



**THOMAS ALLEYNE'S**  
HIGH SCHOOL



**INNOVATE2EDUCATE**  
Partnership

“Progress Opportunity Individuality”

Head of Science Application Pack



**INNOVATE2EDUCATE**  
Partnership

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## Introduction

We have an exciting opportunity to join our Science Department as a Head of Science (Curriculum Leader). This key role will lead the curriculum team, providing teachers with expert subject knowledge, leadership, and strategic direction.

The Head of Science at Thomas Alleyne's High School will oversee the teaching and learning of Science at KS3, KS4, and KS5. The successful candidate will have a strong passion for science education and a firm commitment to securing exceptional outcomes in GCSE Science and A-Level Biology, Chemistry, and Physics. In addition, they will have a clear vision for departmental development, a commitment to staff professional development, and the drive to raise whole-school achievement.

Thomas Alleyne's High School is a 13–18 comprehensive school at the heart of its community, committed to excellence in education. Our broad and balanced curriculum provides students with the knowledge, skills, and qualifications needed for success in their future studies and careers.

We are passionate about staff development and seek to nurture future leaders and outstanding teachers. Our comprehensive CPD programme supports teaching excellence and leadership progression through both internal and external development opportunities.

For an informal discussion about the role, please email [personnel@tahs.org.uk](mailto:personnel@tahs.org.uk)

*'We love, we listen, we learn  
we grow.'*

**Innovate2Educate  
Partnership**

# Thomas Alleyne's High School – Mission, Vision and Values

## 'Progress Opportunity Individuality'

### Our Vision

We are committed to serving our community by embracing excellence and transforming lives. Our vision is built on three key principles:

- **Progress** – Enabling every student to achieve their full potential.
- **Opportunity** – Ensuring students have access to diverse learning experiences.
- **Individuality** – Fostering confidence, independence, and ambition in every learner.

### Our Core Values

- **Tenacity** – Encouraging perseverance and resilience in all endeavors.
- **Health and Happiness** – Promoting well-being and positive mental health.
- **One Community** – Fostering inclusivity, collaboration, and belonging.
- **Mindfulness** – Encouraging self-awareness, reflection, and emotional intelligence.
- **Ambition** – Inspiring high aspirations and excellence in all students.
- **Self-fulfilled** – Enabling students to achieve personal success and satisfaction.

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### Ofsted Recognition and School Strengths

Thomas Alleyne's High School received **positive recognition in our latest Ofsted inspection** for:

- **Well-established behaviour routines** ensuring a calm and focused learning environment.
- **Strong curriculum intent and alignment**, with schemes of learning supporting student progression.
- **High expectations for student outcomes**, particularly in Science and core subjects.
- **Effective assessment strategies**, ensuring students' progress is closely monitored and gaps in learning are swiftly addressed.
- **A well-sequenced and ambitious Science curriculum**, which builds on prior knowledge and prepares students for higher-level study.
- **Support for SEND students**, ensuring adaptive teaching strategies help all learners access the curriculum effectively.

These strengths highlight the school's commitment to **high standards in teaching and learning**, and the **Head of Science will play a key role** in driving continued success in student achievement and progression.

# Advert

## Head of Science Permanent, Full-time

Required from September 2025

TMS - UPS3 plus TLR 1.2 - £12,042 per annum

**Do you have the potential to inspire, engage, motivate and support students to raise attainment?**

We have an exciting opportunity to join our Science Department as a Curriculum Leader. This key role will lead the curriculum team providing class teachers with expert subject knowledge and leadership.

The post of Head of Science at Thomas Alleyne's High School, will involve leading and teaching Science at KS3, KS4 and KS5. We are one of the few schools in the country to have a fully working farm on school site which provides unique opportunities for students in the Science department. The successful candidate will have a strong passion and firm commitment to securing exceptional outcomes in GCSE Science, alongside recruiting students and enabling students to realise their full potential in A-Level Science. In addition, they will have a firm commitment to raising whole-school achievement; have a professional approach to staff development; high expectations; and a determination to succeed.

Thomas Alleyne's High School is a 13 – 18 school at the heart of its community, which provides a broad and balanced curriculum for all students. We are committed to ensuring that every child has access to an outstanding education. Our successful track record of ensuring students make excellent progress has ensured improved outcomes for young people.

We are passionate about staff development and are looking to develop future leaders and outstanding teachers. We offer a comprehensive CPD programme to develop teaching practice as well as supporting emerging leaders, both through internal development and external programmes.

