LEAD TEACHER IN SCIENCE

Salary Range: L1 – L5 £53,586 - £59,137 pa

Permanent, Full Time

Required: Easter

Deadline 30/11/2026 we reserve the right to close the vacancy at any time

NORTHERN LEADERS TRUST

ACHIEVEMENT, STUDENTS & LEADERS MATTER

CANDIDATE INFORMATION PACK

Kenton School
all different all equal

Kenton School, Drayton Road,
Newcastle upon Tyne, NE3 3RU

STUDIO WEST
Learning that Connects

Studio West, West Denton Way,
Newcastle upon Tyne, NE5 2SZ



INTRODUCTION

From the Chief Executive Officer

Dear Applicant

Thank you for your interest in joining Northern Leaders Trust.

This is an exciting time to become part of our organisation. Over recent years, we have worked relentlessly to improve the life chances of the young people we serve, and we are proud of the progress we have made together across our schools.

At Northern Leaders Trust, our vision is simple: **to put students at the centre of everything we do**. Every decision we make, every improvement we pursue and every investment we undertake is driven by a desire to secure the very best outcomes and opportunities for the young people we serve. We believe that when students are at the heart of an organisation, exceptional teaching, strong pastoral care, ambitious leadership and meaningful collaboration naturally follow. Our aim is to ensure that every young person leaves our schools with the knowledge, skills, character and confidence to thrive in the next stage of their lives.

Today, we are a Trust with growing confidence and ambition. Across our schools, we have secured three successive years of record examination outcomes, improved attendance and strengthened the quality of education our students receive. These achievements reflect the collective commitment of our staff and our unwavering focus on ensuring every student can achieve their very best

What makes Northern Leaders Trust distinctive is our culture of collaboration. We work as one organisation, sharing expertise, resources and leadership across our schools so that every student benefits from the very best practice whilst individual teachers and leaders maintain professional agency. We also recognise that great education is built through partnership. As a Trust, we work closely with other schools, trusts and educational organisations across the region, contributing to wider school improvement and helping to strengthen educational opportunities for all young people in the North East.

We are equally proud of the culture we have created for our staff. Through investment in bespoke professional development, leadership opportunities and collaborative networks, we have developed an organisation where talented professionals choose to stay, grow and build their careers. Our staff are encouraged to innovate, lead and contribute beyond their own classroom, department or school.

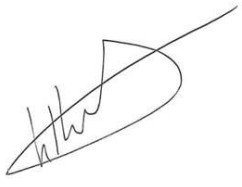
While we are proud of what we have achieved, we are even more excited about what lies ahead. We remain ambitious for our students, our staff and our communities. The successful candidate will join a Trust that is committed to continual improvement, values professional excellence and believes passionately in the potential of every young person.

If you are looking to join an organisation that values integrity, ambition, belonging and collaboration, I encourage you to apply.

I look forward to learning more about how you can contribute to the next stage of our journey.

Yours sincerely

Lee Kirtley
Chief Executive Officer



LEAD TEACHER IN SCIENCE
Job Description

Pay Range: L1-L5
Responsible to
Director of Science

NORTHERN LEADERS TRUST

Job Purpose

To work in Science departments across the Trust. The fundamental duty of the postholder is to support the Director of Science to lead and develop high quality teaching across the Trust which results in strong outcomes for pupils at the end of KS4 and KS5.

