

PENKETH HIGH SCHOOL

Curriculum Lead Physics – Full-time, permanent, starting September 2026

Salary Details – Main Scale/UPS plus TLR2b
Hours of work – 32.5 per week

Penketh High School is seeking to appoint a permanent, full time Curriculum Leader for Physics from September 2026. The successful candidate will work closely with the Director for Learning for Science, taking strategic responsibility for the Physics curriculum across both Key Stage 3 and 4. We are looking for a dedicated, evidence informed and enthusiastic practitioner who is passionate about their subject and their ongoing professional development.

Penketh High School is an oversubscribed community school determined to provide their outstanding young people with the best possible educational experience and a foundation for lifelong success. The school holds the highest of expectations of pupils, underpinning a climate for learning that facilitates academic progress. The broader personal development and enrichment curriculum extends pupil learning beyond the classroom and supports pupils to develop a skillset that compliments their academic progress. Our evidence informed approach ensures that staff benefit from to a comprehensive professional development programme.

Penketh High School is a proud member of The Challenge Academy Trust (TCAT), sharing its mission to ‘serve, challenge and empower the educational community.’

At The Challenge Academy Trust, we are building a culture that champions better work and working lives across the Trust; a framework to support and develop our workforce from ‘hire to retire’. We are committed to providing a workload that is fair and reasonable, work environment where employee health and wellbeing are actively supported and promoted and structured personal and professional development.

Join The Challenge Academy Trust and be part of a supportive community that values deep connections with students, parents, and staff. Thrive in a role where teamwork, professional growth, and job satisfaction are paramount, and enjoy the flexibility and diversity of our engaging activities. Join us to make a lasting impact on the lives of students.

The Challenge Academy Trust is committed to promoting the safeguarding and welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are made subject to an Enhanced DBS check. We are an Equal Opportunities Employer, and our employment policies, procedures and practices are regularly reviewed to ensure compliance with legislation. We are committed to creating a workplace culture that is inclusive, positive, and fair with opportunity for all.

To apply please visit our website – penkethhigh.org

Completed forms should be returned to hr@penkethhigh.org by the closing date of the **18th February 2026, 3.00pm**

Interviews to take place w/c 23rd February 2026



Continuing Professional Development
Join us at Education Connect to access high-quality CPD that is rooted in the latest research, promotes innovation, and fosters a culture of collaboration.



Cycle to Work Scheme
Save 23-39% on a new bike for work. TCAT have teamed up with BHN Extras to offer a Cycle to work salary sacrifice scheme.



TCAT Plus (Health and Wellbeing and Staff Discounts)
TCAT Plus is an online hub for all staff that offers wellbeing support and financial discounts at hundreds of big brand online and high street retailers.



Smart Tech
A chance to get the latest tech at the best price and spread the payments over your salary, interest-free.



Car Benefit Scheme
A salary sacrifice car lease scheme in partnership with Tusker. Access an electric or hybrid vehicle that will be fully serviced, insured, vehicle tax paid and recovery assistance.



Hub Support Model
Strength through interdependence and collective accountability in our working practices. Much of this is achieved via our extensive professional hub network.



Pension
A career within TCAT will provide you with access to the Teachers Pension or Local Government Pension scheme.



Enhanced annual leave for support staff
8 bank holidays plus up to 31 days annual leave.



Entitlement to occupational sick pay
Up to six months full pay and six months half pay in the event of being unable to work.



Maternity, Paternity, Adoption and Shared Parental leave
Enhanced maternity and adoption pay for eligible employees.



Workload Strategy
We have carefully examined and implemented the recommendations outlined in the DfE Workload Reduction Toolkit across the Trust. We are committed to aligning and integrating our approach to workload management for all our staff.



