



APPLICATION PACK:

TEACHER OF SCIENCE



Teacher of Science

Benefits to joining The Cowplain School:

- A chance to work at a good and improving school with friendly children and supportive colleagues
- Superb ECT induction programme, recognised as 'excellent' by Hampshire County Council
- A Professional Learning programme led by staff
- Enhanced starting salary for exceptional candidates
- Clear progression and promotion opportunities
- Staff laptop for every colleague
- Active wellbeing and social committee

Start date: September 2026

The Cowplain School is seeking to appoint an enthusiastic and ambitious Teacher of Science to join our expanding Science and Technology department. You should be aspiring to be an excellent classroom practitioner and have students at the heart of your work.

We are looking for somebody who is creative in the classroom and is able to engage a wide range of students. This role is suitable for an ECT, who will benefit from a comprehensive range of support and guidance. At The Cowplain School, we operate as one Science and Technology Department, and there will be opportunities for the successful candidate to possibly teach technology as well as science. Science staff have found the application of science, particularly physics, into real world engineering engaging and useful in shaping their teaching practice.

We are extremely ambitious for our 1000 students and have a strong vision to ensure that the life-chances of every young person are enhanced by quality teaching, leading to excellent outcomes. As a teacher at Cowplain we would invest in you to ensure that you develop the skills and expertise needed to ensure the students that you teach acquire skills vital to their future. All classrooms in the Science department are based together and were recently refurbished and enhanced. All teachers teach in their own room, equipped with projector and screen, and every teacher receives a laptop. We offer all members of staff a full induction programme and significant opportunities to develop their expertise. Colleagues at the school work together to support each other and we have an active wellbeing committee.

If you would like work in a growing and exciting department, we would love to hear from you. You will join a committed, successful and supportive team.

To request an application pack please email Mrs Amanda Simmons via a.simmons@cowplainschool.co.uk or access via www.cowplainschool.co.uk/about-us/vacancies. If you wish to apply for this post you will need to return a fully completed 'The Cowplain School' application form to Mrs Amanda Simmons, PA to the Principal, via email or post to The Cowplain School, Hart Plain Avenue, Cowplain, Waterlooville, Hants, PO8 8RY.

The closing date for receipt of fully completed application forms is midday on Friday 17th April 2026.

The Academy reserves the right to interview earlier should suitable candidates apply.

The Cowplain School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.



Join us on our journey to excellence!

Thank you for your interest in post of Teacher of Science at The Cowplain School. I sincerely hope that you will continue your application and wanted to share with you a few words that I hope will convince you to apply.

This is an exciting time to be joining the school; I took up the post of Headteacher on May 1st 2013 and am looking for an outstanding teacher of Science to join myself; a superb leadership team; the Head of Science; a committed staff and a knowledgeable governing body to take the school forward.

I know that applying for a new position is a big decision so I thought it would be useful to explain why I think The Cowplain School is the right choice for your career. Firstly, the school is part of a community that values it and students enjoy attending Cowplain and are very proud of it.

Secondly, the school provides a caring and inclusive environment that values each child. Staff are committed to ensuring the best outcomes for those that they teach or work with and there is a very positive feeling and ethos in the school which I am determined to maintain. Behaviour in lessons and around the school is good due to our rigorous '*You deserve disruption free learning*' ethos and behaviour strategy.

Thirdly, we have an exciting challenge ahead of us to raise the standards of attainment and achievement in the school. Results have already improved dramatically but they need to improve further and I am looking for teachers who can raise standards in Science. I am extremely ambitious for the school and its students and require staff who share this ambition. I hope you are confident in your ability and, even if you are a PGCE student applying for his or her first post, I need you to have the ambition to be an outstanding Science teacher in an outstanding department.

You may not be there yet, but we need you to have the potential to be delivering great provision very quickly! We are committed to helping you do this and will work with you all the way to develop your expertise. It is also worth noting that many colleagues who have joined us have gained promotion and assumed leadership positions both with The Cowplain School and others; we are especially pleased that our induction programme has been recognised as excellent and many of our previous ECTs have seen their careers progress very quickly.

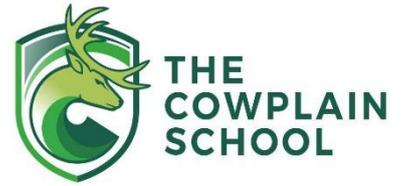
The desire to accept the challenge should, I trust, be one that inspires and motivates you to apply. If you are successful, I can offer you the chance to play a big part in the continued success of The Cowplain School; not just in teaching and developing Science within the school, but also through the chance to enhance the whole school experience for each child.

