Teacher of Science

Application Pack

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THE COTSWOLD SCHOOL

Creating Brilliant Futures

Welcome from Will Morgan, Headteacher

Thank you for your interest in this post.

Based in the stunning village of Bourton-on-the-Water, Gloucestershire, The Cotswold School has earned an 'Outstanding' reputation as a popular and successful 11-18 comprehensive academy.

Please watch our video, Welcome to The Cotswold School, to find out more from teachers and students about what makes our school an inclusive, ambitious and happy place to learn.

I am proud to lead an incredible team of staff, who go the extra mile to provide our students with an inspiring education, fully equipping them for their future lives. The values of friendship and knowledge, symbolised on our badge, underpin all our learning and development activities and ensure that the wellbeing of our students and staff is also cared for.

At the heart of our school ethos is a commitment to excellent teaching and aspiration, which drives progress and attainment. Our students thrive academically and also personally, with opportunities to take part in musical performances and a huge range of extra-curricular clubs; writing competitions and debates; community fundraising; student leadership; and careers events.

We have an inspiring and caring school community, which includes families, local businesses, our staff, PTA and, of course, our students. Why not have a look at our website News pages, to see how we have found ways to support ourselves and others and develop our learning and talents?

Successful candidates who are shortlisted for an interview will be contacted by email or phone.

I look forward to hearing from you.

Will Morgan
Headteacher

Job advert

Role: Teacher of Science (Chemistry Specialism)
Contract: Full Time, permanent
Pay: MPS/UPS
Start Date: 1st September 2027
Closing Date: Monday 16th November 2026 at 9am (we reserve the right to interview candidates before the deadline and encourage early applications)

From September 2027, we are seeking to appoint a talented and enthusiastic Teacher of Science, with a specialism in Chemistry, to join our high-performing and well-resourced Science department.
Whether you are an ECT or an experienced practitioner, this role offers the opportunity to work within a highly successful department where collaboration, professional development and high achievement are at the heart of what we do.
This is an exciting opportunity to join a supportive team of specialist teachers committed to delivering exceptional outcomes and a rich programme of scientific enrichment.
Working within a department of 14 teachers, supported by 4 technicians and excellent facilities, the successful candidate will play a key role in inspiring students across Key Stages 3, 4 and 5. This position would suit a teacher who wishes to make a real impact in this "truly exceptional school" where "behaviour is outstanding" (Ofsted).

WE ARE LOOKING FOR:
·A passionate and effective classroom practitioner with the ability to inspire a love of Science and secure excellent outcomes for students.
·Strong subject knowledge and a commitment to delivering engaging, challenging lessons across Key Stages 3, 4 and 5.
·The ability to build positive relationships and maintain the highest expectations of student achievement and behaviour.
·A willingness to contribute to the wider life of the department through enrichment activities.
·A commitment to continuous professional development and collaborative working.

WE CAN OFFER YOU:
·The opportunity to join a large, successful and highly collaborative Science department with a strong culture of sharing expertise and best practice.
·Excellent professional development and support, whether you are at the start of your career or seeking further leadership opportunities.
·Well-equipped facilities including 11 specialist laboratories, dedicated technician support, and access to department iPads.
·Enthusiastic, respectful and hardworking students who value learning and achieve strong outcomes.
·A wide-ranging programme of enrichment including STEM activities, competitions, educational visits and Science Week events.
·Membership of the Teachers' Pension Scheme.
·Employee benefits including an Employee Assistance Scheme & Cycle to Work Scheme.
·A commitment to staff wellbeing.
·Free onsite parking including electric charging points.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

Job description

Job title: Teacher
Responsible to: Governors, Headteacher, Head of Department

This appointment is subject to the current conditions of employment contained in the School Teachers' Pay and Conditions Document, other current educational and employment legislation and Teachers' Standards.

Job purpose:
Under direction of the Headteacher, carry out professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions document (STPCD) and school policies.

To be an effective professional who demonstrates through curriculum knowledge, can teach and assess effectively, takes responsibility for professional development and ensures progress and positive outcomes for all students.

To promote the ethos of the school, Friendship and Knowledge, and engage with annual School Priorities.

Duties and Responsibilities:
To plan and deliver well-structured lessons in line with the school's curriculum and teaching schedule, setting goals that stretch and challenge students of all backgrounds and abilities within a safe and stimulating environment.

