

# Director of Science

## Candidate Pack

**Salary:** L10 (£64,691) - L14 (£71,330)

**Contract Type:** Full time

**Contract Term:** Permanent

**Location:** The Prescot School, Knowsley Park Lane, Prescot, L34 3NB

**Start date:** 1st September 2026



# About Us



## **WHY WE EXIST: A SHARED PURPOSE**

To empower our children to overcome barriers, be able to compete with the best, and shape the future.



## **HOW WE BEHAVE: THE HEATH FAMILY VALUES**

**With kindness:**  
we look out for each other.

**With integrity:**  
we do the right thing.

**With tenacity:**  
we do what it takes.



## **WHAT WE DO**

We lead schools in the North West to maximise attainment and nurture confident, resilient and compassionate individuals.



## **HOW WE WILL SUCCEED**

Through clarity, collaboration, accountability, and academic rigour.



# About Us

## The Prescott School –

The Prescott School is a vibrant, inclusive secondary school at the heart of the Knowsley community. We are proud of our rich history and excited about our future, as we continue to grow into a school where high expectations, strong values, and a culture of kindness, integrity and Tenacity shape every aspect of school life.

Over the past year, The Prescott School has seen significant improvements across key areas:

- **Behaviour and Culture** – Clear routines and consistent expectations have transformed the atmosphere of the school. Classrooms are calm, purposeful spaces where learning comes first. Our “Legendary Learner” culture celebrates positive behaviour and ensures students understand that every choice matters. Suspensions have reduced significantly, while positive behaviour points have risen by over 70%.
- **Attendance** – Through relentless focus, parental engagement, and creative interventions, we have seen one of the largest year-on-year improvements in attendance across the local authority. Persistent absence has dropped by over 17%, with more students than ever achieving 95%+ attendance.
- **Teaching and Learning** – We have invested heavily in staff development, embedding instructional coaching and high-quality CPD. Every Friday morning begins with professional learning, ensuring that our teachers are well supported and continuously improving. Our “LEARN” structure underpins consistent, high-quality classroom practice.
- **Curriculum and Outcomes** – Ambitious curriculum design and improved teaching standards are driving better academic results. Our predicted Attainment 8 scores are rising year on year, with greater numbers of students set to achieve strong passes in English and Maths.
- **Leadership and Support** – A restructured leadership team has strengthened capacity, with new roles created to drive. We are committed to supporting staff at every level, with clear career development pathways and opportunities to lead change.

**Community and Ethos** – Relationships with families and the wider community are stronger than ever. Parental engagement events are well attended, and local feedback highlights the visible improvements in student behaviour and pride in the school. Our values of kindness, integrity and Tenacity run through everything we do.

## Why Join Us?

This is an exciting time to become part of The Prescott School. We are a school in transformation – one where your contribution will make a real difference. We value collaboration, innovation, and commitment, and we are building a team of staff who want to be part of something special.

At The Prescott School, you will find:

- A supportive and ambitious leadership team.
- A strong culture of professional development.
- Students who are increasingly aspirational and proud of their school.
- A chance to shape the future of a school on its journey to excellence.



# We Offer:

- ✓ An opportunity to work in a values driven organisation and be part of a welcoming and dedicated team
- ✓ Support and training so that you can flourish in your role
- ✓ Recognition of the importance of a work life balance. Your emotional wellbeing is important to us and we strive to balance work and life and nurture the best possible environment for high performance and job satisfaction
- ✓ Work laptop
- ✓ Car lease scheme
- ✓ Cycle to work scheme
- ✓ Employer Pension Contribution – Local Government Pension Scheme (LGPS)
- ✓ Employee Assistance Programme (EAP)



# Director of Science

## Salary

Leadership 10—14

## Contract Type

Full time—Permanent

## Hours

Full time

## Closing Date

6th May 2026—9am

## Introduction

<b>Post Purpose:</b>	The successful applicant will join the Senior Leadership Team and lead rapid improvement in the Science department. Whole-school responsibilities will be determined by candidates' strengths to maximise impact across the school.
	<p>Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).</p> <p>To be accountable for leading, managing and developing Science across the school.</p> <p>To raise standards of pupil attainment and achievement within Science and to monitor and support pupil progress.</p> <p>To be accountable for pupil learning, progress and development within Science.</p> <p>To model excellent teaching and develop the teaching of others, ensuring that all teaching in the department results in good or better progress.</p> <p>To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils studying in the department, in accordance with the aims of the school and the curricular policies.</p> <p>To effectively manage and deploy teaching/support staff, financial and physical resources within the department to support the designated Science curriculum.</p> <p>To support the implementation of whole school SMSC, literacy and numeracy.</p>
<b>Reporting to:</b>	Vice Principal
<b>Responsible for:</b>	Teaching staff and other specified personnel within the department.
<b>Liaising with:</b>	Principal/Senior Leadership Team, Trust leaders other Subject Leaders, Pupil Support / Pastoral and relevant staff with cross-school responsibilities, relevant support staff and parents/carers.
<b>Working Time:</b>	Full time as specified within the STPCD