For more information about the school, please consult our website www.cowplainschool.co.uk. To receive more information, arrange a visit or ask any questions that may inform your application, please contact Mrs Amanda Simmons, PA to the Principal:

amandas@cowplainschool.co.uk

Once again, thank you for your interest in the post.

Ian Gates
Principal



Information for applicants

Salary: Salary commensurate with experience.

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Mrs A Simmons
PA to the Principal
The Cowplain School
Hart Plain Avenue
Cowplain
Waterlooville
Hants
PO8 8RY

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Science Department details

Staff

We have seven full-time and one part-time teacher, led by a Head of Department and a Second of Department, supported by two technicians. As far as possible, all teachers have a timetable which covers students of all ages and abilities. Currently some Science teachers also contribute towards the technology subject areas of Food and Engineering.

Accommodation

We have eight new state-of-the-art Science laboratories. Where possible, staff teach in their own laboratories, although in a large department some movement is always necessary.

Curriculum

We aim to help our students achieve the best possible qualifications in Science. We do this through precise learning points each lesson seeking to develop enthusiasm, thinking and enquiry skills.

We currently teach a three year KS3 to broadly set ability groups, with a focus on precise learning points and checks. All pupils study a thematic based curriculum that places thinking hard, understanding diversity and developing character at its centre.

In KS4 Science, all students are taught in sets which are reviewed after assessments twice a year. All students follow Edexcel Separate Sciences routes.

Staff Development

We work together on our teaching strategies through joint planning and weekly briefings. We support each other to improve and work well as a team. All staff contribute to the Science department and the wider school community through taking part in various whole school professional learning opportunities. Most recently this work has focussed on applying Rosenshine's principles. This leads to a cohesive, open and friendly environment where success is celebrated, support given and opportunities for development are provided and encouraged.



TEACHER OF SCIENCE

The teacher is responsible to the Principal in all matters, and to the Head of Department in respect of curriculum and timetable matters.

SPECIFIC RESPONSIBILITIES INCLUDE:

1. Set high expectations which inspire, motivate and challenge students

- a) establish a safe and stimulating environment for students, rooted in mutual respect
- b) set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- c) demonstrate consistently the positive attitudes, values and behaviour which are expected for students

2. Promote good progress and outcomes by students

- a) be accountable for students' attainment, progress and outcomes
- b) be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- c) guide students to reflect on the progress they have made and their emerging needs
- d) demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- e) encourage students to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

- a) have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- b) demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- c) demonstrate an understanding of and take responsibility for promoting high standards of literacy, numeracy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

4. Plan and teach well-structured lessons

- a) impart knowledge and develop understanding through effective use of lesson time
- b) promote a love of learning and children's intellectual curiosity
- c) set homework and plan other out-of-class activities to consolidate and extend knowledge and understanding students have acquired
- d) reflect systematically on the effectiveness of lessons and approaches to teaching
- e) contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

5. Adapt teaching to respond to the strengths and needs of all students

- a) know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- b) have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- c) demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- d) have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use them and evaluate distinctive teaching approaches to engage and support them

6. Make accurate and productive use of assessment

- a) know and understand how to assess the relevant subject and curriculum areas, including statutory requirements
- b) make use of formative and summative assessment to secure students' progress
- c) use relevant data to monitor progress, set targets, and plan subsequent lessons
- d) give students regular feedback, both orally and through accurate marking and encourage students to respond to feedback

7. Manage behaviour effectively to ensure a good and safe learning environment

- a) have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the college, in accordance with the college's behaviour policy
- b) have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- c) manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- d) maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

8. Fulfil wider professional responsibilities

- a) make a positive contribution to the wider life and ethos of the college
- b) develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- c) deploy support staff effectively
- d) take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- e) communicate effectively with parents with regard to students' achievements and well being

9. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- a) treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- b) having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- c) showing tolerance of and respect for the rights of others
- d) not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- e) ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law

10. Demonstrate proper and professional regard for ethos, policies and practices of the school, and maintain high standards in their own attendance and punctuality

11. Demonstrate an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities

GENERAL RESPONSIBILITIES INCLUDE:

- a) Being a Tutor to an assigned Tutor Group and to carry out related duties in accordance with the general job description of Form Tutor.
- b) Carrying out a share of supervisory duties in accordance with published schedules.
- c) Participating in appropriate meetings with colleagues and parents relative to the above duties.