



CHARLTON SCHOOL

Building Knowledge • Developing Character • Inspiring Futures



Curriculum Leader of Science Candidate Pack



Deadline for submission:

9am Thursday 16th October

Shortlisting:

Friday 17th October

Interviews:

Tuesday 21st October

To discuss this role in more detail and to find out how to apply please contact our recruitment partner Chris Gartner

Think Education

07454 679 918

chris.gartner@thinkrecruitment.co.uk



Principal: Mrs Barton
Apley Avenue, Wellington, Telford, TF1 3FA
Telephone 01952 951409
www.charlton.uk.com



About Charlton School

Charlton School in Wellington, Telford, is a well-established comprehensive secondary academy with a “Good” Ofsted rating and a long tradition of serving its local community.

At Charlton we take pride in students’ progress, with learning at the heart of all we do. We know the importance of inspiring students to develop a thirst for learning, so our curriculum is broad, rich and matched to individuals’ needs.

Our emphasis on purposeful, relevant learning means that our students benefit from a range of visits, specialist teaching and extensive extra-curricular experiences. We aim for all our students to enjoy school, excel in their studies and attain outstanding outcomes.

Our vision is to nurture happy, healthy young people who have the knowledge, academic achievement and strength of character to lead safe and successful lives in modern Britain, preparing them for their next steps in education or employment with a thirst for lifelong learning.

At Charlton our ethos is built upon our three core values; we expect all members of the Charlton community to always exhibit these values:

Respect Responsibility Resilience

As part of the Learning Community Trust since December 2018, we are dedicated to providing a broad and enriching education, underpinned by strong pastoral care that supports the holistic development of each student. Our curriculum includes core and Ebacc subjects alongside valuable qualifications in technology, media studies, and ICT.

Beyond the classroom, Charlton School offers a vibrant and inclusive programme of enrichment activities, with particular strengths in P.E., providing opportunities for participation in numerous sports; and the Performing Arts, where students can explore their creativity through drama, music, and dance, fostering essential skills and promoting well-being.

Underpinning our commitment to student success is a parallel dedication to the professional growth of our staff. Charlton School fosters a culture of continuous improvement through a comprehensive Instructional Coaching programme, providing tailored support and development opportunities for all colleagues. This investment in our staff ensures the highest quality of teaching and learning across the academy. Furthermore, our centralised pastoral systems are designed to create a calm and purposeful learning environment where students feel safe, supported, and ready to thrive.

These robust structures enable consistent and effective support for student well-being, allowing them to focus on their academic progress within a positive and nurturing atmosphere.

At Charlton we aim to keep learning at the heart of all we do, recognising the strengths of collaboration and sharing best practice. We are a true learning school where every individual has the opportunity to develop, maximising their best practice.

Our Science Department

Our Science Department is a dedicated and experienced team who are committed to inspiring achievement in all our students.

With 9 fully equipped science laboratories, we provide a stimulating learning environment where students can engage in practical, hands-on investigations alongside high-quality teaching.

We follow the United Learning Key Stage 3 curriculum, which provides a rich foundation of scientific knowledge and skills, preparing students effectively for GCSE study. At Key Stage 4, we deliver the AQA Combined Science: Trilogy course, alongside the separate sciences in Biology, Chemistry, and Physics for students who wish to pursue a more specialised pathway. This ensures that all learners are supported and challenged to achieve their best, whether they are aspiring scientists or developing transferable skills for future careers.

Our department is made up of a strong and collaborative team of 10 specialist science teachers and two technicians, who bring a wealth of expertise across the disciplines. Together, we are committed to creating a culture of high expectations, intellectual curiosity, and enjoyment of learning.

We pride ourselves on fostering a love of science that extends beyond the classroom, through enrichment activities and STEM opportunities.

Joining our Science Department as Curriculum Leader means becoming part of a passionate team, committed to shaping the next generation of scientists, innovators, and problem-solvers.





