



Science Teacher Candidate information brief

Dear candidate,

Thank you for your interest in the role of Science Teacher at King Solomon Academy. In this pack, I hope to help you understand more about the role, our school community and the kind of person we are looking for to join our team.

King Solomon Academy is a unique and very special place. As an all-through school serving pupils from Nursery to Sixth Form, we have the privilege of shaping a young person's entire educational experience. Since our inception in 2007, our mission has always been clear: to provide a rigorous and transformational education to each and every child, preparing them to be successful at university and beyond. We commit to this mission because we believe it is the means to address educational disadvantage and lead the way on system change. Our mission is underpinned by four shared values that apply equally to children aged two or eighteen, teachers, leaders, support staff, parents or our wider community of stakeholders: to always aim high, work together, be kind and lead the way.

Since our first ground-breaking GCSE outcomes in 2014 when KSA set a new national bar for what was possible for a cohort of pupils where 75% were entitled to Pupil Premium, KSA has consistently achieved exceptional outcomes for and with our pupils. In 2023, when our most recent Progress 8 score was published, the average P8 score for schools across the country serving 60-70% Pupil Premium cohorts was -1.18. KSA's score was +1.18. These achievements reflect the dedication of our staff, the ambition of our families, and the shared and unwavering belief that every child can and will succeed when we do our best work.

Science is a vital part of academy life, with an all-through Science curriculum which begins in Nursery guiding our pupils towards mastery in the subject across both our primary and secondary phases. Our pupils are passionate about Science and we have a strong uptake at Key Stage 5. We invest time and effort in teaching science to mastery, with four hours of science each week in Key Stage Three and five hours each week in Key Stage Four also allowing rigorous practical work. We work hard to maximise outcomes for our pupils and performance is strong, particularly at Key Stage 4. You would join a dynamic team who are passionate about their subject and driving progress, and work with an experienced Head of Department who is committed to rapid teacher development.

KSA is a pioneering school looking to hire exceptional people. This is a unique opportunity for an ambitious and high-performing science teacher who is excited by the opportunity to show what is possible and who shares our deep belief in the potential of every child. Through weekly coaching and co-planning, dedicated science professional development alongside weekly whole school training, KSA is a place to rapidly grow and flourish as a teacher. We are always looking for ambition and talent and if you are interested in taking on additional responsibility now or in the future, we are always open to considering opportunities.

To apply, follow the link at <https://kingsolomonacademy.org/jobs/vacancies>. The deadline to apply is on **23rd February 2026**. Please note we will be reviewing applications on an on-going basis, and this advert may close earlier than advertised depending on the level of response. Early application is advised. To discuss the role, please feel free to email the Principal's PA, Abigail Saleh. (a.saleh@kingsolomonacademy.org) or phone on 0207 563 6901.

We wish you the best with your application.

Beth Humphreys
Principal

Job Description: Science Teacher

Reports to: Head of Science

Start date: September 2026

Salary: Ark Inner London Main Scale and Upper Pay Spine (£41,328-£65,000)

The Role

To provide outstanding teaching & learning to ensure exceptional progress of their pupils.

Key responsibilities

- Prepare, deliver and assess learning to a high standard, ensuring great outcomes.
- Provide a nurturing classroom and school environment that helps pupils to develop as learners
- Contribute to the smooth running of the academy for the whole community

Outcomes and activities

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- With direction from the Head of Science, assist in the creation and development of challenging and innovative medium and long term plans which are inspiring for learners and teachers alike.
- Use regular, measurable & significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make accelerated progress, achieving at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- Develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Academy Culture

- Help create a strong academy community, characterized by safe, happy and successful relationships
- Class teacher (teachers will usually be required to perform the role of form teacher):
 - Create and sustain a positive class culture
 - Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
 - Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents

Other

Undertake other various responsibilities as directed by the Principal.

Person Specification: Science Teacher

Qualification criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

Experience

- Experience of raising attainment in a challenging classroom environment

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them organised around our four school values:

“Aiming high”

- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

“Working together”

- Works effectively as part of a team
- Seeks out opportunities to build on own and others’ strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

“Being kind”

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

“Leading the way”

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future.

Other

This post is subject to an enhanced Disclosure and Barring Service check.



Principal: Beth Humphreys

Beth Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA secondary in 2012 as an Assistant Head and then Deputy Head, leading on curriculum and professional development before she became Head of Primary in January 2017 and Associate Principal. Beth has now been appointed to lead King Solomon Academy as Principal. She is proud to serve our all-through community and is passionate about ensuring our children get the very best start in life anyone could give them.



“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”

Head of Science: Nick Myint

Nick Myint graduated from the University of Nottingham with a BSc (Hons) in Biotechnology. He understands the power of education to transform lives and has continued his own professional development, completing a PGDip at King's College London and later achieving his NPQSL through the Best Practice Network. Having worked across London in a range of Science and Leadership roles, he joined KSA in 2025 bringing a wealth of experience. He is proud to serve a community that deserves access to the very best universities and the most academically rigorous courses. With this commitment in mind, he is passionate about delivering a Science education that inspires ambition, nurtures curiosity, and empowers students to pursue and lead in scientific fields.



Being part of the Ark network

Ark is an international charity, transforming lives through education. Ark exists to make sure that every child, regardless of background, has access to a great education and real choices in life. The highly successful network of 39 schools educates over 20,000 pupils across Birmingham, Hastings, London and Portsmouth, and is now recognised as one of the highest achieving academy groups in the country.

There is room to grow at every stage of your career from rigorous and transformational ECT training, skilful teacher courses, coaching programmes and leadership programmes at every level.

All Ark staff again access to a host of benefits to support you, including:

- Teaching salaries that are 2.5% higher than main pay scale
- Twice as many training days as standard
- Generous pension schemes
- Access to exclusive discounts and support – from gym reductions to discounts in over 3,000 retailers
- Interest-free loans of up to £5,000 available for train season tickets or to buy a bicycle
- Access to our Employee Assistance Programme, which provides free confidential counselling, legal advice and a range of different support.

Find out more here: <https://arkonline.org/careers/why-work-with-us/>

Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee’s suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.