



Head of Science

Candidate Information

A message from the Head of School

Thank you for your interest in Cardinal Newman Catholic High School. We are a vibrant, ambitious and caring community, with students drawn from a variety of backgrounds. Everything that happens within our school is inspired by gospel values and Cardinal Newman's words that we are all 'a link in a chain. A bond of connection between persons.' Our most recent denominational inspection (2022) celebrated a 'genuine, loving and happy community in which each person is known and valued,' whilst our most recent Ofsted inspection (November 2022) concluded that we are a Good school where students 'learn and achieve well.'

We are a good school (Ofsted 2022) located in Latchford, Warrington with a large catchment area extending across the South of Warrington from which we draw our 850 pupils.

Our ambitious and rigorous curriculum leads to strong academic outcomes with our students making good progress. We deliver a vibrant and rigorous curriculum, which prepares our students well for their future. 51.2% of pupils achieved a Grade 4+, with 22.6% of students achieving a 5+ in the basic measures.

The extracurricular life of our school is flourishing, with a wide variety of enrichment activities. Our Chaplaincy is at the heart of this, offering opportunities at every break and lunch time as well as engagement with external visits and retreats, all of which are very well attended by our young people. We have a wide variety of sports clubs. We have particular success in Rugby League and Rowing for both our male and female teams, but our sporting offer is wide ranging and growing. Our Performing Arts are a key component of the enrichment on offer with a variety of musical ensembles, and a highly successful School Showcase. Our programme of school visits, including our Geography trip to Italy and Languages trip to Berlin ensure our students have a growing understanding of the wider world, and their role within it as active citizens. Our cutting-edge provision in mental health and our outstanding pastoral team ensure that our students also have the emotional skills they need to succeed throughout their lives.

Our staff team are also committed to lifelong learning and continuing professional development. Our CPD offer is comprehensive, combining in-house coaching and development programmes alongside excellent provision from our partner TSAs and our Diocese. These programmes ensure that staff can access exciting opportunities and continue to develop as professionals throughout their time with us, to the benefit of their own learning as well as the experience of our students.

If you would like to find out more about our school and our community, please contact Michele Walker, Headteacher's PA on 01925 635556 or at mwa@cardinal-newman.co.uk

Governors seek the following appointment for **September 2026** Head of Science (**Full Time, Permanent, MPS/UPS+ TLR 1B**)

We require an inspirational and committed Head of Science to lead this core department. This is a fantastic opportunity for a highly motivated professional to join our school Curriculum Leadership Team.

We are delighted to offer an exciting opportunity to lead our well-resourced Science Department at a key point in its development. We are seeking an ambitious and inspirational leader who will drive improvement, with a strong understanding of curriculum design, assessment, and raising standards at GCSE.

The successful candidate will have a clear vision for building and leading a strong, cohesive team, supporting staff to develop their practice and deliver high-quality teaching and learning. They will be passionate about ensuring that all pupils achieve their full potential, with a particular focus on improving outcomes at Key Stage 4.

They will be an excellent classroom practitioner with a genuine enthusiasm for Science, alongside high expectations of student achievement and behaviour. As a skilled communicator, they will inspire and motivate both students and colleagues, and their strong interpersonal skills will enable them to work collaboratively as part of a highly effective team. Applicants should have experience of teaching Science across Key Stage 3 and Key Stage 4, with a secure understanding of curriculum requirements and strategies to raise attainment.

A commitment to the wider life and ethos of the School is essential.

This post is available for a September 2026 start.

Closing date of applications: 9.00am on Monday 11th May 2026

Interviews: Friday 15th May 2026

Please note a current CES application form and a Model Rehabilitation of Offenders Act 1974 form must be completed for this post. Applications can be emailed to Mrs Michele Walker

mwa@cardinal-newman.co.uk

The School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Post is subject to an Enhanced DBS Disclosure and online searches.

About the Department

Our mission is to develop young individuals with robust investigative skills who can effectively apply their knowledge to the broader world. We strive to cultivate confident and inquisitive students who are equipped to solve problems utilising a diverse range of scientific methodologies.

The department comprises five specialised Science teachers, including an experienced Head of Science and an Assistant Head of Department, plus a full-time technician. There are also some non-specialist teachers from the Maths, Computing and PE teams in the department. We collaborate closely to deliver inspiring, engaging and challenging lessons across both Key Stages and a wide spectrum of abilities. Our objective is to unlock the potential of each pupil to ensure that they attain the highest possible grade in GCSE Science.

In 2025, the department collectively achieved results that were in line with the national standard pass average. Notably, 66% of students attained two grades at 9-4. Our strong pass average was 37%, which is an area for development.

We remain committed to continuously improving outcomes for all our students at every level. We implement a comprehensive curriculum throughout Years 7 and 8, which places a strong emphasis on pupils developing proficiency in fundamental concepts before commencing the AQA Trilogy Science course in Year 9.