**If you would like to discuss the role please contact: [personnel@tahs.org.uk](mailto:personnel@tahs.org.uk)** or for more information and an application pack download the attached documents or

**Visit our website:** <http://www.thomasalleges.org.uk/page/?title=Vacancies&pid=134>

**E-mail:** [personnel@tahs.org.uk](mailto:personnel@tahs.org.uk) **Telephone:** 01889 561820

**Closing Date:** 9.00am on Tuesday 1st April 2025 **Interviews will be held:** Thursday 10th April 2025

**Please email completed and full applications to:** [personnel@tahs.org.uk](mailto:personnel@tahs.org.uk)

Innovate2educate is committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. This position is subject to a criminal record check from the Disclosure and Barring Service (DBS, formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form. All staff are also required to complete safeguarding training.

# Head of Science: Job Description

## Job Description – Head of Science

*To secure continuous improvement in the teaching of Science in the school, producing the highest standards of pupils' achievement and ensuring that all pupils develop their knowledge, understanding, skills, and abilities within an orderly, challenging and motivating educational environment.*

### Teaching, Learning, and Curriculum Development:

- Establish a **well-informed vision for Science**, ensuring it contributes to students' academic, social, moral, cultural, and spiritual development.
- Lead the development and implementation of **high-quality schemes of work**, ensuring progression, continuity, and depth of learning across KS3, KS4, and KS5.
- **Ensure high-quality teaching and learning**, using evidence-based strategies to improve pedagogy and student outcomes.
- Oversee **assessment, marking, and feedback policies**, ensuring they effectively support student progress and attainment.
- Support staff in delivering **differentiated lessons**, ensuring all learners, including SEND and disadvantaged students, can access the curriculum.
- Monitor and evaluate the impact of **curriculum implementation**, identifying areas for development and taking action to improve teaching practices.

### Monitoring, Evaluation, and Raising Standards:

- Track and analyse **student progress and attainment data**, identifying trends and implementing targeted interventions.
- Lead the department's **self-evaluation processes**, ensuring continuous improvement in teaching and learning.
- Set **high expectations** for student outcomes and provide strategic direction for raising achievement in Science.
- Work with other leaders to **develop whole-school strategies**, including literacy, numeracy, and cross-curricular STEM initiatives.

# Head of Science: Job Description

## Leadership and Management of the Science Team:

- Provide **effective leadership and management** for the Science Department, fostering a collaborative and ambitious team culture.
- Support the professional development of **staff at all career stages**, including Early Career Teachers (ECTs) and aspiring middle leaders.
- Lead **coaching, mentoring, and CPD initiatives** to improve teaching quality and subject expertise.
- Manage **staff deployment**, ensuring a balance of expertise and experience across Science disciplines.
- Conduct **appraisals and performance reviews**, setting clear targets for development and supporting staff in achieving their goals.

## Student Engagement and Extracurricular Opportunities:

- Promote **student engagement with Science**, fostering a love of learning and curiosity about STEM subjects.
- Develop and oversee **extracurricular activities**, such as Science clubs, competitions, and enrichment programmes.
- Work with external partners, including **universities, STEM organisations, and industry professionals**, to provide students with real-world Science experiences.
- Lead initiatives to **increase A-Level Science uptake**, ensuring a strong progression route for students interested in STEM careers.

## Departmental Operations and Resource Management:

- Oversee **budget planning and resource allocation**, ensuring the department is well-equipped for high-quality teaching.
- Maintain and enhance **specialist laboratory spaces**, ensuring compliance with health and safety regulations.
- Lead the strategic development of Science **facilities and equipment**, securing funding where necessary.
- Ensure compliance with **school policies and statutory requirements**, including safeguarding, health and safety, and exam regulations.

