

NORTHAMPTON SCHOOL FOR GIRLS

Respect for Self | Respect for Others | Respect for Learning

Lead Practitioner - Science

Closing date: 9am, Monday 16th November 2026

How to Apply.

We warmly invite you to arrange an informal telephone or video call so that you can learn more about our wonderful school. Please also take a look at our **website** which will help bring to life the essence of NSG.

Applications are accepted via the school application form (available on the vacancies page) or via TES QuickApply. Please contact the school if you need to request the application form in an alternative format.

We would encourage you to submit your application as soon as you are able as we reserve the right to act on received applications before the closing date has passed.

Closing date: 9.00am, Monday 16th November 2026

Welcome



Thank you for your interest in joining us at Northampton School for Girls.

We have a rare and exciting opportunity to further strengthen and develop both our Science Faculty and extended leadership team through the appointment of a **Lead Practitioner – Science**.

Working closely with our experienced Head of Faculty, alongside our Deputy and Assistant Headteacher links, the successful candidate will have the opportunity to contribute to high-level strategic initiatives, influence teaching and learning across the faculty and wider school and develop their leadership expertise. This role offers valuable exposure to whole-school leadership and an excellent platform for future career progression.

We are looking for an inspirational and ambitious practitioner who shares our vision and passion for science; someone who will enthuse and inspire our students, help them discover the beauty and relevance of the subject, and develop their confidence, curiosity and sense of agency to apply their knowledge and skills in further study and life beyond school.

We will provide you with a range of bespoke opportunities to support your career and ongoing professional development. At Northampton School for Girls, we are committed to caring for and supporting the development and growth of all our school community, students and staff alike.

Northampton School for Girls is a truly remarkable school that students and staff are, rightly, proud to be part of. It has a unique vitality that springs into life as students and staff arrive through its doors. Our school is everything but ordinary and our students never fail to impress us with their achievements and the genuine desire they have to help others. They are incredibly talented, open hearted and courageous and we are unapologetically driven to supporting them to succeed.

Underpinned by our values of **'Respect for Self, Respect for Others and Respect for Learning'**, we provide our students a rigorous and ambitious curriculum which meets the needs of individual learners' talents and interests, building the foundation for their future successes in a fast-changing world.

From its inception in 1915, Northampton School for Girls has recognised and celebrated everyone as individuals and has also embraced the power of the community. Our students recognise the impact they have on others and particularly the responsibility that they have to give of their time, talents and charity to the wider community. We foster an environment where students can expand their minds, think flexibly, develop the skills of leadership that they all have within them, and grow as individuals.

We are a school with an impressive reputation, rich cultural diversity and a long-standing track record of success: we are proud to be Northampton School for Girls.

I very much look forward to welcoming you.

Cristina Taboada-Naya | Headteacher

Job Description.

Lead Practitioner - Science

Salary: LPS (points 1 to 4)

Full-time

Reporting to: Head of Faculty (Science)

Liaising with: Line Manager, TLR holders, teachers, relevant support staff, parents/carers

Start date: January/April with the capacity to start sooner

Purpose

- Work with the Head of Faculty and extended Senior Leadership team to deliver the vision for the subject and raise standards of attainment
- Develop and sustain high-quality teaching and learning across the department
- Act as Leader within the subject, making a difference to all young people in our care



Role Responsibilities

School Ethos in Action

- To uphold the school ethos: 'Respect for Self, Respect for Others, Respect for Learning'
- To promote the school's non-negotiables: high achievement, inclusion and development of the whole child
- To promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with
- To provide a safe, happy, ordered, lively, stimulating environment and to give guidance, good examples and teaching so that each child has the opportunity to develop educationally, physically, emotionally, socially and spiritually to their full potential
- To support school policies with a commitment to high standards, high expectations and high achievement
- To foster children's development in the fullest sense, paying particular regard to the attitude and values the school promotes
- To promote a climate of encouragement and praise and actively support the school's rewards system.

Lead with Impact

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Job Description.

What our students have to say about NSG

"NSG is a great school, and some of your best experiences of your life will happen here"

"I feel like I've made some of the best friends I'll ever have"

"Once you get to know the people in your form, you will build strong and long-lasting bonds with them, almost like they become your second family"

Strategy and Improvement

- Provide leadership and direction to students, staff, parents/carers and the wider community, promoting excellence, equality and high aspirations
- Prepare and deliver training courses across the school to improve teachers' practice
- Cascade professional development across the department through delivery of CPD sessions in areas of teaching and learning that require development
- Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice

Delivering High-Quality Curriculum Provision

- To plan, develop, and implement the curriculum with reference to relevant school policies and schemes of work
- To support the faculty in the development or review of schemes of work and resources
- To produce high-quality resources to support the planning and delivery of science knowledge and skills
- To work with colleagues to ensure continuity, progression, breadth and balance in the curriculum
- Measure and assess the impact of inventions
- To constantly monitor and evaluate your own practice and the standards of learning in your classroom, making regular assessments of students and their progress
- To teach other subjects linked to the curriculum, as required
- To prepare students for the opportunities, responsibilities and experiences of adult life
- To ensure that ICT, Literacy, Numeracy, and the school's subject specialism in music are reflected in the teaching/learning experience of students
- To mark and feedback on progress to students and parents in accordance with the school's marking policy
- To ensure that excellent teaching is provided to all learners and that appropriate differentiation and challenge is provided for all learners. Ensure that students with SEND are taught with full knowledge of their ILP and in accordance with the Code of Practice on Special Needs.