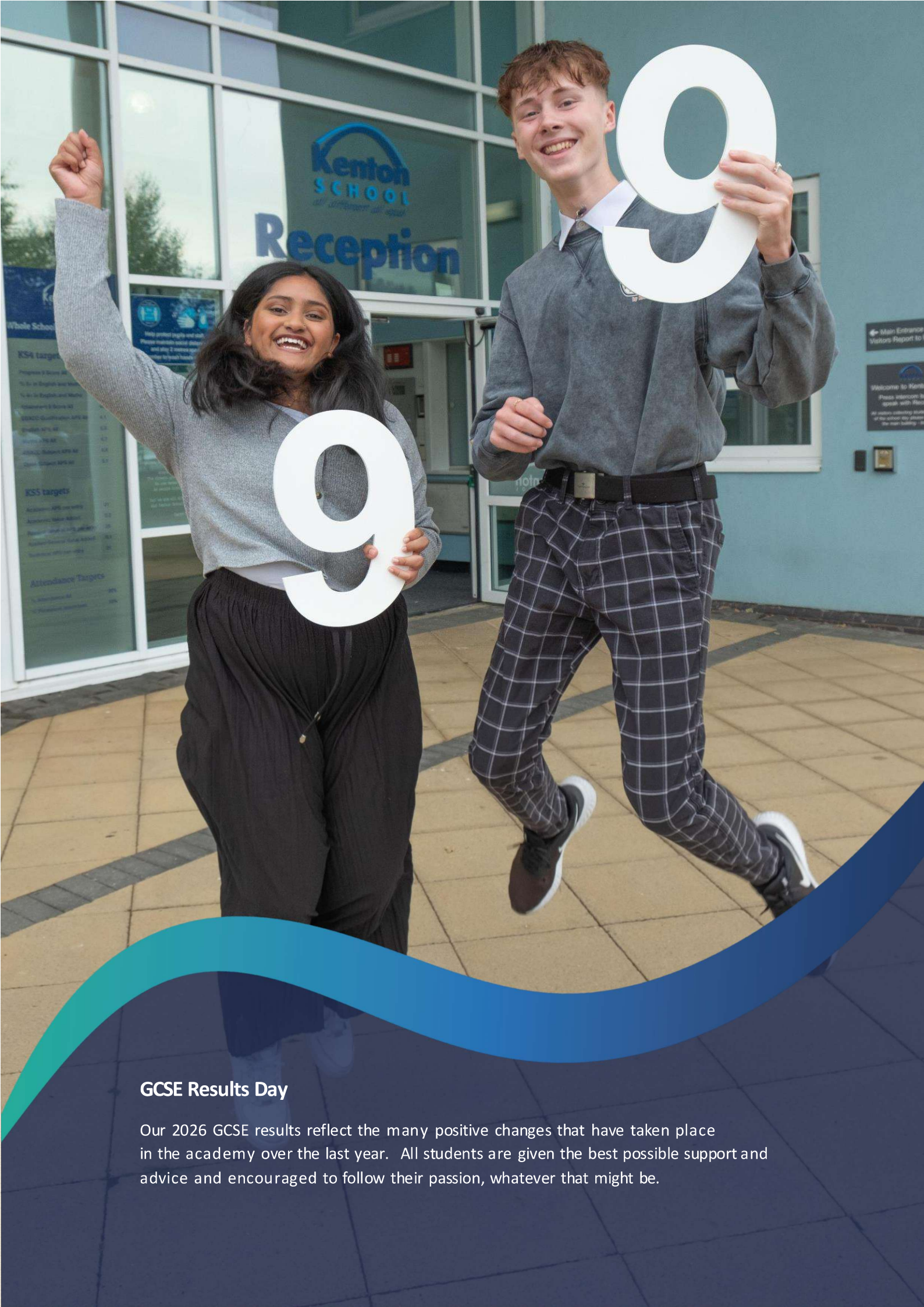
Main Responsibilities

The following list is typical of the level of duties which the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

Key Accountabilities

The postholder will be accountable for the following:

- Improving the outcomes obtained by students in their final examinations with an emphasis on:
- Modelling the exemplary teaching of students in KS4 by teaching a number of KS classes and interventions
- Using assessment data to identify individuals or groups of pupils that need targeted support, identifying specific topics that require intervention to raise achievement and implementing this support across the department;
- Measuring and assessing the impact of interventions to raise achievement for pupils and the quality of teaching
- Improving the quality of teaching and learning in the departments with an emphasis on:
- Modelling consistently high-quality teaching and being able to demonstrate excellent practice to others and produce high-quality teaching materials that support excellent practice
- Supporting with teachers' professional development by carrying out regular learning walks, providing feedback and implementing strategies to improve practice
- Providing mentoring/coaching/ formal support to individual teachers in need of 1-to-1 support to improve their practice
- Working with the Director and Heads of Department to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs
- Delivering relevant CPD to ensure staff are able to develop their pedagogy within the Science department
- Keeping up-to-date with and respond to national developments in the subject area and teaching practice and pedagogy
- Strategically shaping the KS3 curriculum to close emerging gaps with an emphasis on:
- Analysing and triangulating emerging gaps from KS4 outcomes, internal data captures and KS2 QLA (where appropriate) to identify common gaps
- Working with the Director and relevant heads of department to adapt the curriculum to close these gaps
- Modelling how to adapt lessons to address emerging needs effectively within the classroom