To support students to make the best possible progress through the use of a variety of teaching, learning and other support strategies, taking responsibility for their outcomes and planning teaching to build on prior knowledge and understanding.

To ensure that teaching is adapted to respond to the strengths and needs of all students, using differentiation to address their learning needs and overcome barriers, including those students that have SEND, are Pupil Premium etc.

To assess and record students' achievements, to prepare reports and take part in parental/carer consultations. To use assessments to support students to reflect on what they have achieved, address misunderstanding and inform future planning. To give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

To set homework and other out of class activities to consolidate and extend the knowledge and understanding students have acquired, checking completion and providing feedback as required.

To set work on-line or deliver on-line lessons as required within the framework of directed time and also within any school enforced closure period, giving feedback to students as requested.

To manage behaviour effectively to ensure a good and safe learning environment, implementing school policy and supporting this through clear and fair rules and routines for behaviour in classrooms with an emphasis on rewards and praise alongside any necessary sanctions

To contribute to the design and provision of an engaging curriculum within the relevant subject area as part of the department and at a level proportionate to the responsibilities that you hold

To observe and implement current school policies and good practice, taking heed of guidance and requirements as laid down in your department as well as in the staff handbook. In particular, to be aware of the need to avoid unsanctioned social media interactions with students.

To perform duties and attend meetings as reasonably required, including Open Days/Evenings, Parents evenings etc.

To act within the statutory frameworks which set out your professional duties and responsibilities.

To carry out such particular duties as the Principal may reasonably direct from time to time, in accordance with the current School Teachers' Pay and Conditions Document.

Continuing Professional Development:
To participate in the school Performance Management scheme, actively seeking to support your own development by undertaking internal and external training to keep abreast of developments in national and school initiatives.

Form Tutor:
To be a Form Tutor to an assigned group of students.
To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
To contribute to PSHE and citizenship and enterprise according to school policy.
To contribute to the school's pastoral system (through the role of tutor and/or mentor) by promoting equal opportunities, British values and tolerance as part of your support for students' well-being.

Other Professional Requirements:
To have a working knowledge of Teachers' professional duties and legal liabilities.
To operate at all times within school policies and practices of the school.
To liaise effectively with staff, parents, visitors and Governors.
To play a full part in the life of the school community.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

This position is subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children. This post is in regulated activity and is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975, amended 2013 & 2020).
The successful applicant will be subject to all necessary checks and be required to provide evidence of identity, right to work in the UK and professional qualifications (where relevant). In line with KCSIE, we will conduct an online search for all shortlisted candidates. Any relevant information will be discussed further with the applicant during the recruitment process.
Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified.
We are an equal opportunities employer and value and respect diversity across our whole school community. This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.
Elements of this job description and changes to it may be negotiated at the request of either the Headteacher or the incumbent of the post.

Department Information

Our vision:

At The Cotswold School, the Science Department is driven by a shared belief that science education should inspire curiosity, develop deep understanding, and prepare students to engage critically with the world around them.

We aim to nurture inquisitive, confident learners who appreciate the power of science to explain natural phenomena, shape technological advancement, and influence global challenges.

Our team & facilities:

We are a supportive and experienced team of 14 dedicated Science teachers, supported by 4 skilled Science technicians.

A collaborative culture underpins the department, with resources, expertise and best practice shared freely to support both high-quality teaching and staff development which creates a warm and exciting atmosphere that is shared by the whole Science faculty.

Teachers are encouraged to develop their practice, contribute to curriculum innovation and take on leadership opportunities.

The department comprises 11 well-equipped laboratories, a large central prep room and a dedicated workroom, creating an environment that encourages close co-operation across the sciences. We also have 64 department iPads.

We are proud to develop students' curiosity and scientific skills, preparing them for future study, employment and informed citizenship.

Curriculum:

Our ambitious curriculum develops students' scientific knowledge, curiosity and critical thinking. Through carefully sequenced learning, regular retrieval practice and practical enquiry, students gain the confidence to think, communicate and work as scientists.
From Year 7 onwards, students follow a carefully planned learning journey that promotes curiosity, challenge and academic excellence, while developing problem-solving, communication and practical skills.

- KS3:

At KS3, students study specific Biology, Chemistry and Physics topics within termly themes. We have designed a bespoke curriculum based upon the AQA National Curriculum with students having 5 hours of Science per fortnight in Year 7 and 6 hours in Year 8.

