

Love God
Work Hard
Be Kind



Holy Cross
CATHOLIC HIGH SCHOOL

Head of Science

Science at Holy Cross

Head of Science

January 2026

Dear Applicant

Welcome to the Science Department

An exciting opportunity has arisen to lead our thriving and extremely successful science department, due to the promotion of a colleague to senior level. We are looking to appoint a talented, highly motivated and enthusiastic Head of Science to lead our dynamic and supportive department. The successful candidate will be dedicated to delivering exceptional teaching and will lead the development of an ambitious science curriculum through strategic leadership ensuring high quality teaching and learning to ensure strong pupil outcomes are maintained.

Within the science department, there are eight full-time experienced teachers, each with their own subject specialisms and two technicians who keep the department running smoothly; experiments are actively encouraged in lessons to allow pupils to make observations, record data and investigate scientific phenomena. We currently deliver the AQA GCSE specifications. All pupils follow the AQA Trilogy course and achieve results which greatly exceed national average (22% excellence grades, 67% strong pass, 81% standard pass, in 2025). There is one class in both Years 10 and 11 which follows the AQA separate sciences course with great successes being achieved (81% of pupils achieving excellence grades across the three disciplines, including 19 Grade 9s, in 2025). Many pupils go on to continue with their science studies in further education.

The department work collaboratively to provide pupils with a high-quality curriculum and our aim is to deliver exciting lessons that stimulate and develop pupil curiosity, promote logical thinking and widen knowledge, allowing pupils to become scientifically literate. We offer innovative learning opportunities designed to enthuse and inspire learning. Pupils comment that they enjoy their science lessons, they are expected to work hard and that scientific explanations are clear. At our school, pupils want to learn science, they show a passion for the subject due to the delivery of lessons and the extra-curricular activities on offer.

Science is a well-resourced department and is taught in eight specialist rooms, two of which have been recently refurbished, providing a first class teaching environment. Each lab is equipped with a flat screen television, a surface tablet and plenty of space for completing practical work. There are excellent resources used to support both teaching and learning and the department has a range of new textbooks, an annual subscription to Exampro, Focuselearning and schemes of work which are contributed to and updated regularly.

In all years, pupils are taught in sets according to ability. Teachers normally teach the same class in Years 10 and 11 in order to ensure continuity as they approach their GCSE examinations. At KS3, pupils have different teachers to provide experiences of different teaching styles. Throughout all our year groups, the science department continually reviews and develops the curriculum to ensure that it provides rigour and challenge for our pupils, whilst also embedding regular retrieval practice. We follow structured schemes of learning which meet the National Curriculum. Staff workload is always considered when changes are made whilst ensuring high standards of teaching and learning are maintained.

We have excellent relationships with local businesses and colleges through our STEM links and pupils are actively encouraged to enter competitions. Educational visits are vital to the future progression of pupils and opportunities in the last academic year included GCSE Science Live, Unilever, Workshops at The University of Lancashire, Tomorrow's Engineers Robotics Challenge and Science Innovation days at Runshaw College. In addition, we have thriving Robotics, Engineering and STEM clubs where pupils complete weekly challenges; these are always well attended and increase pupils' engagement and interest.

The school is committed to providing a comprehensive and tailored training programme for all staff. There are also opportunities to be part of wider networks.

I hope that you will give careful consideration to applying for the role of Head of Science at Holy Cross Catholic High School. If you would like to visit our school, please contact the Headteacher's PA, Mrs Beth Palmer (b.palmer@holycross.lancs.sch.uk) or telephone 01257 262093.

Mr P Morris

Assistant Headteacher and SLT link to Science

Contract: Full-time hours, permanent contract

Start date: September 2026

Salary: MPR/UPR + TLR 1.2 (£12,520)

Closing date: 12 noon, Thursday 29 January 2026

Interview: Wednesday 4 February 2026

Working at Holy Cross

At Holy Cross, we are a supportive community where relationships matter. We look after our staff with protected PPA, tea and toast at break times, termly staff activities and wellbeing afternoons. There is a book club you can join, staff social events and a weekly prayer group "Thank God it's Friday".

We pride ourselves on offering a harmonious and supportive environment for all staff through our Mission Statement "To have life and have it to the full" John 10:10. Our staff are valued and supported through bespoke CPD and development opportunities.

Facilities

Located off Myles Standish Way in Chorley, the grounds overlook the hills of Rivington. We are easily accessible via the M6, M61, A49 and A6. Where possible, teachers have their own classroom that they can take ownership of. We have a large multi purpose sports pitch, a separate Maths block with a drama suite and newly refurbished classrooms.

The facilities offered at Holy Cross are exceptional with many more exciting developments underway. Recent developments include:

- A new music room
- A new computer suite with 32 computers
- Two refurbished science classrooms - providing first-class science teaching facilities, as well as modern preparation rooms
- An additional Maths classroom
- Two additional English classrooms

More developments are planned for 2026 - 2027.

