



# READ SCHOOL

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DRAX

## **Position Vacancy – Science Teacher (full time)**

**Term: Permanent**

**Start Date: September 2025**

**Reports to: Head of Science**

Read School is seeking to appoint a Teacher of Science to teach Key Stage 3 who will also be required to teach Chemistry or Physics to Key Stages 4 and 5.

The successful candidate will:

- Have the enthusiasm to build an outstanding classroom environment in which pupils are motivated and supported to learn, enjoy and achieve
- Demonstrate the drive and skill to raise standards of students' attainment and achievement.
- Demonstrate strong subject knowledge and understand the importance of delivering well planned and sequential lessons
- Monitor and track student progress within their classes.

Read School encourages a diverse range of teaching styles with a strong commitment to active and independent learning and which support the inclusive ethos of the School.

Read School expects all teachers to demonstrate that their practice is consistent with the Teaching Standards.

### **Key Responsibilities**

#### **Teaching**

- Plan work in accordance with the School's schemes of work and national curriculum requirements;
- Assist in developing appropriate schemes of work, teaching resources and teaching strategies;
- Take account of pupils' prior levels of attainment and use them to set future targets;
- Maintain good discipline by following the behaviour policies and procedures;
- Ensure punctuality and establish a purposeful working atmosphere during all learning activities;
- Maintain excellent classroom management with due regard to health and safety policies;

- Set appropriate and challenging work for all students;
- Identify and work appropriately with SEND students and academically more able students;
- Keep up-to-date with subject developments;
- Liaise with the Head of Department on academic matters.

### **Assessment and reporting**

- Keep appropriate records of pupils' work;
- Mark and return work set, including any homework within an agreed and reasonable time;
- Carry out assessments, as agreed by the department;
- Complete records of achievement in line with school policy;
- Complete student reports in line with school policy;
- Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

### **Pastoral responsibilities**

- Fulfil Senior School form tutor role;
- Monitor and set targets for the social and academic progress of all pupils in the class, liaising with Head Key Stage regarding any causes for concern;
- Endeavour to build up a good relationship with pupils, so that they will look to the teacher for support and advice;
- Command high standards of pupil behaviour and conduct at all times and support the school in its application of related policies.

### **Contribution to wider life of the School**

- Comply with, and assist, with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to pastoral leadership team (PLT) or DSL, as appropriate;
- Maintain an inclusive learning environment for all pupils;
- Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others;
- Deliver extracurricular activities and duties within guidelines established by the School.

### **Qualifications**

- A good honours degree in a science.
- A teaching qualification together with Qualified Teacher Status (QTS)
- The role may suit a Science ECT wishing to complete their induction in a well-established Science Department, benefitting from mentoring by experienced colleagues.

## **Person Specification**

- A knowledge of the general science curriculum and experience of having taught all three sciences at Key Stage 3 is essential;
- Experience of having taught at least one science, preferably Chemistry through to GCSE or A-level. GCSE and A-level pupils follow the AQA examination syllabus;
- A clear understanding of the essential qualities necessary for effective teaching and learning;
- Ability to inspire and motivate pupils;
- Have high expectations of self and others;
- Have excellent organisational skills and the ability to prioritise when under time pressure;
- Possess imagination, enthusiasm and a good sense of humour;
- Be proactive in seeking appropriate advice and guidance where required;
- Work effectively as part of team.

## **Compensation and Benefits**

- Salaries are competitive and in line with independent school teaching scales.
- Continuous professional development - access to professional development training is provided as part of the school's performance development and appraisal process. Individuals are encouraged to continue to develop their skills to provide high quality teaching and learning for our pupils.
- Fee remission discount available on school fees. Full terms and conditions provided by the Finance department.
- Pension scheme.
- Refreshments and lunch provided during term time.
- Parking for staff members is provided onsite.

## **Application & Selection Process**

All applicants are required to complete an application form containing questions about their academic and employment history and their suitability for the role.

A letter of application addressed to the Head should accompany the application form. Short listed applicants will be invited to attend a formal interview at which their relevant skills and experience will be discussed in more detail. They will also be given a tour of Read School.

Interview panels will include at least one person trained in Safer Recruitment.

If it is decided to make an appointment following the formal interview, any such offer will be conditional on the following:

- the receipt of two references (one of which must be from the applicant's most recent employer) which the School considers to be satisfactory; Please note that references will be taken up on short listed candidates prior to interview.

- the receipt of an enhanced disclosure from the DBS which the School considers to be satisfactory; Read School is committed to safeguarding and promoting the welfare of children.

Our recruitment process follows the guidelines in KCSIE. Applicants undergo enhanced screening including checks with past employers, the DFE and the DBS.

February 2025