycle to work scheme.

## More information

Please read the job description and person specification for further information about the role. We always welcome informal visits to come and meet us or to discuss the post in more detail over the phone. These opportunities can be arranged by contacting our HR Team via email at [hr@holyhead.crst.org.uk](mailto:hr@holyhead.crst.org.uk) or by phone on 0121 523 1960.

You should ensure your application form and supporting statement address all elements of the person specification. We will only consider candidates who meet the vast majority of the essential criteria outlined in the person specification.

Holyhead School and Central Region Schools Trust are committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and completion of an Enhanced DBS will be required by the successful candidate.

Please note: Applications are only accepted on the official CRST job application form, will be assessed upon receipt and *we reserve the right to interview and appoint prior to the closing date.*

# Welcome to Holyhead

It gives me great pride to welcome you to Holyhead School, a proud member of Central Region Schools Trust serving the community of Handsworth. I hope that you feel we are the right place to develop your career in the future.

Our learning community and partnerships exemplify everything you would want to see from a visible commitment to the distinctive CRST culture defined by our people, places and processes. Beyond that, you will find dedicated professionals who care deeply about high quality service and great pedagogy but above all, care passionately about improving the lives of the young people we serve.

Holyhead is a forward-looking, energetic school where staff strive to support our students' futures. Our decisions are evidence-based and rooted in integrity, and we communicate honestly, driven by moral values. As part of The Central Region Schools Trust, we are passionate about achieving social justice.

We cherish and enhance the unique spirit of Holyhead daily, fostering a culture of respect, responsibility, and excellence. High expectations and positive communication with parents and carers are key to raising achievement and aspirations.

Our staff are integral to both the school and the Handsworth community, showing care through their actions. Our students are vibrant and inquisitive, valuing strong relationships with staff. We celebrate success by valuing the courage to improve, taking responsibility for our actions, and challenging ourselves. Growth comes from our willingness to learn from mistakes.

Our broad, inclusive curriculum reflects our diversity and emphasizes literacy, and oracy, aiming to provide equity of opportunity. It seeks to develop expert knowledge and critical thinking, encouraging students to communicate their learning and ideas, whilst also building empathy with the experiences of others through seeking to understand differing perspectives.



We prepare students for success in a competitive world, with high destinations figures for university, apprenticeships, and employment. Above all, we take pride in developing confident, resilient children who will, and do contribute positively to society.

This mission is shared by all who work here, driven by our collective energy and passion.

**Dave Knox**

*Principal*

# Welcome to Holyhead



# 5 reasons why Holyhead could be your next destination

Every school will tell you that they are a special place to work, so it's important to read on to see what the justification is for such a statement. As the Principal at Holyhead, I'm not necessarily going to be the most objective author in theory, but what I might lack in that respect, I'd hope to make up for in terms of my experience of this school and community having worked here for over 20 years, all the way from a novice NQT to the person who greets you here and now!

## Reason 1: Do you share our values?

If you work here, you are passionate about social justice and will see yourself as part of not only the school community you work in, but the one that it serves in Handsworth. You show your care for the wellbeing and futures of the young people you work with here through your words and actions every day, as well as through your commitment to excellence by wanting to be the very best you can be in your role, taking every opportunity we will commit to give you to develop professionally and personally.

Decision making is informed by evidence and research, and is rooted in integrity. We communicate with honesty and do things because we believe it is morally right. We expect everyone to treat each other with respect, not only in the way that we communicate, but importantly in a way where we don't see a hierarchy of ideas. When you work here and can see problems, you will be encouraged to contribute ideas and solutions and we will listen when you've got them.

## Reason 2: Recruitment and Retention!

Many of our staff have been here for a long time, and/or like myself, they started their teaching careers at Holyhead. To say that no one ever chooses to leave would be manifestly false and ridiculous, but in a profession where opportunities are widely available and many choose to leave the job completely within their first few years, then there must be something about Holyhead that keeps people here for so long.



## Reason 3: A school community starts with the staff

We would describe ourselves as a friendly and welcoming school, but you'd expect that wouldn't you? The school is a genuine community though, one which in the words of John Tomsett "is remarkably strong... where students and staff feel part of something very special".

We have an active series of Staff Forums informed initially by Teacher Tapp School Surveys to ensure that staff voice is taken into account with all aspects of policy and practice, and we continue to rebuild the social connections that make a workplace more than just a place where we work, after the challenges of the COVID years. If you have a willingness to get involved and join in, you will find many others like you!

