



THE WEBBER INDEPENDENT SCHOOL

ACHIEVING EXCELLENCE TOGETHER

HEAD OF SCIENCE

START DATE: SEPTEMBER 2026

CONTRACT: FULL-TIME

REPORTING TO: ACADEMIC LEAD

ACCOUNTABLE TO: HEADMISTRESS

I. THE ROLE

The Webber Independent School is seeking to appoint an inspirational and dynamic Head of Science to lead our Science Department across Years 7-11. This is an exciting opportunity for an ambitious and passionate teacher to further develop a successful department within a thriving and supportive Independent School community.

The successful candidate will lead the department in an engaging and innovative way, ensuring students achieve the best possible outcomes in Biology, Chemistry and Physics. They will demonstrate excellent classroom practice, inspire both students and colleagues, and promote a culture of curiosity and academic excellence. As Head of Science, you will provide both strategic leadership and day-to-day management of the department, overseeing schemes of work, assessment, and teaching resources while ensuring high standards of teaching and learning.

The role also includes contributing to the wider life of the School and supporting our ethos of "Achieving Excellence Together." The successful candidate will also act as a Form Tutor in the Senior School, supporting the pastoral care and personal development of students.

II. ABOUT THE SCIENCE DEPARTMENT

The Science Department at Webber has a strong profile within the School. As a small and collaborative team, we:

- Develop strong, positive relationships with students and parents
- Provide a safe and supportive environment for individual learning journeys
- Create bespoke learning pathways leading to outstanding GCSE and post-16 outcomes
- Offer mentoring schemes, enrichment days, competitions and co-curricular projects
- Maintain a strong commitment to Continued Professional Development (CPD)

Our team works closely together to develop innovative learning resources and showcase best practice across the School.

III. KEY RESPONSIBILITIES

Leadership and Management

- Lead and manage the Science Department across Years 7-11

- Deliver engaging and high quality teaching in Science
- Monitor student progress and ensure strong academic outcomes
- Develop and review schemes of work, assessment practices, and departmental resources
- Support students' academic progress and personal development
- Contribute to the School Improvement Plan and departmental development
- Work collaboratively with colleagues to promote best practice in teaching and learning
- Act as a Form Tutor, supporting the pastoral development of students
- Prepare students for internal and external examination
- Participate in professional development and performance management processes

IV. TEACHING AND LEARNING

- To fulfil the role of a Webber teacher, plan and deliver high-quality, differentiated lessons
- To plan and to deliver appropriate teaching programmes so that students further develop their skills in Science and to contribute to personal education plans as appropriate
- To mark the work of students that is completed in school and elsewhere as per school policy
- To set appropriate yet challenging targets for individuals and groups in order to raise achievement based on data analysis and assessment
- Mark and assess work in line with school policy
- To use ICT as an integral part of teaching

V. ASSESSMENT, RECORDING AND REPORTING

- Assess, record and report on student development, progress and attainment
- Maintain accurate records in line with departmental and whole-school policy
- Prepare students thoroughly for external examinations
- Participate in internal and external examination supervision and assessment.



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VI. STUDENT WELFARE & PASTORAL CARE

- Promote the general progress and well-being of students
- Act as Form Tutor
- Maintain high standards of behaviour and discipline
- Monitor attendance and liaise with pastoral staff when necessary
- Safeguard students at all times, in line with statutory requirements
- Communicate effectively with parents and carers

VII. WHOLE SCHOOL CONTRIBUTION

All staff are expected to:

- Attend assemblies, staff meetings, Parents' Evenings, Open Days and INSET days
- Participate in appraisal and performance management
- Support whole-school events and holiday clubs
- Promote the School ethos: "Achieving Excellence Together"
- Uphold safeguarding, equality and school policies

VIII. PROFESSIONAL DEVELOPMENT

The successful candidate will:

- Take responsibility for their own professional development
- Participate actively in performance reviews
- Engage fully with CPD opportunities
- Remain at the forefront of educational best practice

IX. PERSON SPECIFICATION

We are seeking a candidate who:

- Is an outstanding classroom practitioner
- Demonstrates inspirational leadership qualities

- Builds strong professional relationships with students, parents and colleagues
- Possesses excellent organisational and communication skills
- To participate in the development of appropriate specifications, materials and schemes of work
- To contribute to the production and implementation of Departmental Development and School Improvement Plans.
- To participate in performance management reviews and identify with other colleagues your professional development and training needs
- To carry out a share of supervisory duties in accordance with published schedules

X. TERMS & CONDITIONS

- Full-time position commencing September 2026
- Competitive salary dependent on experience
- Free lunch provided during term time
- Contribute fully to the School's extra-curricular programme and showcasing events

XI. SAFEGUARDING STATEMENT

The Webber Independent School is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. The successful candidate will be subject to appropriate safeguarding checks.

XX. HOW TO APPLY

Candidates should submit a letter to the Headmistress outlining:

Their motivation for applying

How they meet the requirements of the role

Applications should be sent via email to:
vacancies@webberindependentschool.co.uk

Closing date: Friday 30 April 2026

Interviews will explore your vision for the future of Science at the School, subject knowledge, pastoral experience and ability to relate effectively to students.

IX. COMPETENCY REQUIREMENTS

| Criteria/Education/Training/Qualifications | Essential/Desirable | *Evidence Application Form, Interview, Reference |
|---|---------------------|--|
| Qualified Teacher Status | E | A |
| Degree in related subject | E | A |
| Upper Second Class Honours Degree from a respected University as a minimum. | D | A |
| Recent participation in a range of in-service training relevant both to the curricular and management aspects of the post | D | A |
| Knowledge/ Experience | | |
| Classroom teaching experience within the senior age range, with excellent subject knowledge and classroom management skills | E | A//R |
| An understanding of students educational development | D | A//R |
| Involvement in the development of schemes of work which prepare pupils for GCSE examinations | E | A/I |
| Experience of planning and implementing the curriculum and assessment. | E | A//R |
| Proven record for securing excellent public examination results | E | A//R |
| Knowledge of effective teaching and learning strategies across the age and ability range | E | A//R |
| Experience of school improvement strategies, including use of comparative data to set targets | D | A//R |
| An appreciation of local and national policies, priorities and statutory frameworks, including those relating to the safeguarding of children | D | A//R |
| Application of ICT and Digital Learning resources to teaching and learning | E | A//R |
| Good communication skills with the ability to communicate effectively verbally, in writing and using modern technologies | E | A//R |
| Excellent Inter-personal skills | E | A//R |
| The ability to prioritise time effectively and to plan ahead | E | A//R |
| An ability to motivate others, particularly students | E | A//R |
| Self-awareness and personal presence | E | A//R |
| Commitment, enthusiasm, integrity and reliability | E | A//R |
| Flexibility and a willingness to learn | E | A//R |
| The ability to work as a member of a team | E | A//R |
| A positive attitude | E | I/R |
| Emotional intelligence | E | I/R |
| A willingness to become involved in the wider life of the school | E | A//R |

EVIDENCE
A- APPLICATION
I -INTERVIEW
R -REFERENCE