GCSE Results Day

Our 2026 GCSE results reflect the many positive changes that have taken place in the academy over the last year. All students are given the best possible support and advice and encouraged to follow their passion, whatever that might be.

LEAD TEACHER IN SCIENCE

Person Specification

Application and Assessment Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Experience

Essential

1. Awareness of current developments in teaching within your subject area
2. Evidence of successful secondary teaching
3. Track record of positive pupil outcomes
4. Excellent people skills with the ability to build long-term relationships within a team
5. Strong communication skills and high levels of literacy
6. Excellent organisational skills
7. Willingness to work hard
8. A commitment to raising student achievement
9. Willingness to participate in co-curricular activities
10. Commitment to being part of our wider Trust and local communities
11. Understanding the statutory requirements of legislation concerning SEND, safeguarding and child protection

Desirable

1. Experience of managing a team successfully
2. Experience of monitoring and evaluating aspects of teaching and learning

Qualification and Education

1. Degree or equivalent in a relevant subject
2. Teaching qualification(secondary)
3. Qualified Teacher Status (QTS)

Personal Attributes

The successful candidate will:

1. Be committed to student learning and raising achievement of all students through her/his teaching
2. Have very high expectations for the learning and achievement of all students
3. Be enthusiastic with the ability to inspire our students
4. Demonstrate consistently the qualities of an outstanding learning practitioner through her/his own professional work
5. Demonstrate commitment, reliability and integrity
6. Be flexible and adaptable to changing circumstances and new ideas
7. Have the ability to get things done with imagination, vision and drive
8. Be a model of professionalism, through her/his conduct in and around the workplace and when representing the Trust
9. Exemplify excellence in her/his relationships with, and attitudes to pupils, parents, colleagues, governors, trustees and other professionals with whom they have contact as part of their role.

Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1 Enhanced Certificate of Disclosure from the Disclosure and Barring Service*

2 Additional criminal record checks if applicant has lived outside the UK

3 Children's Barred List Check*

4 DfE Prohibition List Check including GTCE Check

5 Confirmation of Qualifications and Qualified Teacher Status, including confirmation of professional status from relevant professional regulatory body for teachers who have worked overseas.

6 Medical clearance

7 A minimum of two satisfactory references from current and previous employers (or education establishment if applicant not in employment).

8 A Section 128 Education and Skills Act Prohibition from Management list check.

*All posts involving direct contact with vulnerable children are exempt from the Rehabilitation of Offenders Act 1974. The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974.

This post is classed as being in 'Regulated Activity' as defined in Keeping Children Safe in Education 2022, therefore in addition to the DBS check, a check of the Children's Barred List will also be conducted as part of the pre-employment screening process.



A-Level Results Day

Northern Leaders Trust is laying the foundations now for a period of solid growth over the coming years. These results are just the start of this journey.

About our Trust

Northern Leaders Trust; Formed in 2014, our Trust currently incorporates both Kenton School and Studio West, an innovative 11-19 studio school.

Under the leadership of Chief Executive Officer Lee Kirtley, the Trust's main objectives are encompassed in its vision statement, which is 'Students are at the centre of everything we do. Through collaboration, every aspect of our work is of high quality. Our academies deliver an ambitious and inclusive curriculum. This enables all students to have high aspirations and to excel academically and socially.'

Each academy is unique and retains its own identity whilst aligning with our Trust vision and values. Each academy's motto summarises this.

Kenton School

'All Different, All Equal.'

Studio West

'Learning that connects.'

Our Trustees

Over the last three years, the Trust Board, comprising of 3 members and 7 Trustees has delivered major improvements to the governance, leadership and financial health of the Trust.

