



Teacher of Science Application Pack

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



Simon Ward
Headteacher

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

- To apply, please visit our website and apply through **My New Term**.
- Our website: [Our Vacancies - Altus Education Partnership](#)
- Provide a supporting statement of no more than two sides of A4, addressing the criteria in the person specification.

Deadline

The deadline for the post is **Wednesday 30th September 2026** (to arrive no later than 12.00 midday).
Interviews are expected to be held **W/c 5th October 2026**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

The post will be paid on the **Main/Upper Teacher Pay Scale**

Start Date

January 2027

For an Application Pack

1. Visit www.altusep.com
2. Contact Caroline Sullivan – HR Officer: recruitment@altusep.com
3. Telephone 01706 769999

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Background Information

Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Rochdale Sixth Form College**, opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has dramatically raised achievement in the area and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly ranks among the highest performing colleges in the country in both the DfE's Performance Tables and the National Achievement Rate Tables.
- **Edgar Wood Academy** opened in 2021 under Wave 13 of the Free Schools Programme. While the school was judged Requires Improvement at its first inspection, Ofsted has since recognised that the school is improving, and we are confident in the direction of travel. The Academy is building a strong reputation locally and benefits from a committed staff and leadership team focused on rapid progress.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

Role Description

Job Title:	Teacher of Science
Reports to:	Faculty Lead
Contract:	Permanent – Full Time
Salary:	Main/Upper Teacher Pay Scale
Start Date:	January 2027

Primary Purpose:

We are looking to appoint an enthusiastic and committed Teacher of Science who is passionate about their subject and eager to join an ambitious and forward-thinking department. The successful candidate will have strong subject knowledge and the skills to deliver high-quality teaching that engages, challenges and inspires students across Key Stages 3 and 4.

We are looking for a teacher who has high expectations for all students and is committed to securing strong outcomes through an ambitious and engaging Science curriculum. At Key Stage 4, students follow AQA specifications, with both Combined Science and separate Biology, Chemistry and Physics qualifications offered. Applications are welcomed from teachers across all Science specialisms.

The Science department at Kingsway Park High School is a supportive, collaborative and ambitious team, where colleagues work together to provide the best possible Science education for our students. We are fortunate to have specialist Science teaching spaces and dedicated technician support, alongside a strong culture of sharing resources, expertise and effective classroom practice. Colleagues are encouraged to contribute their ideas and strengths, with opportunities to help shape the continued development of our curriculum and the wider work of the department. We value teamwork, professional development and high expectations, while ensuring colleagues feel supported in their day-to-day practice.

We are looking for a teacher who can develop students' scientific knowledge, understanding and practical skills, encouraging curiosity and enabling them to make meaningful connections between scientific concepts and the world around them.

This is an exciting opportunity to join a department committed to high-quality teaching and learning and continuous improvement. Whether you are an experienced teacher or an Early Career Teacher, you will be supported to develop your practice and contribute to the continued success of Science at Kingsway Park High School.

Teaching and Learning Responsibilities

- Contribute effectively to the continued development of Science at KPHS, supporting the department's ambition to maximise student progress and achievement across Key Stages 3 and 4.
- Demonstrate strong subject knowledge and communicate scientific concepts accurately, clearly and engagingly.
- Plan and deliver high-quality, engaging and appropriately challenging lessons in accordance with the curriculum and school expectations.
- Use a range of effective teaching and assessment strategies to identify students' understanding, address misconceptions and inform future teaching.
- Adapt teaching appropriately in response to students' different starting points and needs, including those with SEND.
- Develop students' scientific knowledge, understanding, practical skills and ability to apply their learning in different contexts.
- Deliver practical Science safely and effectively, ensuring appropriate risk assessments, procedures and health and safety requirements are followed.
- Establish a positive and purposeful classroom environment in which students are encouraged to participate, question, think critically and develop independence.
- Maintain high expectations for student behaviour, engagement and achievement in accordance with school policies.
- Assess and record students' progress accurately and use assessment information effectively to support future learning.
- Provide effective and proportionate feedback that enables students to understand their progress and how they can improve.
- Contribute to curriculum planning, resource development and departmental discussions, working collaboratively with colleagues to improve provision and outcomes.
- Work collaboratively with SEND, pastoral and other colleagues to identify and address barriers to learning.
- Communicate effectively with parents/carers and relevant colleagues regarding students' progress, achievement and any concerns.
- Work actively to promote equality, celebrate diversity and ensure an inclusive learning environment for all students.
- Maintain appropriate confidentiality and handle information relating to students in accordance with school policy and data protection requirements.