## Reason 4: A culture where we all want to learn and get better

Creating the conditions for improvement is fundamentally important to improve the outcomes of the young people at Holyhead and keep developing our staff. We've heavily invested in teacher development through high-quality CPD, both in-house and with partners like Ambition, InnerDrive Academy, and Talk the Talk. We've also developed an established programme of non-judgmental instructional coaching for lasting improvements. Building a culture where mistakes are seen as learning opportunities and encouraging teachers to take responsibility for their practice through Teaching Walkthrus continues to be key.

# 5 reasons why Holyhead could be your next destination

We want you to want to grow when you come to work with us, and that will include opportunities such as access to National Professional Qualifications alongside a range of other courses, including through the Central Region Schools Trust, and subject knowledge enhancement through our membership of the Princes Teaching Institute.

## Reason 5: What about the students?

I'll leave this to John Tomsett again as the objective observer of our school:

*"The greatest strength of the school is its students, who are an incredibly convincing manifestation of the cultural norms associated with CRST. They are respectful, considerate, happy, hard-working, accepting, engaging, and just generally delightful!"*

Our students are also full of character, they are vibrant, inquisitive, occasionally lively and most importantly, they value the relationships they build with teachers at the school.



It would be entirely disingenuous to say they are all angels, schools after all are a microcosm of society, but students at Holyhead form a bond with members of staff at the school, such is the emphasis we place on relationships. This doesn't mean we accept or excuse poor behaviour or manners, but we look to build opportunities for our young people to grow from the mistakes they make, whilst celebrating their successes with them at every chance we get.

Our students build relationships and trust with teachers who are firm **and** fair, and show through their deeds and words that they genuinely care. A sense of humour goes a long way, but an ability to explain yourself and demonstrate your love for your subject will take you further!

## Could we be the right place for you?

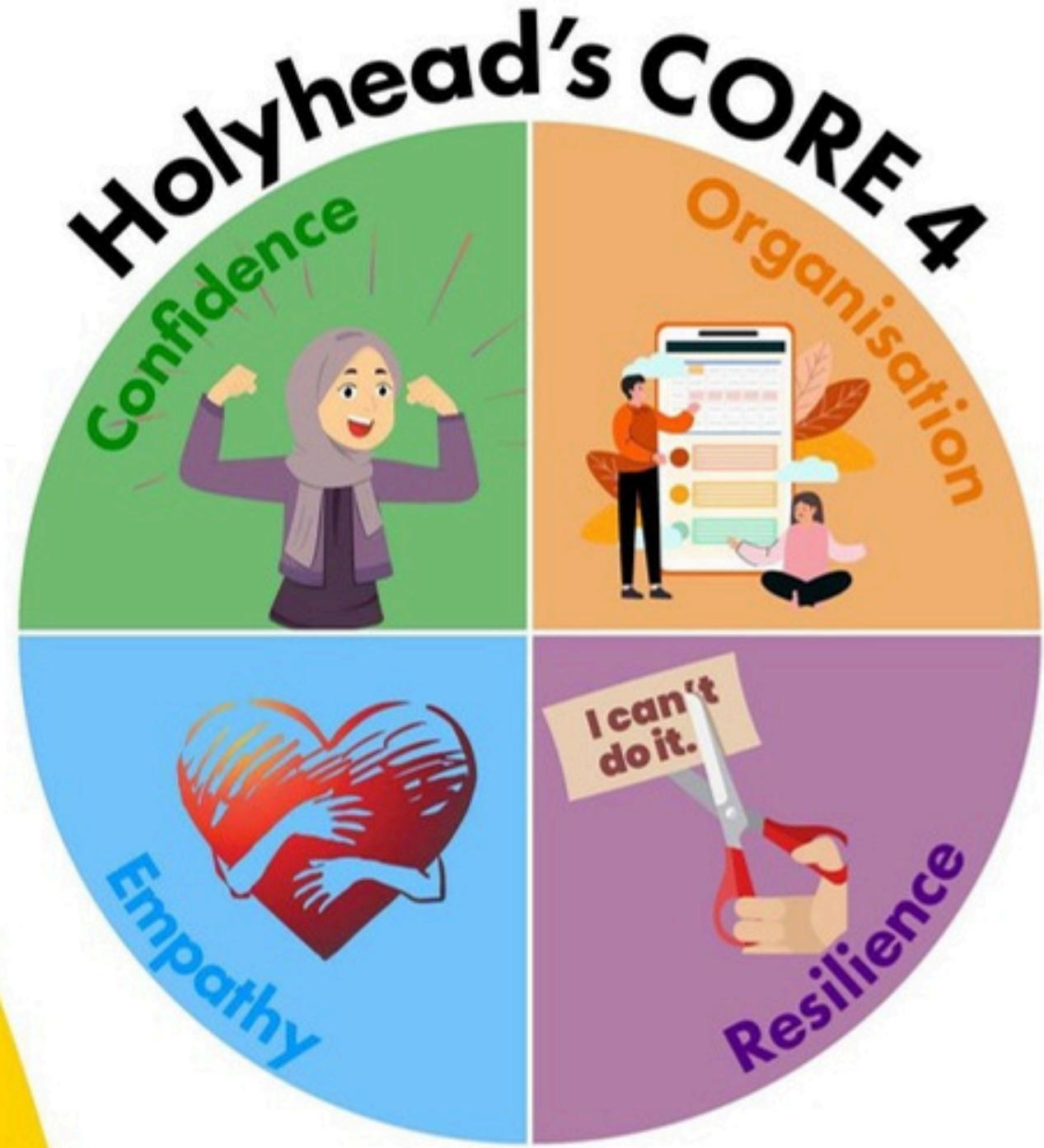
The context of the community we serve is such that the majority of our students are at an educational disadvantage when they come to us, be that through below average reading ages, significantly above national average Pupil Premium rates, or having English as an additional language. When we talk about having a passion for social justice, it comes through the determination to do everything we can to improve the life chances of all of our students, regardless of their starting point.