Curriculum Leader of Science

Welcome

We are delighted to invite applications for the role of Curriculum Leader of Science to work closely with our Senior Leadership team from January 2026. This is a full-time, permanent position, offering an exciting opportunity to shape the future of Science provision at Charlton School.

If you are a passionate Science educator ready to inspire colleagues and students alike, we would love to hear from you.

Why Charlton School?

I feel extremely privileged to be the newly appointed Principal of such a successful and popular 11-16 comprehensive school, and a proud member of the Learning Community Trust.

At Charlton, we believe education is about much more than academic achievement. While we are committed to ensuring every student achieves the best possible outcomes, we also place great importance on developing character, nurturing curiosity, and inspiring futures.

Our vision - **Building Knowledge, Developing Character and Inspiring Futures** - guides everything we do.

We take pride in nurturing happy, healthy young people who are equipped with the knowledge, strength of character, and confidence to lead safe and successful lives in modern Britain. Our broad, balanced and knowledge-rich curriculum is matched to individual needs, offering opportunities for enrichment and personal growth throughout each student's five-year journey with us.

Our school values - **Respect, Responsibility and Resilience** - are at the heart of everything we do. Students are encouraged to respect themselves and others, take responsibility for their choices and learning, and show resilience in the face of challenges. These values are embedded in our culture and reflected in the way our students conduct themselves both in and out of school.

We see each student as an individual and support their development through a strong pastoral system. Form Tutors, Heads of Year and Pastoral Managers work together to track progress and provide guidance, ensuring every child feels safe, supported and valued. We are committed to the physical health, emotional wellbeing and personal success of every member of our school community.

Our curriculum offers a wide range of subjects - from sciences to the arts and sport to technology - giving students the chance to explore their interests, discover new passions and shine. Beyond the classroom, we provide extensive enrichment opportunities that help students build character, confidence and lifelong skills.

Charlton is well established and respected in our local community, with a consistent record of high standards and strong partnerships with feeder schools, families and community organisations. We celebrate diversity and encourage our students to be seen as mature, confident and responsible citizens who wear their uniform with pride.

We are proud of our school, proud of our students' achievements, the dedication of our staff, and the caring, inclusive atmosphere that makes Charlton such a special place to learn and grow.

What We Offer

Joining Charlton School as Curriculum Leader of Science will provide you with a wealth of professional rewards and support.

As part of our team, you will benefit from:

- A Strong, Supportive Community
- Excellent Trust Support from Learning Community Trust
- Excellent Professional Development and CPD
- Excellent Resources and Facilities
- Wellbeing and Benefits
- You will lead a well-resourced Science department. Charlton School boasts modern facilities, including dedicated Science labs. Staff have access to excellent IT tools and high-quality shared teaching materials, ensuring you can focus your time on driving student progress.

How to Apply



If you believe you have the passion, drive and expertise to become our Curriculum Leader of Science, we warmly encourage you to apply.

To discuss this role in more detail and to find out how to apply please contact our recruitment partner Chris Gartner from Think Education on 07454 679 918 or email him at