As a school, we offer:

- A supportive leadership structure
- A warm community in which your career will flourish
- A robust effective behaviour system with a clear and consistent policy
- A thorough and supportive induction process
- Bespoke CPD with individual membership to the National College
- Protected PPA
- Access to high-quality, regular professional development
- Opportunities to collaborate with colleagues across the Archdiocese of 36 Catholic secondary schools and sixth form colleges and the local authority
- Continual review of working practices and staff workload
- Lancashire reward scheme including staff discount scheme in partnership with Vivup, financial benefits and Employee Assistance Programme

Child Protection Statement

In this school, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of our children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice and which behaviours should be avoided.

Please note that in line with Keeping Children Safe in Education 2025 an online search will be carried out as part of our due diligence on short-listed candidates.

Working at Holy Cross



What do staff say about being a part of the Holy Cross community:

Mr Holliday, teacher of Geography "We have excellent pupils who want to learn. As staff, we are supported and given opportunities for development".

Mrs Coyle, Head of Maths "Working at Holy Cross offers the opportunity to be part of a vibrant, faith-driven community rooted in a strong Catholic ethos. Staff and pupils thrive in a supportive environment where wellbeing is prioritised and mutual respect is central to daily school life. Clear policies and routines ensure consistency, allowing teachers to focus on teaching and pupils to focus on learning. With the best interests of pupils always at heart, Holy Cross fosters a culture of care, collaboration, and excellence".

Mrs Milligan, Head of Geography "At Holy Cross you are able to focus on the fundamental reason you joined the profession - to teach and inspire a love of learning for your subject! There are clear behaviour systems in place to ensure that learning is the priority. Over the last seven years, I have also been heavily supported by the Senior Leadership Team in pursuing my ambitions and developing my career, something I am very grateful for."

Mrs Moss, PE Co-ordinator "Holy Cross has a supportive environment. There is a collaborative and caring atmosphere amongst staff and pupils".

Mrs Ogden, Teaching Assistant "Holy Cross is a place where staff and pupils are cared for, they respect and look after each other".

Miss Wane, Teacher of Maths and former pupil "I love working at Holy Cross. My favourite thing is how kind and respectful the pupils are, after finishing most lessons pupils leave the room saying, 'Thanks Miss'. It is a small gesture but really shows how much our pupils value the lessons we teach at Holy Cross".

Mrs Fletcher, Second in English "There is such a welcoming atmosphere from staff on reception and around school and everyone is willing to help each other out; there is a real sense of community that is like no other school I've ever worked in (and I've taught in three). The pupils are polite, friendly and genuinely enjoy coming to school, which makes the job worthwhile. It feels like they really care about our school".

Mr Simpson, Teacher of Science and parent "I work at Holy Cross because it's a school where you can actually focus on inspiring and teaching pupils rather than behaviour. I recommend the school to everyone I speak to because it's where I sent my children and where I will stay for the remainder of my career. The expectations of staff are high, but the reward is great in the pupils and lessons you are able to teach".

Miss Wallace, Assistant Headteacher "I choose to work at Holy Cross because it is a school where the Catholic community truly matters. From the day I started, I felt welcomed and supported by colleagues who genuinely care about one another and the pupils they serve. The pupils at Holy Cross are respectful, kind, and committed to their learning and this makes it a rewarding environment to work within. What also makes Holy Cross special is its strong Catholic ethos, which fosters a sense of purpose, respect, and compassion throughout the school community. Holy Cross is a place that makes you feel valued, where faith and learning go hand in hand, and where the atmosphere is one of care, aspiration, and shared values".

Job Description

Head of Science

Responsible to: Headteacher, SLT link

Key Responsibilities:

Teaching and Learning

- Set a clear vision and strategic direction for the science department in line with the school Improvement Plan
- Promote innovative teaching methods, including practical based work
- To raise attainment and achievement within science
- To ensure that there is continuous development of schemes of learning
- To develop, monitor and evaluate subject staff to maximise the achievement and well-being of pupils
- To maintain the departmental contribution to self-evaluation and quality assurance to facilitate whole school review
- To lead the development of the use of ICT both within the curriculum and for tracking pupil progress
- To coordinate cross-curricular initiatives and interdisciplinary learning
- To ensure implementation of policies
- To develop sustainable links with partners
- To undertake effective planning of departmental development plans, capitation bids and resource management ensuring best value principles are applied
- To liaise with relevant external agencies including examination boards, colleges, other schools, business and industry links
- To ensure that departmental classrooms and learning spaces promote an effective climate for learning
- To undertake appropriate risk assessments to ensure health and safety within the subject and department

Pupil development and progress

- To ensure consistency, progression and high academic standards across all scientific disciplines
- To inspire staff to foster a climate of high quality learning
- To develop effective assessments and revision programmes to continually improve pupil outcomes and when required communicate effectively with parents/carers
- To undertake aspects of educational enrichment opportunities
- To analyse data (SISRA and SIMs) and use data to target set and monitor pupil progress
- To facilitate the appropriate behaviour of pupils in lessons and assist colleagues in applying the behaviour policy of the school
- To direct the work of pupils and cover staff in the absence of colleagues
- To coordinate the preparation of pupils for public examinations including effective revision
- To expand work related links and opportunities within the subject to develop understanding of the world of work

