



Saint Joseph's
CATHOLIC SCHOOL

Teacher of Science

“With God’s love and inspiration, we aspire to
achieve excellence”

CANDIDATE INFORMATION



Welcome from the Headmaster

Dear Candidate,

The Governors and I welcome your interest in the position of Teacher of Science at St Joseph's Catholic School. The opportunity we are offering is for an experienced, energetic and forward-thinking individual to inspire our pupils with their love for science.

St Joseph's is a secondary comprehensive school with approximately 600 pupils on roll. We work as part of the Clifton Diocese and in partnership with other local catholic schools. The warm and welcoming atmosphere is matched by a strong focus on pupil progress and improving our pupil's life chances.

This role offers a valuable opportunity to make a significant difference to our pupils' learning and to contribute positively to the wider school community. If appointed, you would become part of a committed and collaborative team focused on securing the highest possible outcomes for the young people we serve. We are seeking an individual who shares our enthusiasm for science education and is motivated to inspire, challenge, and support pupils as they develop their curiosity, scientific understanding and full potential.

Dates

Closing Date: 4 February 2026

Interview Date: 9 February 2026

Start Date: September 2026

If you believe that this is a challenge that you would like to be a part of, we invite you to visit the school and see for yourself the opportunity we are offering.

I very much look forward to receiving your application. Should you have any queries, please do not hesitate to contact me.

Mr M Higgins
Headmaster

Key Information

Post:	Teacher of Science
Salary Range:	MPS/UPS
Responsible To:	Head of Science
Contract Type:	Permanent

Dates

Application Deadline:	4 February 2026
Interview Date:	9 February 2026
Start Date:	September 2026



Pupils feel welcome and included at St Joseph's. Kindness, tolerance and respect permeate all aspects of school life. Pupils know that they are valued as individuals, whatever their faith or background."

Ofsted 2024



Senior Leadership Team Structure

Headmaster
Mr M Higgins

Deputy Head
(Pastoral)
Mr K McGuinness

Deputy Head
(Academic)
Mr R Rooney

Operations &
Strategic Director
Mrs K Snell

Assistant Head
(Inclusion)
Mrs F Nobis

Assistant Head
(Digital Strategy)
Mr O Ford



Responsibilities & Key Tasks for a Teacher of Science

Job Purpose

The purpose of this role is to inspire and engage pupils in the wonder of science, fostering a passion for inquiry and academic excellence. Delivering high-quality, curriculum-aligned instruction in various scientific disciplines, including Biology, Chemistry, and Physics. By creating a dynamic learning environment you will encourage critical thinking, problem-solving, and collaboration among pupils.

Main Duties / Responsibilities

What follows is designed as a generic job description for all Science Teachers without specific teaching and learning responsibility points. The conditions of employment of teachers are provided in the 'School Teachers' Pay and Conditions Document', issued annually.

- To plan and prepare courses and lessons so that teaching and learning has due regard to up-to-date knowledge of the subject and teaching methodology.
- To plan with reference to the Science schemes of work for each Key Stage.
- To teach pupils according to their educational needs, including the setting and marking of work.
- To keep methods of teaching and learning, and programmes of study, under regular review.
- To teach other subjects from time to time as may be required by timetable constraints, including covering for absent colleagues.
- To provide and contribute to oral and written assessments, reports and references relating to individual pupils or groups of pupils. This will be in the context of helping to raise their standards of achievement, or for purposes of public examinations and assessments, and will be according to reasonable expectations established within the practices of the school.
- To assess, record and report on the development, progress and attainment of pupils, and to maintain accurate records of pupil attendance.
- To participate in current arrangements for performance management/appraisals.
- To identify personal development needs and seek ways of meeting them.
- To participate in arrangements for further training and professional development. This includes activities on School in-service training days or related to those days.
- To participate in induction arrangements where appropriate.
- To support and encourage all pupils to achieve the highest standards that they can. In some cases, this encouragement will extend to independent learning and pupil involvement in extra activities beyond the classroom.
- To provide guidance and advice to pupils on educational and appropriate social matters and, as far as is practicable, on their further education and future careers. This is likely to include information about sources of more expert advice on specific questions and is partly, but not exclusively, related to the work that many teachers perform as form tutors.

- To communicate and consult with parents and others outside the school when necessary (including appropriate meetings) according to the routines of the School.
- To advise and co-operate with the Headmaster and other staff on the preparation and development of courses, materials, teaching programmes, methods of teaching and assessment.
- To maintain good order and discipline among the pupils, using the scope of the existing guidelines and the expectations of conduct as specified by the Headmaster.
- To endeavour to create a safe and attractive environment for teaching and learning.
- To participate in the school's agreed pattern of meetings.
- To participate in arrangements for supervision during examinations where necessary.
- To contribute to a regular programme of supervisory duties assigned in an equitable way.
- To perform particular duties in accordance with directions given by the Headmaster, allocated from time to time on a reasonable basis.

