



Deputy Head of Science Candidate information brief

Dear candidate,

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

This role offers an incredible opportunity to develop as a teacher and leader within a supportive and high expectations environment, with the unique opportunity to impact the long term learning of science and to create a model of all-through science education. Our team seek to redefine what is possible for a school serving an inner-city community – this role will play a fundamental role in this mission.

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. Professionally, it also provides teachers and leaders with a unique opportunity to have impact across all phases of education. We are growing a team of exceptionally committed teachers and leaders who value each and every year of a child's education equally.

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 schools. 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 also allowing rigorous practical work.

The Deputy Head of Science will coach, mentor and model excellent teaching, planning and assessment across the department and will be ambitious in raising standards and improving outcomes both in their own classes as well as those of others. This role represents the opportunity for a teacher to immerse themselves in a highly developmental environment and achieve true greatness in their teaching, while developing their leadership potential for further impact in the future.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. The deadline is **13th February 2025**.

To discuss the role, please feel free to email the Principal's PA, Abi Saleh (a.saleh@kingsolomonacademy.org) or phone on 02075636901.

We wish you the best with your application.

Yours sincerely,

Beth Humphreys
Principal

Job Description: Deputy Head of Science

Reports to: Head of Science
Start date: September 2025
Salary: Ark MPS/UPS (Inner London): £39,739 - £62,500 plus TLR 2a (£3,389) dependent on experience

The Role

To develop and manage the exceptionally effective delivery of an outstanding science curriculum to ensure all our pupils make excellent progress.

Key Responsibilities

- Be a role model of outstanding teaching in the department
- Be accountable for the progress of all pupils within specific key stages or within specific qualifications
- Develop the quality of teaching and learning, where necessary holding teachers to account
- Lead the design and implementation of key areas of the curriculum and assessment including required practicals and examinations
- Coach teachers in the department using frequent observations and drop ins to drive development

Outcomes and Activities

Teaching and Learning

- Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
- Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
- Set and mark appropriate homework
- Use regular, measurable and significant assessments of their teaching
- Complete all reporting on time
- Closely monitor progress and attainment of their pupils and use it to inform their teaching
- Provide content for and where necessary deliver high quality pupil interventions with direction from SENDCO
- Ensure that all pupils achieve or exceed academy targets
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required
- Organize and participate in exciting and motivating trips and events

Leadership of subject

The Deputy Head of Science will lead on defined aspects of the curriculum, depending on experience (e.g. Physics, or KS3 Science). Within this area they will:

- Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments
- Produce termly assessments with marks schemes

- Ensure assessments are moderated internally and externally
- 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 regular observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons
- Support the Head of Department to ensure that classroom teachers are utilising best pedagogical practice for their subject
- Support the Head of Department to create and sustain a positive department culture, where teammates feel collectively supported and developed

Form teacher

(Teachers, including leaders, will generally be required to perform the role of form teacher/class 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 form teacher / class teacher comments in reports

Other

- Undertake professional development as agreed with school leaders
- Perform additional duties and tasks required for the effective operation of the school, including: attending home visits, eating lunch with pupils, supervising silent sustained reading (DEAR), break supervision and gate duty
- Undertake other various responsibilities as directed by the Principal

Person Specification: Deputy Head of Science

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
- Experience of coaching or supporting others is desirable

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.”

Vice Principal: Siobhan Crompton

Siobhan Crompton graduated from the University of Cambridge with an BA in Modern and Medieval Languages and later completed a Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 as a teacher and has since performed various roles in the school, including Head of All-Through MFL and Assistant Principal. She was made Vice Principal in September 2020 and leads on teaching and learning.





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 37 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 offers 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.