JOB DESCRIPTION

KEY RESPONSIBILITIES

1. Leadership and Management

- Lead and manage the Science Department to achieve outstanding teaching and learning.
- Develop and implement a clear departmental vision and agreed set of improvement priorities aligned with the school's Catholic ethos.
- Line manage teaching and support staff, including performance management and professional development.
- Promote a collaborative and supportive team culture that facilitates the effective implantation of the school and department vision and improvement priorities.

2. Curriculum and Teaching

- Plan, implement, and review a broad, balanced, and ambitious science curriculum (KS3–KS4)
- Ensure schemes of work meet national curriculum requirements and exam board specifications
- Monitor and evaluate teaching quality, providing feedback and support where needed
- Promote innovative and evidence-based teaching strategies in line with school teaching and learning principles.

3. Achievement and Standards

- Track and analyse student progress and attainment across all key stages regularly transforming information into improvement action.
- Implement targeted interventions to raise achievement and close gaps
- Ensure all students, regardless of ability or background, can succeed in science
- Prepare students effectively for GCSE examinations

4. Catholic Ethos and Values

- Support and uphold the Catholic mission of the school in all aspects of leadership
- Encourage reflection on ethical issues in science (e.g. stewardship, care for creation, bioethics)
- Contribute to the spiritual and moral development of students
- Participate in and support liturgical life and collective worship
- Treat everyone in our community fairly, equitably and with dignity and respect.
- Maintain a positive school culture and profile.

5. Staff Development

- Identify training needs and support continuous professional development within the department.
- Mentor early career teachers and trainee teachers.
- Share best practice and promote professional collaboration.
- Regularly review your own practice participating in the school appraisal cycle.
- Actively engage with the school CPD offer.

6. Resources and Environment

- Manage the departmental budget effectively.
- Ensure laboratories are safe, well-equipped, and compliant with health and safety regulations.
- Oversee the work of science technicians.

7. Other specific duties

- All teaching staff are expected to meet the relevant Professional Standards of Teachers.
- All teachers will engage with pre-school, break and after school supervision as assigned.
- All staff members will promote and safeguard the welfare of students.
- Any other duties consummate with your role and responsibilities.

Person Specification

Head of Department

Faith Commitment

		Essential	Desirable	Source
1.	Practising Catholic		D	A/I/R
2.	Involvement in parish community		D	A/I/R

Qualifications

		Essential	Desirable	Source
4.	Qualified teacher status	E		A/CC
5.	Degree level qualification	E		A/CC
6.	Degree level in Science		D	A/CC
7.	CCRS/CTC or commitment to obtaining the certificate		D	A/CC/I

Person Specification

Head of Department

	Essential	Desirable	Evidence
Qualifications 1. Relevant degree or equivalent 2. Teaching qualification 3. Enhanced DBS	✓ ✓ ✓		Application Form Application Form Application Form
Experience 1. Experience of teaching across the age and ability range within a successful Science department. 2. Proven track record of securing good student progress and attainment. 3. Experience of working with a tutor group 4. Experience of working with colleagues to ensure students' individual needs are met. 5. Experience of using a range of teaching and learning styles to ensure students learn effectively. 6. Experience of innovation and developing practice 7. Experience of working with colleagues to help them develop good practice.	✓ ✓ ✓ ✓	✓ ✓	Application Form/ Letter/Interview Letter/Interview Letter/Interview Letter/Interview Letter/Interview Letter/Interview/References
Interpersonal 1. Ability to work co-operatively with a wide range of staff and lead a team effectively. 2. Ability to relate positively to students, and show a fundamental commitment to them and their development. 3. Ability to work in partnership with Governors, Partner schools, parents and the community. 4. Enthusiasm for subject area and ability to communicate this 5. Sense of humour. 6. Commitment to continuing to develop professionally 7. Willingness to contribute to the school's programme of extra-curricular activities. 8. Willingness to support and contribute to school's Catholic Ethos.	✓ ✓ ✓ ✓ ✓ ✓ ✓	✓	Letter/References/Interview Letter/References/Interview Letter/Interview Letter/Interview Letter/Interview Interview Letter/Interview Letter/Interview
Knowledge/ skills 1. Clear expectations on pupil behaviour and discipline. 2. Excellent subject knowledge and awareness of national curriculum subject requirements. 3. Outstanding classroom practitioner. 4. Understanding of the characteristics of outstanding teaching and effective learning. 5. Ability to secure effective behaviour for learning. 6. Share our commitment to the personal development of our students. 7. Willingness to contribute to the curricular enrichment programme of the school	✓ ✓ ✓ ✓ ✓ ✓ ✓		Letter/References/Interview Letter/References/Interview Letter/Interview Letter/References/Interview Letter/Interview Letter/Interview Letter/Interview
Safeguarding 1. Commitment to the highest standards of child protection	✓		Letter/References/Interview

The extra curricular
life of our school is
flourishing with
a wide **variety**
of **enrichment**
opportunities



Michele Walker
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