We are committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

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 be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

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



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“The harmonious, inclusive atmosphere is underpinned by warm relationships between pupils and staff. Pupils have trusted adults to whom they can speak if they have any worries.”

“Many parents comment positively on the strong pastoral support that helps their children to flourish.”

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“Before I came to St Joseph’s I was very close to giving up on teaching as I had many knock backs in my first school... but it turns out I just hadn’t found the right school. I will be forever grateful for the support I received on a professional level, but also on a personal level when I needed it most.”

Former Teacher of Science

“You really have been a wonderful team to work with. You are all so patient and kind which really makes a difference. You are all part of an amazing team and the pupils at this school are very lucky to have you all.”

Former Teacher of Science

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Person Specification for Teacher of Science

Criteria	Essential	Desirable	Identified By
Qualifications			
Qualified Teacher Status	✓		Application Form
A degree or equivalent in Science or a related subject	✓		Application Form
Relevant higher degree		✓	Application Form
Professional Development			
Recent relevant in-service training in Science	✓		Application Form
Commitment to own professional development	✓		Interview
Further professional training		✓	Application Form
Experience			
Taught Science across the ability range and 11-16 range	✓		Application, Interview
A proven track record of good and outstanding teaching	✓		Application, Interview
Evidence of high achievement in teaching throughout the Key Stages		✓	Application, Interview
Experience as a Form Tutor		✓	Application, Interview
Knowledge & Skills			
Strong classroom management	✓		Interview, Selection Process
Knowledge and understanding of appropriate GCSE syllabuses and schemes of work across all year groups	✓		Interview, Selection Process
The ability to motivate and inspire staff and pupils	✓		Interview, Selection Process
Ability to contribute to whole school work		✓	Interview, Selection Process
Commitments			
Sympathetic to Catholic values	✓		Interview
Professional and positive working relationships with staff & pupils	✓		Selection Process
An understanding of the school's priorities in line with the Development Plan and Self Evaluation process	✓		Application, Interview
Involvement in cross curricular initiatives and projects		✓	Interview
Personal Qualities			
Energy and ambition	✓		Application, Interview
Ability to work under pressure	✓		Application, Interview
Sense of humour and positive outlook	✓		Application, Interview
Good organisation	✓		Application, Interview

About St Joseph's Catholic School

"With God's love and inspiration, we aspire to achieve excellence"

St Joseph's is a co-educational, 11-16 Catholic voluntary-aided school in the diocese of Clifton and the county of Wiltshire. Our aim is to provide a caring educational environment where each person is valued and is given the dignity due to a child of God.

Our School Ethos

St Joseph's Catholic School is an 11-16 school located in the beautiful city of Salisbury, Wiltshire. It is a vibrant, exciting and caring school where our Catholic ethos is at the heart of everything we do.

Our values and ethos permeate everyday life as a community. Each child and every adult are treated with the utmost dignity and respect. Consequently, pupils leave us as well-rounded individuals and staff turnover is exceptionally low.

Our Catholic school is committed to being a centre of excellence for all faiths and abilities and we are very proud of our successes and our outstanding reputation within the local community.

Overview of the School

Our school encourages and guides each of its pupils to develop their own unique gifts and talents.

By providing a broad range of learning experiences and a supportive and nurturing environment, our pupils enter the world as confident, rounded individuals, with high expectations of themselves and the self-belief, skills and attributes to achieve their true potential.

Everyone in school is here for a purpose, to learn each day, and to widen their knowledge and experience and imaginative understanding.

At both Key Stage 3 and 4, opportunities within the curriculum enable pupils to enjoy, achieve and grow in their learning. Pupils follow a curriculum that is appropriate to their needs, provides challenge and enables them to achieve.

There is a positive atmosphere for learning in lessons at St Joseph's, as teachers and subject leaders are constantly finding innovative and engaging learning experiences for pupils.





Academic Success

St Joseph's has recently reviewed the academic life of the school. The curriculum has been reformed to; provide greater breadth & depth with new subjects introduced; increase rigour & challenge to ensure all pupils are appropriately stretched and supported; and to provide pupils with solid foundations for their chosen future pathways.

Our approach to teaching and learning ensures that teachers follow principles not prescription and have autonomy on how best to ensure the pupils in their care progress and fulfil their academic potential.

Our approach has led to an increase of 15% in 9-4 GCSE passes in the last year.

Staff Welfare & Career Professional Learning

As a school that values Career Professional Learning for all our staff, we have an extensive range of courses and opportunities on offer which enables our staff to flourish.

We offer a suite of NPQ national qualifications to all those staff who show leadership potential and wish to move into leadership roles in the coming years.

Recently, we have supported many staff to become qualified teachers via SUPA Salisbury and the Assessment Only route.

Safeguarding & Child Protection

The school is committed to ensuring all aspects of safeguarding and child protection are of the highest standards. During the recruitment process, all candidates will be subject to the Safer Recruitment checks including but not limited to; The Disclosure and Barring Service, employment history continuity, full reference checks and social media/online presence.



Saint Joseph's
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