Other Responsibilities

- Contribute to regular department meetings and participate actively in meetings relating to the curriculum, teaching and learning and the wider organisation of the school.
- Participate in arrangements for professional development as identified through school priorities and the appraisal process and take responsibility for own professional development.
- Contribute positively to the wider work and development of the Science department.

General Responsibilities

- Be an ambassador for Kingsway Park High School and consistently model and promote the school's vision, values and expectations.
- Establish and promote a culture of excellence, inclusion, equality and high expectations for all students.
- Make a positive contribution to the wider life and ethos of the school.
- Work collaboratively with colleagues across the school and contribute to the development, implementation and evaluation of school policies, practices and improvement priorities.

- Respond professionally and appropriately to unplanned situations, incidents and emergencies, prioritising the safety and wellbeing of students and staff.
- Attend meetings with parents/carers, external agencies and other professionals where appropriate to the role.
- Participate in the school's daily duty rota and other reasonable whole-school responsibilities.
- Support enrichment, trips, visits and other activities that enhance students' wider educational experience where appropriate.
- Undertake any other reasonable duties commensurate with the nature and level of the post as directed by the Headteacher, Line Manager or Senior Leadership Team.

Safeguarding, Health and Safety

- Promote the safety and wellbeing of students and fulfil safeguarding responsibilities in accordance with Keeping Children Safe in Education, the school's Child Protection Policy and other relevant policies and procedures.
- Maintain a safe learning and working environment and ensure appropriate health and safety procedures are followed within the subject area.
- Maintain appropriate confidentiality and handle information relating to students and staff in accordance with school policy and data protection requirements.

Professional Development

- Maintain up-to-date subject, curriculum, pedagogical knowledge through ongoing professional development and reflective practice.
- Take responsibility for identifying and addressing own professional development needs and engage positively with opportunities provided by the school and Trust.
- Participate fully in the school's appraisal and professional development processes.

Personal and Professional Conduct

- Uphold public trust in the teaching profession and maintain high standards of ethics and professional conduct both within and outside school.
- Demonstrate professional regard for the ethos, policies and practices of the school and maintain high standards of attendance and punctuality.
- Model positive attitudes, behaviours and professional relationships with students, colleagues, parents/carers and the wider school community.
- Promote equality of opportunity, respect individual differences and value the cultural, religious and wider diversity of the school community.
- Demonstrate accountability for the quality of leadership, curriculum provision and student outcomes within Religious Studies.

Person Specification

No.	Criteria	E/D	App Form	Interview
Qualifications				
1	A degree in Science or a relevant related subject	E	✓	
2	Qualified Teacher Status (QTS) or QTLS, or currently working towards QTS through an appropriate teacher training route	E	✓	
Experience				
3	Evidence of effective classroom practice	E	✓	✓
4	Experience of teaching Science at Key Stage 3 and/or Key Stage 4	E	✓	✓
5	Experience of teaching Science at GCSE	D	✓	✓
Abilities, Skills and Knowledge				
6	Strong subject knowledge and a passion for Science	E	✓	✓
7	Ability to plan and deliver engaging, challenging and inclusive learning	E	✓	✓
8	Ability to engage and inspire students and promote high expectations and achievement	E	✓	✓
9	Ability to adapt teaching effectively to meet students' different starting points and needs	E	✓	✓
10	Understanding of effective assessment and how this can be used to support student progress	E	✓	✓
11	Knowledge and understanding of safe and effective practical Science	E	✓	✓
12	Ability to establish high standards of behaviour and a positive and purposeful learning environment	E	✓	✓
13	Ability to contribute positively to a team, share effective practice and develop resources collaboratively	E	✓	✓
14	Effective interpersonal, organisational and communication skills	E	✓	✓
15	Ability to be adaptable, reflective and responsive to feedback	E	✓	✓
Personal and Professional Characteristics				
16	Commitment to high expectations and positive outcomes for all students	E	✓	✓
17	Commitment to inclusion, equality of opportunity and meeting the needs of all learners	E	✓	✓
18	Commitment to professional learning and continuous improvement	E	✓	✓
19	High standards of personal and professional conduct	E	✓	✓
20	Commitment to safeguarding and promoting the welfare of children and young people	E	✓	✓
21	Commitment to the vision and values of Kingsway Park High School and Altus Education Partnership	E	✓	✓
22	Ability and willingness to contribute positively to the wider life of the school	D	✓	✓



Kingsway Park
HIGH SCHOOL

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