



JOB DESCRIPTION

LEAD TEACHER FOR SCIENCE

Reports to: Subject Leader for Science
Start Date: 1st September 2025
Salary: MPS/UPS plus TLR 2C

THE ROLE

These duties are in addition to the responsibilities of a main scale and upper pay scale teacher. This role has a specific focus on improving student outcomes, at KS4 and KS5 for A-Level and Applied General qualifications.

- Ensuring high-quality curriculum intent and implementation across the Science Faculty, with a focus on securing strong outcomes at KS4 and KS5.
- Planning and delivering high-quality lessons while modeling excellent practice in the classroom, maintaining a clear focus on outstanding teaching that directly impacts student progress and attainment.
- Carrying out the day-to-day duties of a classroom teacher to an exemplary standard.
- Leading, inspiring, and motivating colleagues to improve their teaching and learning practices through mentoring, coaching, and targeted support.
- Playing a lead role in developing and implementing policies and practices that directly contribute to improving student outcomes, working closely with the Senior Leadership Team.
- Undertaking research into best practice in Science education, using evidence-based approaches to improve teaching and learning.
- Developing high-quality teaching materials and schemes of learning that align with best practice and drive progress.
- Supporting the use of data and assessment to track progress and inform intervention strategies.

MAIN RESPONSIBILITIES

Strategic Direction and Development

- Assist in the development of appropriate syllabuses, resources, schemes of work, assessments, marking policies, and teaching strategies within the Science Faculty in all key stages.
- Assist in curriculum design at KS3 and KS5, for delivery of the new AAQ courses.
- Work to embed subject-specific literacy and exam preparation skills within Science teaching.
- Support improvement plans and capability processes for staff requiring professional development within the Science Faculty.
- Lead and collaborate with colleagues to determine and develop policies, procedures, and teaching strategies that improve student achievement, ensuring a collective responsibility for their implementation.
- Analyse national, local, and school data, as well as research and inspection findings, to inform Science Faculty policies, expectations, and teaching methodologies.
- Use data effectively to evaluate learner progress, assess the effectiveness of teaching, and implement improvements.
- Lead improvements in assessment practice, using statistical analysis to drive targeted interventions and teaching adjustments.



Teaching and Learning

- Consistently and effectively use high-impact teaching strategies to improve classroom practice and student outcomes.
- Disseminate excellent classroom practice to colleagues to raise teaching standards across the Science Faculty.
- Ensure and sustain effective Science teaching through structured monitoring and evaluation, including lesson observations, work scrutiny, and student feedback.
- Provide written reports to the Headteacher and Senior Leadership Team on key aspects of teaching and learning, including the impact of interventions and strategies for improvement.
- Teach a Science timetable, with a specific focus on KS5, ensuring best practice is modeled and embedded in the department.

Leading, Motivating, and Developing Staff

- Demonstrate teaching skills that lead to excellent outcomes at all key stages, particularly at KS4 and KS5.
- Support teachers in the Science Faculty with planning strategies to achieve student progress targets and objectives.
- Define and implement intervention strategies within the subject area, ensuring that students who need additional support receive targeted interventions.
- Conduct subject-specific quality assurance activities such as lesson observations and work scrutinies to maintain high standards.
- Contribute to the professional development of colleagues through coaching, mentoring, and induction support, ensuring effective and continuous improvements in practice.
- Provide high-quality feedback to colleagues, applying strong lesson observation skills to evaluate and advise on improvements in teaching and learning.
- Develop and implement effective strategies to improve student outcomes, ensuring that all interventions have a measurable impact.