- KS4:

Staff teach within their specialism for Years 9 – 13.

In Year 9, students begin the GCSE course and follow a carefully sequenced curriculum studying Biology, Chemistry and Physics separately across 7 hours per fortnight.
We follow the AQA specification.

In Years 10 & 11, students follow the Combined Science or Triple Science pathway. Triple Science is not in an option block, and we select students based upon academic excellence.
Combined Scientists receive 9 hours per fortnight, plus a timetabled fortnightly booster lesson, whereas Triple Scientists receive 12 hours per fortnight.

- KS5:

At A Level, the following courses are offered:
Biology OCR
Chemistry AQA
Physics OCR A
A-Level results are consistently high, with several students going on to study at Oxford, Cambridge and many other Russell Group Universities.

Outcomes:

In summer 2026, our GCSE Science students achieved:

Triple Science:
• 33% (Biology), 33% (Chemistry) and 27% (Physics) of students achieved a grade 9.
• 73% (Biology), 69% (Chemistry) and 70% (Physics) of students achieved a grade 7 or above.

Combined Science:
• 19% of students achieved at least one grade 7.
• 85% of students achieved a double grade 4.
• 90% of students achieved at least one grade 4.

In summer 2026, our A-Level Science students achieved:
• Biology: A*- A (35%); A*- B (50%)
• Chemistry: A*- A (53%); A*- B (82%)
• Physics: A*- A (44%); A*- B (69%)

Beyond the classroom:
• A week of competitions and events during British Science Week.
• FameLab public speaking competition in Year 9 – students design a 3-minute talk which they present on an area of their choice. The winner represents the school in the regional finals.
• Participation in the Biology, Chemistry and Physics Olympiad competitions at A-Level.
• Cheltenham Science Festival trip.
• KS3 STEM opportunities – model making, investigations and independent scientific enquiry.
• Primary Science events.
• Visiting speakers and roadshows.
• We have a STEM coordinator who organises regular events, shows, competitions and opportunities for all students during the school year.
• Last year we hatched partridge eggs in the lab, and a local vet joined us to deliver a rat dissection session.

Person specification

Qualifications

Essential
Degree Level Qualification related to relevant subjects
Teaching qualification together with Qualified Teacher Status (QTS)

Knowledge

Essential
Awareness of the strategies available for improving the learning and achievement of all students

Desirable
Evidence of continuous professional development
A good understanding of curriculum developments in the specific subject area

Experience

Essential
Recent and relevant teaching experience in employment or training
Experience of assessment at Key Stage 3, 4 and 5

Skills

Essential
Ability to use a range of teaching and learning strategies
An understanding for how Assessment for Learning can improve student performance
Ability to work independently and collaboratively as a member of a team
Creative in problem solving together with willingness to take on and try new approaches and ideas
Ability to communicate high expectations to all students
Ability to write reports, keep accurate records and communicate effectively
Professional understanding of safeguarding within a school setting
Ability to use a positive approach to promote learning and excellent behaviour
Confidence and competence in ICT
Understanding of the curriculum and assessment of pupil progress
Sharing good practice across the department
Excellent communication and organisational skills (written and oral)

Desirable
Willingness to be involved in the wider life of the academy

Evidence
Application form
Letter of Application
References
Interview
Certificate/s (to be available at interview)

Notes to applicants

• Please complete the application form in full to ensure that full consideration can be given to all candidates and to comply with legal requirements relating to recruitment in schools
• Please do not include a CV or write 'see CV' in any sections on the form
• Please ensure that you include the title of the post that you are applying for
• Please provide an explanation for any gaps in chronological dates relating to education and employment history
• Please write a covering letter or complete the Supporting Statement section.
• Please provide full details of two referees
• The closing date and time must be strictly adhered to
• All information given will be treated as confidential
•If using the application form on the school website, https://www.cotswold.gloucs.sch.uk/recruitment/ please return this by email to Mrs C Chapple, cchapple@thecotswoldschool.co.uk
• If returning by post, please send to Mrs C Chapple, The Cotswold School, The Avenue, Bourton on the Water, Cheltenham, Gloucestershire GL54 2BD

The Cotswold School is committed to equality, diversity and inclusion and welcome applications from all sections of the community. If you require additional help with our recruitment process, please contact Mrs C Chapple, HR Officer (contact details above).

The Cotswold School
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