



Head of Science Candidate information brief



Dear candidate,

Thank you for taking the time to find out more about King Solomon Academy in Westminster and the possibility of joining us. Included in this information pack is information about the Academy, and the role of Head of Science.

KSA is a pioneering school looking to hire exceptional people. This is a unique opportunity for an ambitious and high-performing leader who is committed to pushing themselves further and achieving amazing things with and for their pupils. We believe in high expectations and a sense of collaborative and positive enthusiasm which brings out the best in our team. Through weekly time allocated to professional development, we can help our teachers and leaders excel in creating a successful environment for our pupils.

Science is a vital part of academy life, with an all-through Science curriculum guiding our pupils towards mastery in the subject across both our primary and secondary phases. Our pupils are passionate about Science. We invest time and effort in teaching science to mastery, with four hours of science each week in Key Stage Three and six hours each week in Key Stage Four, thus providing opportunity for rigorous practical work. We use the Science Mastery curriculum in Key Stages 3 and 4, adapting and improving resources to meet the needs of pupils in our community. Our outcomes at GCSE are outstanding when compared nationally, but we know there is more to develop in our curriculum to genuinely develop great scientists throughout the school. A level Biology and Chemistry are two of our most popular sixth form options with a healthy group of A level physicists each year too. 86% of last year's Year 13s gained places at selective universities or on degree level apprenticeships, many of them in science subjects.

KSA is rare in that it is a genuine all-through school. Our pupils join at 3 years old and stay with us until they are 18. By joining KSA you play a part in showing what is possible when children's education is seen as a long-term commitment. We are growing a team of exceptionally committed teachers and leaders who value each and every year of a child's education equally. If you too are motivated to address educational disadvantage in the UK, King Solomon Academy is beginning to show what is possible and you could be part of defining the future of education in our country.

To apply, and to see more information about the school and this role please visit <https://kingsolomonacademy.org/jobs/vacancies>. The deadline is **Monday 9th June 2025**. To discuss the role, please feel free to email the Principal's PA, Abi Saleh (a.saleh@kingsolomonacademy.org) or phone on 020 8161 6634. 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.

We wish you the best with your application.

Beth Humphreys
Principal

Job Description: Head of Science (Secondary)

Reports to: Appropriate SLT member
Start date: September 2025 (or sooner if available)
Salary: Leadership Scale

The Role

To provide outstanding leadership of the curriculum and teaching and learning of Science to ensure life transforming attainment for our pupils

Key responsibilities

- Be held accountable for the progress of all pupils in learning Science across the school
- Be a role model of outstanding teaching in the department
- Lead the design and implementation of the curriculum and assessment including controlled assessment and examinations
- Constantly improve the quality of teaching and learning, where necessary holding teachers to account
- Coach teachers in the department using frequent observations and drop ins to drive development

Outcomes and activities

Subject Leadership

- Create and develop challenging and innovative schemes of work which are inspiring for learners and teachers alike
- Use regular, measurable and significant assessments to monitor progress and set targets
- Produce assessments with marks schemes
- Ensure assessments are moderated internally
- Ensure end of year assessments reflect each pupil's overall level or grade which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENDCO to ensure pupils receive high quality interventions
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residentials

Teaching and Learning

- Teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.

Academy Culture

- Help create a strong academy community, characterized by consistent, orderly and caring respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.

Class (form) teacher

(Teachers, including leaders, will often be required to perform the role of class/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
- Write teacher comments in reports

Other

- Undertake other various responsibilities as directed by the Principal or their designee.

Person Specification: Head of Science (Secondary)

Necessary qualification criteria

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

Essential experience

- Evidence of excellent teaching and securing excellent outcomes for pupils
- Experience of raising attainment in a leadership role in a challenging school
- Experience of leading, coaching and managing staff
- Evidence of leading and/or teaching KS5 is desirable

Skills and attributes

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

“Aiming high”

- Evidence of sustained impact in middle leadership
- 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 Services 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 was appointed as Principal in January 2024. 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.”



About Science at KSA

King Solomon Academy is focused on providing a high quality science education to all our pupils.

Science at KSA

We aim to make Science exciting for our pupils. As pupils go through the school the amount of science they study increases, from 4 hours a week in Key Stage 3 six in Year 10 and 11, where we work hard to make sure many of our pupils are prepared to study triple science at GCSE and Sciences at A-level.

We set the highest goals for our pupils. We believe that to access A-levels in rigorous subjects our pupils need to gain aim for grades 7 and above in GCSE. As such our task is to take any child and guide them to this point or higher over the years of primary school and early secondary school to ensure they are on track for this. We are committed to doing whatever it takes to make this happen.

Science is a popular subject at KSA, with many pupils also studying Biology, Chemistry and Physics A-levels in our Sixth Form, as well as going on to study Science related degrees at university.



Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 34 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

Ark runs a number of additional programmes, including:

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCos
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offer teachers and support staff a comprehensive range of school-based first class professional development opportunities.

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.