It's not easy, and it does require a level of emotional investment as well as the willingness to go the (somewhat cliched) 'above and beyond', but it is made possible by making workload reduction part of our commitment to staff, and by a genuine team ethos where we work together and treat each other like a work 'family'.

Teaching isn't a profession for the faint hearted, but I can honestly say that teaching at Holyhead is for the wholehearted and the kind hearted. It's a rewarding place to work in many ways. By all means read our Ofsted reports and look at our website, but if you think this might be the place for you then come and visit us first. We are open and honest, and we want to continually get better to do more for the young people of Handsworth. If you are that way inclined and this sounds like it might be right for you then get in touch and we hope to hear from you soon.

At Holyhead, we work to enhance the character attributes of our young people in many ways, but the most important attributes we have prioritised are our *CORE 4*.

Building these characteristics is an essential responsibility of all adults at Holyhead, whether that be through deliberate decisions in our curriculum and approach to behaviour, or through the nature of the day to day interactions we have with students.





## Our Vision

Holyhead serves and represents Handsworth and should be its premier school. A culture built on graft, intelligence and a sense of purpose leads our highly committed staff to make a lasting difference to the community.

We tackle barriers and build aspirations, believing every student deserves the best education and can achieve greatness as agents of change in our community and beyond. We celebrate diversity and to develop global citizens rooted in Handsworth.

Aligned with Central Region Schools Trust's mission to promote social justice, our work to 'Teach What Matters' must lead to the highest outcomes for all students, both academically and socially.

At Holyhead we pull **together**, we learn **together** and we achieve **together**.

## Our Mission

Inspiring futures and opening doors in the heart of Handsworth

## Our Values

### RESPECT

Respect for self, others and the school environment are key to our relationships, and a shared sense of pride in our school.

### RESPONSIBILITY

Accepting ownership for our decision making, actions and learning is key to our growth and success.

### EXCELLENCE

Striving to be our best will help ensure the most positive outcomes for all.

### COURAGE

We must always seek to show courage, knowing that mistakes are a fundamental part of learning or to always do the right thing in spite of external pressures.

# Advert

**Salary:** MPS/UPS

**Hours:** Full Time

**Start Date:** 1<sup>st</sup> September 2026

## **Key Duties and Responsibilities:**

- Be an active member of the science Faculty in implementing an engaging knowledge rich curriculum
- Plan challenging, engaging and accessible lessons for all students using the schemes of learning
- Teach science across the age and ability range
- Contribute to the refinement and resourcing of schemes of learning within science
- Prepare students for external examinations and assessments as directed by the Director of Learning for science
- Show a commitment to personal professional development

## **Key Tasks:**

- Contribute to the development of high quality schemes of learning
- Provide feedback to students' on their work according to the school/faculty policies
- Attend and contribute to relevant meetings
- Play an active part in the long term development of the faculty
- Prepare students for external examinations and assessments as directed
- Ensure regular assessments are carried out as directed by the Science Leadership Team and that these are used to inform academic profiles
- Monitor student progress including data analysis and, where appropriate put in place interventions to allow students to reach their potential
- Contribute to the faculties enrichment offer, helping to ensure all students can benefit from a wide range of experiences
- Play a full part in the allocated year group team, including carrying out duties as a form tutor
- Adapt lessons for the needs of SEND students in line with guidance from the SEND team, including making adjustments as outlined by SLIPS