chris.gartner@thinkrecruitment.co.uk



Job Description

 Learning Community Trust		Learning Community Trust Job Description			 Learning Community Trust	
Job Title:	Curriculum Leader - Science	Salary:	UPS + TLRI	Work Schedule:	1.0 FTE	
CHARLTON SCHOOL						
Trust Mission and Vision						
Mission Statement: Providing a formidable education, within the classroom and beyond, to inspire the next generation of global citizens						
Vision: Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.						
How our vision aligns with our teachers' roles						
A Trust With Heart	Successful Pupils	Never Leave A Child Behind	Learning For All			
Thriving Community	Respect For All	Together We Are Stronger	Coping With The Challenges Of Life			
Role Specific Information						
Main purpose of role	The Curriculum Leader (CL) is a key leadership role within the school, responsible for overseeing the delivery and development of the curriculum, ensuring high standards of teaching, learning, and student achievement within their department. The CL will manage staff, resources, and operations, fostering a positive and supportive learning environment while ensuring the department aligns with the school's overall strategic goals.					
Duties and Responsibilities	Key Responsibilities: Curriculum Leadership and Development: <ul style="list-style-type: none">• Lead the design, planning, and implementation of a robust and challenging curriculum that is in line with school policies, national guidelines, and educational best practices.• Ensure that the curriculum within the department meets the needs of all students and contributes to raising achievement for all learners, including those identified as PP and those with SEND and EAL.• Regularly review and update schemes of work and resources to ensure high-quality teaching and learning in line with Charlton and Trust Policies and Learning Frameworks.• To facilitate Subject Development and INSET sessions where required and appropriate.• Monitor the impact of the curriculum on student progress and attainment, making adjustments where necessary.• Work with colleagues in KS1 and KS2 to establish meaningful and appropriate links for Curriculum continuity. Teaching and Learning: <ul style="list-style-type: none">• Set clear expectations for teaching and learning within the department, fostering a culture of high expectations and excellence.• Support, mentor, and coach departmental staff to improve their teaching practice, providing professional development opportunities where appropriate.• Lead by example in delivering high-quality lessons, offering subject expertise and effective pedagogy.• Promote innovative and evidence-based teaching strategies to support diverse learners and improve student outcomes.• To ensure the smooth delivery of learning experiences for students within the subject when staff are absent by supporting cover teachers with work.• To ensure that a full extra-curricular programme is available to support the learning and engagement within the subject• To lead the organisation of required intervention/revision programmes to maximise student outcomes					

Job Description

	<p>Staff Management and Development:</p> <ul style="list-style-type: none"> Set expectations for staff and students, in the context of school policies, and help them to achieve those standards in relation to: <ul style="list-style-type: none"> Working practices and relationships with students, including the management of behaviour for learning. Working practices and relationships with staff, including team working and mutual support. Help to identify and respond to the professional learning needs of staff at various stages of their career. Provide support for new staff and trainee teachers. Develop effective working relationships with SLT, other leaders and staff in the academy. Contribute to an effective support for staff in student disciplinary matters that is in line with whole school disciplinary procedures. Participate in professional development, acting as a coach for staff and be willing to be coached. Participate in recruitment and selection. Act as a positive role model for staff on a day-to-day basis. Provide effective leadership of the Appraisal process in line with the School and Trust Policy. <p>Assessment and Data Analysis:</p> <ul style="list-style-type: none"> Monitor student progress through regular assessment, data analysis, and reporting to ensure continuous improvement in student outcomes. Use data to identify trends, highlight areas of concern, and implement strategies to address underperformance. Ensure the accurate tracking of student progress and the timely reporting of results to parents, governors, and the leadership team. Monitor the intervention outcomes to determine impact and the appropriate next steps. <p>Resource Management:</p> <ul style="list-style-type: none"> Manage the departmental budget effectively alongside SLT, ensuring that resources are allocated to support teaching and learning needs including ICT. Oversee the procurement and maintenance of teaching resources, ensuring that the department has the tools and materials needed for effective teaching. Ensure the department maintains a safe, well-organised, and stimulating learning environment with specific reference to Health and Safety in Science. Help deploy staff. <p>Strategic Leadership and School Improvement:</p> <ul style="list-style-type: none"> Contribute to the development and implementation of the school's strategic vision, ethos, and goals. Collaborate with other CLs, senior leadership, and staff to drive school-wide improvement initiatives and ensure consistency across the school. Lead and support whole-school initiatives that enhance teaching, learning, and the school's broader curriculum. <p>Communication and Parental Engagement:</p> <ul style="list-style-type: none"> Foster strong relationships with students, parents, and the wider school community, keeping stakeholders informed about department activities and student progress. Organise and participate in parent evenings, meetings, and events to support student progress and engagement.