School Improvement

- To contribute to the achievement of school improvement targets and to play a full part in departmental and whole school monitoring and evaluation
- To support the school's culture by ensuring policies relating to standards of conduct and appearance of students in your classes and around the school are followed consistently
- To compile reports on pupils when required and maintain records as required by the School Assessment, Recording and Reporting Policy Wider Responsibilities
- Carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document.

Job Description.

Meet our Students

"NSG is an accepting, welcoming school with a very amazing, diverse community and has lovely, supportive staff always there to make sure you're comfortable"

"I really enjoy the variety of extracurricular clubs NSG offers as there is something for everyone to try"

"The staff are also great and there is always someone I can talk to"

School Improvement (continued)

- To be a tutor (or an active member of a year team) for a group of students, taking responsibility for the learning, achievement and progress of these students, including fulfilling the statutory responsibilities for attendance and punctuality monitoring
- To be aware of current educational developments and the conclusions of educational research that may be relevant to practices within the school
- To engage in continuing professional development (CPD)
- To actively participate in the school's arrangements for the appraisal of performance

Whole School Contribution

- To follow the school's policies and procedures for securing the safeguarding and welfare of students and staff
- To contribute to the development of whole school policy, aims and outcomes
- To play a full part in the life of the school community, support the distinct NSG ethos, and encourage staff and students to follow this example
- To attend staff meetings and other meetings with colleagues or parents as appropriate and as reasonably directed
- To carry out duties assigned by members of the Senior Leadership Team

Additional Duties

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out.

Lead Practitioner Scale

Teachers on the Lead Practitioner Scale are expected to demonstrate consistently outstanding practice in teaching and learning, serving as exemplary practitioners and influential leaders within their subject area and across the wider school. They play a pivotal role in driving improvements in teaching quality, raising pupil achievement and contributing to the strategic development of teaching and learning.

Lead Practitioners are expected to demonstrate a sustained and substantial impact beyond their own classroom, using their expertise to lead, coach, mentor and develop colleagues, share evidence-informed best practice and support the implementation of whole-school and faculty improvement priorities. They are expected to demonstrate the ability to influence and inspire others, lead meaningful and sustainable improvements in pedagogical practice, and evaluate the impact of their work on teaching quality and pupil outcomes.

Teachers on the Lead Practitioner Scale must consistently meet the Teachers' Standards and demonstrate the highest standards of professional conduct. Their performance and contribution should reflect the additional leadership responsibilities, professional expertise and wider influence associated with the role, with clear evidence of sustained impact on the quality of education across the school.

Person Specification.

Lead Practitioner - Science

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Full-time

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Start date: January/April with the capacity to start sooner

Education / Training / Qualifications	Essential / Desirable
• Qualified Teacher Status • Degree in faculty-related subject, or B.Ed • Recent (in the last 2 years) relevant CPD	*Essential*
• Masters level qualification	*Desirable*

Experience	Essential / Desirable
• Experience of effective learning and teaching across KS3, KS4 and KS5 • Innovation and creativity to engage and enthuse learners • Excellent subject knowledge and classroom management skills • Experience of planning, implementing and assessment • Successful experience of achieving success in outcomes for students across a department or key stage • Experience of developing the whole child through your subject	*Essential*
• Experience of mentoring ECTs	*Desirable*

Abilities, Skills and Knowledge	Essential / Desirable
• Ability to communicate effectively with parents • Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes • Ability and passion to champion all children • Ability to apply the use of ICT to teaching and learning • An appreciation of local and national policies, priorities and statutory frameworks, including those relating to the safeguarding of children • Ability to take initiative and to follow it through to completion • Understanding of current debates about pedagogy within subject area	*Essential*

Personal Skills and Attributes	Essential / Desirable
• Commitment to tutor role • A passionate belief in the school's ethos • Good communication and interpersonal skills • The ability to prioritise work effectively and plan ahead • Confidence with an ability to motivate others • Self-awareness and presence • Dedication, enthusiasm, integrity and reliability • Independent thinker • Flexibility and creativity • Caring, kind and approachable • Positive and optimistic • Ability to champion the cause of every learner and to challenge underperformance where it may occur • Willingness to be involved in the wider life of the school	*Essential*



https://www.nsg.northants.sch.uk/vacancies

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