

Job Description

Job Title:	Teacher of Science
Responsible To:	Curriculum Area Leader
Hours:	Full Time
Date Produced:	March 2026

This job description allocates duties and responsibilities, but does not direct the particular amount of time to be spent on carrying each out.

This post is part of the School's teaching structure. The post holder will actively support the School's 'Raising Achievement of All' culture and participate in whole School self-evaluation and development.

The broad purpose of this post will include:

- Raising standards of student achievement and attainment within the School.
- Undertaking the professional duties of a teacher.
- Undertaking duties/roles and responsibilities assigned to him/her by the Headteacher.

Generic responsibilities:

- Contribute to the teaching of Science and in other areas as agreed.
- Safeguard and promote the welfare of students.
- Contribute to the maintenance of good behaviour in the School, including membership of a duty team.
- Contribute to the development of School policy, including the Curriculum Area Improvement Plan.
- Implement School policies and procedures.
- Ensure the learning experience of students is an enjoyable one.
- Ensure effective learning and teaching to maximise opportunities.
- Ensure effective resource preparation, marking, assessment and record keeping.
- Provide reports to Parents and Carers as required.
- Act as a positive, professional role model.
- Participate in appropriate meetings.
- Make a positive contribution to the School's pastoral system as a tutor or in other relevant roles.
- Ensure students have the opportunity to contribute to the self-evaluation process.
- Carry out other relevant and appropriate tasks as directed by the Headteacher.
- Adhere to Science related Health & Safety guidance and regulations as they relate to the School environment.

General Duties

With due regard to the above, to carry out such other appropriate duties as may be required. To play a part in the Health and Safety procedures of the school, including reporting concerns to the Deputy Headteacher/Curriculum Area Leader. See the School's Health and Safety Policy.

Notes

The Post holder must be prepared to carry out additional duties, which may reasonably be required by the Headteacher. The duties of this post may vary from time to time, as required by the changing needs

of the School as directed by the Headteacher, without changing their general character or level of responsibility.

This job description is subject to review and amendment in line with changing School requirements. It is hoped that all Staff will play a full and active part in the general life and activity of the School.

Context

All classroom teachers are role models to students within the school and at all times the values, vision and ethos of the school must be evident in their attitude and behaviour.

In order to promote and achieve the school vision and purpose the teacher should meet the core (C) standards as per the National Professional Standards for Teachers in England from September 2007.

The Job-holder will ensure that Icknield High School's policies are reflected in all aspects of his/her work, in particular those relating to; Equal Opportunities, Health and Safety, Data Protection Act (1984, 1998)

It is the individual's responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with.

This post meets the definition of 'Regulated Activity' as defined in the Safeguarding Vulnerable Groups Act 2006.

Because of the nature of this job, it will be necessary for an enhanced DBS check to be undertaken. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all unspent cautions and convictions; and also any adult cautions (simple or conditional), and spent convictions that are not protected as defined by the **Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020)**. A person's criminal record will not in itself prevent a person from being appointed to this post. Applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying. However in the event of the employment being taken up, any failure to disclose such offence, as detailed above, will result in dismissal or disciplinary action by the School / Authority.

Disclosures are handled in accordance with the DBS Code of Practice which can be accessed via www.disclosure.gov.uk

Person Specification for the role of Science Teacher

Please note that the information below, along with the relevant Job Description, acts as the selection criteria and should be used as guidance when completing your application for the post.

Key:

- Essential - without evidence of which the candidate would be declined
- Desirable - useful for the role but not essential, may be used when making decision between two otherwise equally appointable candidates.

Qualifications	Essential	Desirable	
<ul style="list-style-type: none"> • Qualified Teacher Status 	•		Application Reference Interview
<ul style="list-style-type: none"> • Degree Level Qualification in a Science subject. 	•		Application Reference Interview
Experience			
<ul style="list-style-type: none"> • Teaching in the relevant subject area/Key Stage. 	•		Application Reference Interview
<ul style="list-style-type: none"> • Using data to inform target setting and planning. 	•		Application Reference Interview
<ul style="list-style-type: none"> • Working with children with English as an Additional Language. 	•		Application Reference Interview
<ul style="list-style-type: none"> • Ability to contribute to the development of schemes of work 	•		Application Reference Interview
<ul style="list-style-type: none"> • Use of a variety of teaching and learning techniques to raise standards 	•		Application Reference Interview
Personal Qualities/Skills and Characteristics			
<ul style="list-style-type: none"> • Capability to challenge, influence and motivate students to achieve high standards 	•		Application Reference Interview
<ul style="list-style-type: none"> • Ability or potential to consistently deliver “good” lessons 	•		Application Reference Interview
<ul style="list-style-type: none"> • Ability to promote Science to students of all abilities 	•		Application Reference Interview
<ul style="list-style-type: none"> • Good communication and organisation skills. 	•		Application Reference Interview
<ul style="list-style-type: none"> • Ability to work as a member of a team. 	•		Application Reference Interview
	Essential	Desirable	
<ul style="list-style-type: none"> • Capability to demonstrate good classroom management. 	•		Application Reference Interview

• Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies).	•		Application Reference Interview
• Able to use IT to support both the curriculum work and organisation.	•		Application Reference Interview
• Able to identify the necessary resources which ensure high quality teaching and learning.	•		Application Reference Interview
• Able to assess the needs of individuals to inform lesson planning.	•		Application Reference Interview
• Able to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly.	•		Application Reference Interview
Knowledge/special aptitudes			
• Knowledge and understanding of the National Curriculum and appropriate examination syllabuses for Science at KS3 and KS4.	•		Application Reference Interview
• A range of behaviour for learning techniques.		•	Application Reference Interview
Equality Issues			
• Demonstrable commitment to inclusive teaching and learning.	•		Application Reference Interview
• Awareness of the effects of discrimination on students, parents, colleagues and policy.	•		Application ⁴ Reference Interview

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (2018)

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.