Job Description

	<ul style="list-style-type: none"> Provide timely and constructive feedback to parents regarding student achievement and development. <p>Safeguarding and Pastoral Care:</p> <ul style="list-style-type: none"> Ensure the department's adherence to safeguarding and child protection policies. Promote and model positive behaviour, discipline, and respect within the department. Support the emotional and social development of students, providing guidance and support where necessary.
Specific additional role based on specific appointment:	<p>Qualifications and Experience:</p> <ul style="list-style-type: none"> A degree in related field. Qualified Teacher Status (QTS) and significant teaching experience in the subject area Proven leadership experience within an educational setting, preferably at a senior level. Strong track record of improving student outcomes in subject area. Experience in curriculum development and implementation. <p>Skills and Attributes:</p> <ul style="list-style-type: none"> Excellent leadership and management skills. Strong analytical and problem-solving abilities. Effective communication and interpersonal skills. Ability to inspire and motivate teachers and students. Commitment to continuous professional development and educational excellence. <p>Salary and Benefits:</p> <ul style="list-style-type: none"> Comprehensive benefits package, including pension scheme, professional development opportunities, and other benefits.
<p>This job description may be reviewed as part of the appraisal process and may be subject to amendment or modification after consultation with the post holder</p> <p>It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holders' professional responsibilities and duties, including the provision of high-quality teaching and learning across the Academy and the pastoral care of the pupils in their charge.</p> <p>Elements of this job description and changes to it may be negotiated at the request of the principal or the Learning Community Trust or the incumbent of the post.</p>	

Person Specification

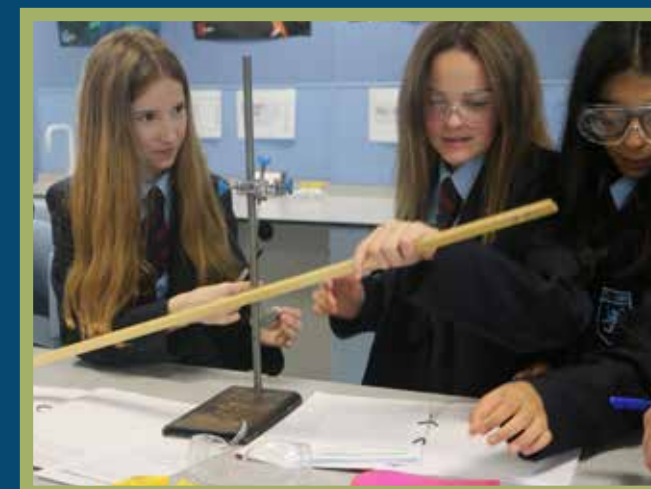
CRITERIA	QUALITIES
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status • Science Degree • Successful teaching experience in KS3 and KS4 • 2 consecutive successful appraisals/ performance reviews
Skills and knowledge	<ul style="list-style-type: none"> • Highly competent in all elements of the Teachers' Standards • Achievements and contribution to educational settings are substantial and sustained • An excellent knowledge of the National Curriculum • An excellent knowledge of effective teaching and learning strategies • An excellent understanding of how children learn • Extensive knowledge of how to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • An excellent knowledge of guidance and requirements around safeguarding children • Extensive knowledge of effective behaviour management strategies • Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject/curriculum area you teach • A more developed knowledge and understanding of your subject/curriculum area and related pedagogy, including how learning should progress • Flexible, creative and adept at designing learning sequencing within and across lessons as part of the curriculum • Good ICT skills, particularly using ICT to support learning
Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy. • High expectations for children's attainment and progress • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality

The Learning Community Trust is committed to safeguarding and promoting the welfare of children and young people. All post holders are subject to an enhanced DBS check (including a check on the children's barred list) and an online search for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process.

In line with the Statutory Guidance Keeping Children Safe in Education an online check will be undertaken for all shortlisted candidates prior to the interview.

We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our school's commitment to safeguarding, please see our Child Protection & Safeguarding Policy.



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