Our Trustees come from a variety of different education and business backgrounds, driving the strategic vision of the Trust and our schools. The Trust and its schools are supported by a strong central services team covering core Trust functions, such as HR, Finance, Data and ICT.

Shared Expectations – The One Trust Rule

Every student and adult is expected to behave in a responsible manner both to themselves and others, showing consideration, courtesy and respect for other people and their wellbeing at all times.

Integrity

We act with honesty, transparency, and strong moral purpose in all that we do. Our decisions are guided by what is right for children and young people. We take responsibility for our actions, build trust through openness, and demonstrate consistency between our words and behaviours. We model ethical leadership so that students and staff feel safe, respected, and confident in our fairness.

Ambition

We are relentlessly ambitious for every student and every member of staff, regardless of starting point or background. We believe that all can achieve highly and are proud to create an aspirational culture. We challenge limits, remove barriers, and provide the support needed so that excellence is both expected and attainable.

Belonging

We create environments where every individual feels known, valued, safe, and proud to be part of our Trust community. We recognise that belonging strengthens wellbeing, engagement, and success. Through inclusive practice and strong relationships, we ensure that diversity is respected, voices are heard, and connections with families and communities are meaningful and sustained.

Collaboration

We believe we are stronger together. Collaboration is central to improving outcomes, developing expertise, and sustaining excellence. We work purposefully within and between schools, across trusts, and with wider stakeholders to share knowledge, solve challenges, and create opportunities for all. Professional generosity and collective responsibility underpin our approach.

The fabulous North East of England

An enviable quality of life offering great value for money

Those who already live here need no encouragement to report that the North East of England is still very much a hidden gem with the most amazing beaches, rolling countryside, rich history (there are over 70 castles in the North East!) vibrant cultural offering, a superb range of award-winning restaurants, ample housing and of course the genuine warmth of local people.

The good thing about living here, is that you are never far away from peace and solitude. From Newcastle city centre, just travel for 30 minutes by car to the east and you are at one of the most beautiful and unspoilt coastlines with miles of sandy beaches, or to the west and you will arrive in the enchanting Tyne Valley with its pretty towns, villages and farmland.

It has been said that there are few places in the world where you can go surfing in the morning and then be in a bustling city centre for a 9am meeting.

From award winning parks and gardens to serene beaches and countryside, North East England offers great natural beauty and an enviable quality of life.

Newcastle – what's it like?

Newcastle offers an unrivalled number of bars, clubs, and restaurants, with an incredibly vibrant nightlife catering to the vast number of students and visitors to Newcastle - and everywhere in the city is within walking distance.

But there is so much more to Newcastle, with a vast array of music venues, galleries, and museums, those looking for culture in their leisure time will not be disappointed. The range of shops and leisure facilities offers some of the best in the country, whilst stunning beaches and beautiful countryside are within easy reach of Newcastle.

Newcastle is well connected to the rest of the UK by rail and Newcastle has one of the busiest railway stations in the UK. From Newcastle, the A1 will take you to London and Edinburgh, the A19 to Sunderland, and the A69 to Carlisle.

Newcastle International Airport is just seven miles outside of Newcastle, whilst the ferry terminal in North Tyneside has daily services to Amsterdam.

Newcastle has two universities, two smaller FE colleges as well as the main Newcastle College and seven independent schools.

However, the aspects of living here that will be of most interest are likely to be housing, commuting, the cost of living and leisure activities, so let's look at these in turn:



Housing

House prices are 73% lower than London and 54% lower than South East England

The North East of England has housing that caters to all budgets with some of the cheapest property to be found anywhere in the UK. There are some stunning places to live in North East England spanning all price brackets, with rural, coastal and river views being accessible from family town houses and starter apartments in equal measure.

The North East consistently remains one of the most beautiful, vibrant, exciting and thriving places to live and work.

The latest data from the Land Registry reveals that the average house price in the North East of England is £157,920. Over July 2022, house prices increased on average by 1.7% or £2,650 or over the last calendar year by 3.6% or £5,480.