# Person Specification: Head of Science

Description	Essential	Desirable	Assessed through application	Assessed through interview and/or task
<b>Qualifications and Training:</b>				
A relevant good honours degree or equivalent qualification and Qualified Teacher Status	Y		Y	
An outstanding practitioner with substantial successful teaching experience across the 13-18 age and an ability to teach up to A-level Science in specialism	Y		Y	
Recent relevant personal professional development	Y		Y	
Experience of teaching A Level Science		Y	Y	
<b>Leadership &amp; Management Experience:</b>				
Experience of recent relevant leadership within a secondary and/or High School setting	Y		Y	
A recent and relevant leadership qualification or eagerness to undertake such qualifications		Y	Y	
Successful experience of leading an 'initiative'	Y		Y	Y
High profile in the school community	Y		Y	
Proven ability to raise standards	Y		Y	Y
Proven ability to set and achieve targets by being consistently focused on achieving high educational standards	Y			Y
Successful experience of strategic development planning, implementation, monitoring and evaluation with clear, successful outcomes at a team level	Y			Y
Experience of developing individualised learning that has impacted on students' learning and teaching approaches adopted by staff	Y		Y	Y
<b>Leadership &amp; Management Skills:</b>				
A commitment to manage and develop further high-performance teams	Y		Y	Y
Consistent approach to the promotion of high standards of behaviour, supporting the values of respectful, safe and ready to learn	Y			Y
Good understanding of key national educational priorities, policies and programmes of study in relation to Science.	Y			Y
Consistent approach to high teaching standards	Y			Y
Commitment to team and whole school professional development	Y		Y	Y
Able to articulate the approach to maintaining and developing the school's existing reputation	Y		Y	
A track record of organising curricular and extra-curricular events		Y	Y	

# Person Specification: Head of Science

A track record of organising curricular and extra-curricular events		Y	Y	
Ability to articulate a vision underpinned by targets and goals aligned with an ability to empower others	Y			Y
Resilience to manage one's own work pressures and the capacity to manage effectively the work of others	Y			Y
Be high profile and accessible around the department and school	Y			Y
<b>Personal Attributes and Skills:</b>				
High personal and professional standards	Y		Y	Y
Highly developed interpersonal and communication skills	Y		Y	Y
Ability to establish a positive ethos and sense of achievement for all	Y		Y	Y
Strong negotiating and influencing skills	Y		Y	Y
Emotional Intelligence	Y		Y	Y
Enthusiasm, flexibility and maturity of approach	Y		Y	Y
Good team player at all levels	Y		Y	
Ability to prioritise and use time effectively	Y		Y	Y
Generosity of spirit	Y		Y	Y
Integrity and loyalty	Y		Y	Y



# The Science Department

Our Science Department is a thriving and dynamic team dedicated to fostering a love for scientific inquiry and academic success. The department consists of 8 full-time and 3 part-time specialist teachers, supported by two experienced laboratory technicians.

## Facilities and Curriculum

- We have nine fully-equipped science laboratories, ensuring all science lessons are taught in specialist rooms.
- The department is structured with subject-specific leadership in Biology, Chemistry, Physics, and Applied Science.
- We offer a broad and ambitious curriculum, including:  
GCSE Science: AQA Combined Science and Separate Sciences in Biology, Chemistry, and Physics.
- A-Level Science: A-Level courses in Biology, Chemistry, and Physics.
- Vocational Pathways: BTEC Applied Science and Animal Care, which attract students of all abilities and provide excellent progression routes.

## Support and Enrichment

- The department is committed to high-quality teaching and learning, using evidence-based approaches and targeted interventions to support student progress.
- We actively promote STEM enrichment opportunities, including participation in national competitions and Olympiads.
- Science-based educational trips and external speaker sessions.
- Collaboration with local universities and industry professionals to provide real-world scientific experiences.
- Our school farm is an integral part of our Science provision, providing students with practical learning experiences in Animal Care.

The Science Department is a key strength of the school, recruiting well to A level courses, receiving positive student voice and inspiring students to pursue careers in STEM fields. We are looking for a passionate and forward-thinking leader to build on this success and drive the department forward.

# How to apply

## Salary & Contract Details:

- **Salary:** TMS - UPS3 plus TLR 1.2 (£12,042 per annum)
- **Contract Type:** Permanent, Full-Time
- **Start Date:** September 2025

**Closing Date:** 9.00am, Tuesday 1st April 2025

**Interviews:** Thursday 10th April 2025

To apply, please submit the following documents to [personnel@tahs.org.uk](mailto:personnel@tahs.org.uk):

## Completed application form

**A personal statement (maximum 2 pages)** detailing your experience, skills, and leadership vision for Science at Thomas Alleyne's High School.

For further information, visit our **Vacancies Page:** [Thomas Alleyne's High School Vacancies](#)

Thomas Alleyne's High School is committed to **safeguarding and promoting the welfare of young people**. The successful candidate will be required to undergo a **DBS check** and complete **safeguarding training**.



## Registered address:

Thomas Alleyne's High School, Dove Bank Uttoxeter, Staffordshire

ST14 8DU

