



Bolingbroke
Academy

Head of Science

An exciting opportunity has arisen for a dedicated Science Teacher to develop their career within our passionate and ever courageous community

We are a courageous, compassionate community - empowering excellence. We are a value lead organisation, being bold within every aspect of our lives at school.

We want all staff to thrive, modelling leadership and determination to the pupils and students within our rich and diverse academy, working together to fulfil our vision of creating a centre of excellence within our local community.

We empower our teams by valuing the individual and prioritising professional development. This is delivered through weekly CPD sessions, dedicated line management meetings and by encouraging staff to develop their own ideas and projects, within their departments and beyond.

Bolingbroke Academy is a uniquely exciting, fulfilling and innovative place to work, learn and grow. We are proud to be rated as 'Outstanding' in all five categories in the 2024 Ofsted inspection. Ofsted's recent parent survey also ranked us as the 'happiest secondary school' in Wandsworth.

The Role

Lead a professional community of subject teachers to ensure high attainment of their subject across all key stages and subjects of the Science curriculum. To develop and lead an exciting curriculum which drives ambitious outcomes for pupils and students by nurturing your people and modelling excellence across your daily practice.

Reports to: Assistant Principal

Start date: June 2026/September 2026

Contract: One year fixed-term (1st September 2025 to 31st August 2026)

Salary: Ark MPS AM1 – AM6 (£41,328 - £53,606) + TLR 1A (£10,173)

Closing Date: Friday, 10th April 2026

Key Responsibilities

- Secure academic outcomes in line with the targets set through the academy's target setting policy.
- Empower the TLR post holders and team to reflect and develop an exceptional Science curriculum.
- Be an outstanding teacher, able to motivate and challenge learners across Key Stages 3-5 and BTEC.
- Monitor, evaluate and continually improve the quality of planning, teaching and assessment
- Lead the assessment process in the subject ensuring accurate measurement of subject standards in all year groups at all summative assessment points.
- Analyse student performance data and respond to the outcomes of assessment to ensure appropriate planning, teaching and interventions are in place to keep all pupils on track to achieve their targets.

Leadership and Management

- Lead the professional development of the subject team to be highly effective practitioners.
- Regularly monitor the quality of teaching of others teaching the subject in line with academy expectations and provide effective feedback and coaching to ensure subject teaching continually improves.
- Line and performance manage any designated members of staff as per the academy policy and take necessary corrective action where there is any ineffective practice.
- Manage allocated budget effectively and stay within set budget allocation.
- Create an orderly subject environment in which the academy's culture and ethos is upheld.

Teaching and learning

- Exude a passion for science which is evident in your practice.
- Monitor the practice of others teaching the subject to ensure they are following all areas of subject and academy policy accurately and appropriately.
- To design an engaging and challenging curriculum that inspires pupils to appreciate the subject and its application, and which meets the needs of the pupils.
- To enhance and expand the curriculum through tutoring, intervention, trips and a diverse program of work.
- To deliver outstanding teaching of Science, helping pupils achieve excellent academic results.

School ethos and culture

- Be committed to Bolingbroke Academy's ethos of high expectations.
- Demonstrate high levels of ambition and optimism regarding what the Academy and its pupils can achieve.
- Provide a nurturing classroom and academy environment that helps students to develop as learners.
- Enrich the curriculum with trips and visits to enhance the learning experience of all pupils.

Other

- Undertake, and as required, deliver or be part of the appraisal system and relevant professional development.
- Perform additional duties and tasks required for the effective operation of the Academy as directed by your Line Manager and/or Principal.
- Have a passion to learn and develop your practice through regular CPD and feedback.
- The ability to question and challenge the status quo and find new and progressive solutions to existing systems.
- Have strong experience teaching and achieving great results up to Key Stage 4.
- The ability to work in a way that promotes the safety and wellbeing of students and pupils.

Person Specification

Qualification Criteria

- Appropriate degree.
- QTS qualified.
- Right to work in the UK.

Experience

- Experience of raising attainment in a classroom environment.
- Experience of reflecting on and improving teaching practice to increase student achievement.
- Experience of continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities.
- Up to date knowledge of the curriculum area.

Behaviours

- Motivation to continually improve standards and achieve excellence.
- Effective team worker.
- Genuine passion and a belief in the potential of every pupil.
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils.
- Role model to staff and pupils.
- Vision aligned with ARK's high aspirations, high expectations of self and others.

Skills and Attributes

Leadership

- Effective team member and leader.
- Previous experience as a line manager
- Have excellent communication skills, both written and verbal.
- High expectations for accountability and consistency.
- Vision aligned with Ark's high aspirations and high expectations of self and others.
- Genuine passion and a belief in the potential of every pupil.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Ability to understand and interpret complex pupil data to drive lesson planning and pupil attainment.
- Strong communication, planning and organisational skills.
- Demonstrable resilience, motivation and commitment to driving up standards of achievement.
- Ability to act as a role model to staff and pupils.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils.
- This post is subject to an enhanced DBS check.