However, across the North East, there is a considerable spread of house types and house prices with the three most expensive areas for house prices in the North East being North Tyneside, where house prices average £199,500, Newcastle upon Tyne where prices are £187,900 and Northumberland where average prices are £184,000.

Transport links and commuting

It's easy to get about too, with the Tyne and Wear Metro, which is an overground and underground light rail rapid transit system serving Newcastle upon Tyne, Gateshead, North Tyneside, South Tyneside, and the City of Sunderland. The network opened in stages from August 1980 and now serves a total of sixty stations, with two lines covering 77.5 km of track.

The North East region also benefits from a comprehensive road network, an international airport at both Newcastle and Tees Valley offering daily flights to London, Europe and Dubai and the East Coast Mainline rail service connecting us to Scotland, Cumbria, Yorkshire, London and the west country.

With the proximity of towns and cities to such great transport links, it is hardly surprising that the North East England workforce spends thirteen hours per year less time commuting than the national average. We have the lowest average commuting distance of 7.8 miles and one of the lowest commuting times of 23.6 minutes.



Cost of living

Prices are lower than you would normally expect to pay in many parts of the UK, and you may find that you have a disposable income at the end of each month, in which case, you may be wondering what to spend it on. Here are some ideas:

Entertainment

North East England has a variety of entertainment offers, from cinemas to open air concerts and live music, to theatre shows, there's something for everyone. Theatres in the region attract Broadway shows, whilst Sage Gateshead is a world-renowned venue for music and learning.

Food & Drink

In our city centres and beyond, we have Michelin Star fine dining, family fayre and student feasts; and in our market towns, we have some of the most exquisite home grown produce from our extensive rural areas and available via regular farmers markets.

Arts & Culture

Our region has exceptional art galleries such as Baltic, Laing Art Gallery and the Customs House; child-friendly museums such as Beamish, Bowes, Discovery and Centre For Life; and stunning days out for the whole family, such as Alnwick Gardens and Castle, and numerous National Trust stately homes.

Shopping

Retail therapy has always been an important part of life in North East England and, as such, we boast one of Europe's largest shopping centres, The Metrocentre, Gateshead, which has over 330 stores, a cinema complex and food village. Newcastle city centre's main shopping centre, Eldon Square, is hard to beat with its anchor department store tenants, Fenwick and John Lewis, while North East England also offers boutique outlets and market towns that are treasure troves for antique lovers.

Sports

North East England has a proud footballing tradition with Newcastle United and Sunderland AFC. We also boast premiership Newcastle Falcons Rugby team and the Durham County Cricket Club. For people who love the great outdoors, there is surfing along the stunning North East coastline and the coast- to-coast cycle trail to Carlisle. North East England also hosts the world's largest half marathon, The Great North Run, which attracts more than 55,000 participants each year.

Travel & Tourism

Iconic attractions such as the Angel of the North, Durham Cathedral, Northumberland's National Parks, Alnwick Gardens, Bamburgh Castle and Newcastle Quayside are visited by thousands of tourists each year.

The best idea is to come and experience for yourself the many benefits of living in this part of the world!







Additional Information for Applicants

Terms and Conditions of Employment

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document at it applies to Deputy Headteachers, and as amended/supplemented by local decisions made by Northern Leaders Trust.

Salary

The salary range for the post is L1 to L5 with current corresponding salary range of £53,586 - £59,137 pa, Starting salary will be dependent upon current pay point and relevant experience. Progression through the salary range is considered annually and is subject to successful performance appraisals and meeting progression criteria.

Start Date

The start date of the post will be Easter 2027 or earlier with early release granted. This is a permanent post.

Pension Scheme

The postholder will be automatically enrolled in the Teachers' Pension Scheme. There is an option to opt out for those who wish to. Further details on the Teachers' Pension Scheme can be found at www.teacherspensions.co.uk and www.twpf.info.

Safeguarding

Northern Leaders Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.

Selection Processes

The selection process will take place on-site

Equal Opportunities

Northern Leaders Trust is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

NORTHERN LEADERS TRUST

Application Process

If you feel you have the experience, skills and attributes to succeed as part of our team, please download and complete our application form and return it to hr@northernleaderstrust.org

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