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## **Safeguarding:**

- Ensure that all students have a safe environment in which they can learn, reporting any concern about the environment to a member of the site team or if appropriate to one of the Designated Safeguarding Leaders.
- Be aware of systems which support safeguarding and following the procedures as highlighted in the Safeguarding Policy
- Identify children who may benefit from early help as soon as possible and discuss this with one of the Designated Safeguarding Leaders
- Consider at all times what is in the best interests of the child
- Protect children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Take action to enable all children to have the best outcomes

## **Other Specific Duties:**

- Show a commitment to professional development through engagement with whole school and faculty led training as well keeping up to date with developments in pedagogy
- Engage actively in the performance management process
- Undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task to be 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 adhere to Central Region Schools Trust's agreed Code of Conduct.
- The school 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
- This job description is current at the date shown but in consultation with the post holder may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title

**Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff 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. This job description will be reviewed annually, and the Principal reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.**

# Person Specification

Criteria	Essential	Desirable	Method of Assessment
 Education and Qualifications	<ul style="list-style-type: none"> <li>• Honours degree in a science related subject</li> <li>• Qualified Teacher Status (including being qualified to teach in the UK)</li> <li>• Recent relevant in-service training</li> </ul>	<ul style="list-style-type: none"> <li>• PGCE</li> <li>• Evidence of further educational professional development within teaching and learning, science and leadership</li> </ul>	Application form and certificates
 Experience	<ul style="list-style-type: none"> <li>• Successful teacher training across a range of ability and ages</li> <li>• Successful and varied teaching experience in the secondary sector across KS3 and KS4 Science</li> <li>• Experience of monitoring student progress to demonstrate impact</li> </ul>	<ul style="list-style-type: none"> <li>• Successful and varied teaching experience in the secondary sector across KS5 Science</li> <li>• Experience of leading on departmental initiatives</li> <li>• Evidence of achieving excellent student outcomes</li> </ul>	Application form and interview
 Skills and Attributes	<ul style="list-style-type: none"> <li>• Ability to communicate clearly and effectively</li> <li>• Commitment to high quality teaching</li> <li>• Ability to motivate students</li> <li>• The ability to work under pressure and meet deadlines</li> <li>• Ability to utilise IT to support student learning</li> <li>• Able to reflect and learn from own classroom practice</li> <li>• Able to establish effective working relationships with a variety of individuals and as part of a team</li> </ul>		Application form, interview and references

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 <p>Knowledge</p>	<ul style="list-style-type: none"> <li>• Grounding in pedagogy including the importance of adaptive and responsive teaching for all students (including SEND students)</li> <li>• Awareness of a range of behavioural management strategies</li> <li>• Understanding the role of assessments to monitor progress and adapt teaching</li> <li>• Knowledge and understanding of the need for safe working practices within science education</li> </ul>	<ul style="list-style-type: none"> <li>• Strong knowledge of cognitive science and the impact it has on learning</li> <li>• Experience of Teaching WalkThrus</li> <li>• Experience of preparing students for examinations using techniques which aid memory retention and provide students with high quality model answers</li> <li>• Knowledge of national developments and requirements for the delivery of Science in schools</li> </ul>	<p>Application form and interview</p>
 <p>Personal Qualities</p>	<ul style="list-style-type: none"> <li>• Desire for constant improvement and personal development</li> <li>• Ability to maintain appropriate, productive relationships with students</li> <li>• Able to develop trusting relationships with others by treating people with respect and leading by example</li> <li>• Patience</li> <li>• Dynamic and energetic</li> <li>• Use of Initiative</li> <li>• A deep sense of integrity</li> <li>• Reliable and consistent</li> <li>• Adaptable and resilient</li> <li>• Optimistic</li> <li>• Creative</li> <li>• Sensitive and empathetic</li> <li>• Sense of humour</li> <li>• Emotional resilience</li> </ul>		<p>Application form and interview</p>

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 Attitudes and Values	<ul style="list-style-type: none"><li>• Enthusiastic about teaching science to young people of all abilities, and the impact it can have on the development of young people</li><li>• Willingness to contribute to the development of teaching and learning in science</li><li>• Willingness to work collaboratively with others in the development of the curriculum</li><li>• Demonstrates high expectations of learners</li></ul>		Application form and interview
 Professionalism	<ul style="list-style-type: none"><li>• Team player</li><li>• Ability to meet deadlines</li><li>• Commitment to high standards</li></ul>		Application form and interview



**Holyhead**

Teach What Matters

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