# Job Description

## **PUPIL ATTAINMENT AND PROGRESS**

To lead the development of appropriate syllabuses, resources, schemes of work, policies, assessment and teaching and learning strategies in the department

To liaise with SLT to set individual, class and departmental targets, supporting whole school targets

To establish and monitor an effective and accurate assessment Science identifying individual and departmental strengths and areas requiring intervention

To moderate and monitor assessment procedures

To ensure the department meets assessment deadlines

To review assessments with SLT link and ensure appropriate interventions are in place to maximise the potential of all pupils, reviewing progress regularly

To produce reports on examination performance, including the use of value-added Data

To support the RAP process and identify target pupils to support the improvements needed in all school measures

To provide the Governing Body with relevant information relating to the departmental performance and development.

## **PUPIL BEHAVIOUR AND SAFETY**

To ensure the Behaviour Management Science is implemented in the department so that effective learning can take place.

To monitor the movement of pupils around the teaching area and on the immediate corridor outside, ensuring safe and appropriate behaviour at all times

To ensure the teaching area is a safe, tidy, well ordered and attractive area to work in, completing risk assessments as appropriate

To monitor pupil attendance together with pupils' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.

To act as a Form Tutor (if appropriate) and to carry out the duties associated with that role  
To contribute to whole school initiatives and procedures as required

# Job Description

## **TEACHING AND LEARNING:**

To model excellent teaching

To work with the SLT and Head of Science to ensure that staff development needs are identified; develop and implement appropriate training to meet the needs of the department.

To continue own professional development as agreed with the Principal.

To act as an appraiser as per school policy

To establish common standards of practice within the department

To monitor the quality of teaching and learning within the department and support colleagues who require additional support.

To participate in the school's ITT programme.

## **LEADERSHIP AND MANAGEMENT:**

To lead curriculum development for the whole department.

To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of pupils and to the aims, objectives and strategic plans of the school.

To be responsible for the day-to-day management, control and operation of course provision with the department, including effective deployment of staff and physical resources.

To implement school policies and procedures, e.g. Equal Opportunities, Health and Safety, Staff Absence.

To lead and manage the business planning function of the department, and to ensure that the planning activities of the department reflect the needs of pupils within the subject area, SDP/ DDP and the aims and objectives of the school.

To manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records.

To work with the Vice Principal in order to ensure that the department's teaching commitments are effectively and efficiently time-tabled and roomed.

To be responsible for the efficient and effective deployment of the department's support staff

To make appropriate arrangements for classes when staff are absent and to ensure appropriate cover within the department.

To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.

# Job Description

To promote teamwork and to motivate staff to ensure effective working relations.

To link with other post holders to ensure that the work in the curriculum area fully reflects the school's distinctive ethos and mission.

To foster and oversee the application of IT in the department, in liaison with IT staff.

To ensure that Health and Safety policies and practices, including Risk Assessments, throughout the department are in-line with national requirements and are updated where necessary, liaising with the school's Health and Safety Manager.

To keep up to date with national developments in the subject area and teaching practice and methodology.

To monitor actively and respond to curriculum development and initiatives at national, regional and local levels

To liaise with the Assistant Head Teacher to maintain accreditation with the relevant examination and validating bodies.

To be responsible for the development of Functional Skills in the subject area.

To be responsible for the day-to-day management of staff within Science and act as a positive role model

## **ENGAGEMENT AND THE WIDER COMMUNITY:**

To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and pupils to follow this example.

To support extracurricular activities, Science activities, performances, awards ceremonies, open evenings etc,

Whenever possible to seek opportunities to work with primary colleagues and other professionals/ stakeholders to promote the school in the wider community.

To encourage pupils to take an active and full role in school life, promoting engagement in a variety of activities and events

Support the school in meeting its legal requirements for worship.

Promote actively the school's corporate policies.

Comply with the school's health and safety policy and undertake risk assessments as appropriate

This job description is current at the time advertised but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job require-

# How to Apply

Applicants must have relevant qualifications and experience related to this role, please ensure that you meet the person specification before applying.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

We ask that you do not send CVs. Please email your completed application to [recruitment@heathfamily.org.uk](mailto:recruitment@heathfamily.org.uk)

**Application closing date: 6th May 2026**

**Shortlisting Date: 7th May 2026**

**Interview Date: w/c 11th May 2026**

# About the Trust



Our work at The Heath Family Trust is rooted in our mission, our values and in a commitment to giving our pupils the best start in life. We collectively hold ourselves and each other to the highest standards. You will thrive in an environment that values **clarity** in communication and purpose, fosters **collaboration** across all levels, and champions a culture of **accountability**.

**Academic rigour** is our priority. We achieve this by ensuring our work is thorough and of the highest intellectual integrity.

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