Learning and Collaborating

- To liaise with other subject teachers where appropriate in order to promote a cross-curricular approach to interdisciplinary learning
- To plan lessons that, where possible, promote the development of literacy and numeracy skills
- To work as part of a departmental team, reviewing and developing the curriculum and producing resources to support learning for the full ability range
- To support other members of the department and school community through the sharing of skills and experience

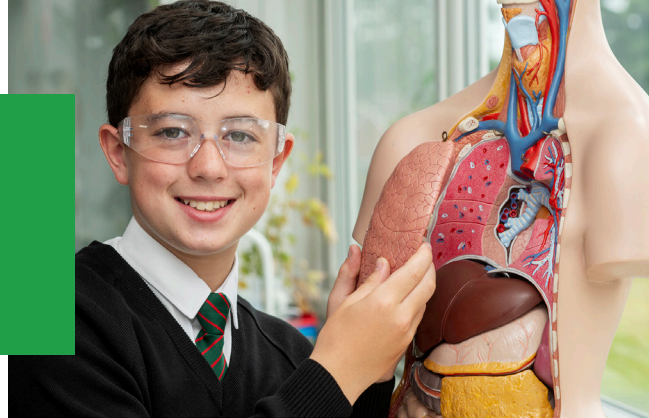
Professional Requirements

- To lead colleagues in their development through coaching, modelling and professional dialogue to raise standards of teaching and learning
- To induct new and early careers teachers into the department
- To assist supply teachers and trainees to become accustomed to the standards, expectations and work of the department
- To participate in the appraisal cycle acting as a leader for department members
- To develop individual responsibilities within the department including the negotiation of personal targets
- To facilitate the successful coordination of departmental meetings that promote the development of learning
- To direct the work and development of support staff to make best use of this resource
- To monitor the work of the department, resources and laboratory equipment/facilities and manage the departmental budget



Person Specification

Head of Science



Skills and Knowledge

- Ability to work effectively within a team environment, understanding teaching roles and responsibilities
- Excellent teaching skills and proven track record of success
- Ability to enthuse, engage and inspire pupils and colleagues
- Ability to create, monitor and develop engaging schemes of learning for KS3 and KS4 in Science
- Understanding of current issues relating to the teaching of Science
- Excellent interpersonal and communication skills
- Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people
- Good time management and personal organisational skills
- Good interpersonal and communication skills
- Excellent people management skills
- Ability to improve their colleagues and their own practice through observations, evaluations and discussion
- Understanding of strategies for raising the achievement of pupils of all aptitudes and abilities
- Ability to use pupil data to target set, inform planning and intervene

Experience and Qualifications

- Qualified Teacher Status
- Honours degree in science or science literature
- Willingness to participate in relevant CPD
- Experience with budget management

Professional Values

- A willingness to promote the Catholic ethos of the school
- A clear vision for the future of science education
- High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements
- A growth mindset and an excitement about learning new things
- A commitment to equal opportunities
- Willingness to engage in extra-curricular activities and seek to enlist outside practitioners and resources to enhance learning opportunities
- A good sense of humour and highly enthusiastic about working with young people

For more information about our school, please visit: www.holycross.lancs.sch.uk

For an informal discussion or to arrange a visit please contact:

Mr P Morris, email: b.palmer@holycross.lancs.sch.uk or Tel: 01257 262093

Completed application forms to be returned to vacancies@holycross.lancs.sch.uk

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of governance. Candidates should also refer to the most up to date Teacher Standards for the generic responsibilities of a main pay scale teacher. This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS Disclosure.



Holy Cross

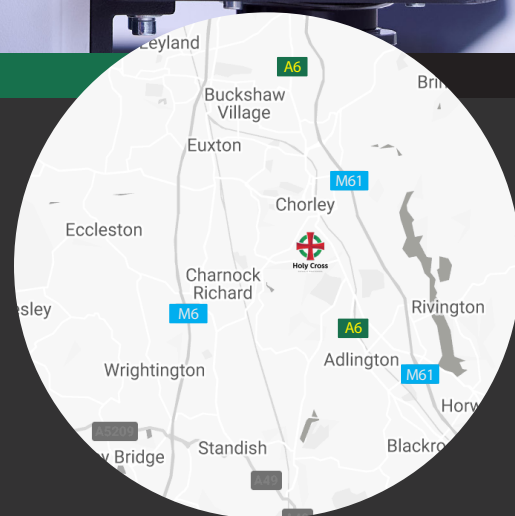
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TELEPHONE 01257 262093

ONLINE www.holycross.lancs.sch.uk

E-MAIL vacancies@holycross.lancs.sch.uk

X [@holycrosscholr](https://www.facebook.com/holycrosscholr)



How to find us

Holy Cross Catholic High School,
Myles Standish Way, Chorley, PR7 3LS

Conveniently situated with good transport links via
the M61, M6 and A6 to Wigan, Preston, Bolton,
Manchester, and mainline train station.