THE CHALLENGE ACADEMY TRUST

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THE CHALLENGE ACADEMY TRUST C/O BRIDGEWATER HIGH SCHOOL, BROOMFIELDS ROAD, WARRINGTON, WA4 3AE • COMPANY#: 10689247 • VAT#: 296154966

Job Title: Curriculum Lead Physics

School: Penketh High School

Additional Payment: TLR 2b

Responsible to: Director of Learning – Science

Key Role: To take responsibility for leading the development of the Physics Curriculum and the delivery of Physics within the Science team, ensuring pupils achieve their full potential in Physics through high standards of teaching, learning and assessment.

Leadership

- Lead the pedagogy and methodology of teaching and learning in Physics to ensure that learning meets the needs of all learners.
- Monitor planning, curriculum coverage and learning outcomes.
- Lead the planning of the curriculum and lead resource and assessment development in Physics.
- Lead a team of professional staff, including teachers and teaching assistants to ensure that they collaborate effectively and deliver teaching and learning of a high quality.
- Provide motivation and drive to ensure that all pupils are engaged in and enjoying their learning and that their learning needs are met through effective target setting, adaptive teaching practices, effective curriculum planning, challenge and support.
- Monitor pupil standards and achievement against individual and subject targets.
- Ensure that relevant attainment/progress targets are met.
- Plan and implement strategies where improvement needs are identified.
- Use regular evaluation to identify relevant subject improvement priorities.
- Define, agree and implement appropriate improvement targets through subject action planning.
- Evaluate the impact of all improvement activities on the quality of teaching and learning and the quality of curriculum planning.
- Provide the Director of Learning with relevant subject performance information.
- Provide opportunities for learning outside school through regular setting and assessment of homework
- Contribute to the development of effective behaviour for learning strategies and to contribute to leading the implementation of these within the Department. Ensure effective monitoring of student behaviour and application of the learning strategies.

Performance Management

- Contribute to effective performance management systems in the school and ensure that the Department supports these through development planning.
- Contribute to the school ethos of sharing best practice and developing open and collaborative working within the team and across Science department.
- Ensure standards are properly monitored and evaluated through the school's agreed processes of self-evaluation, subject review, monitoring teacher planning and pupil work and setting and review objectives.
- Use comparative data to aid analysis of performance of teachers and pupils to aid discussions with the Director of Learning.
- Monitor and evaluate the contribution and impact of other staff to school improvement within the subject area.

- Ensure effective Continuing Professional Development is provided to reflect school, departmental and individual objectives.
- Contribute to the selection, deployment and organisation of staff to achieve department and whole school improvement objectives.

School Level

- Support school ethos and policies in planning and delivery of courses.
- Contribute to the development of school policy [e.g. spiritual, moral, social, cultural and personal development of pupils].
- Represent the Department at regular school meetings involving leaders and with external agencies and ensure effective communication of the outcomes to members of the team.
- Attend and report to stakeholders, including the Governing Body and parents, regarding departmental and pupil performance.
- Model the Professional Teacher Standards, as appropriate.
- Maintain personal expertise and share this with other teachers.
- Act as a role model of good learning and teaching practice for other teachers, modelling effective strategies with them.

Pupil Outcomes

- Ensure the progress of all pupils in Physics courses towards agreed targets including any external examinations.
- Maintain positive pupil attitudes to and engagement in learning within the curriculum area.
- Utilise school mechanisms to celebrate and encourage the achievements of the students.

Resources

- Develop a learning environment that engages learners and enables both enjoyment in learning and high performance.
- Manage the departmental budget and identify suitable resources.
- Ensure 'best value' in effective deployment of resources.
- Seek and secure additional funding through bids.
- Ensure a safe learning environment.
- Carry out Health and Safety Risk Assessments and report concerns to the School Operations Manager.

General

- Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job.
- To perform supervisory duties in accordance with published rotas
- Ensure child protection and safeguarding responsibilities are met.
- Undertake the duties of teachers as outlined in the School Teachers Pay and Conditions Document.
- To follow procedures of school policies/Staff Handbook.

PERSON SPECIFICATION - Subject Lead Physics

	Attributes	Essential	Desirable	How Assessed
Qualifications	Qualified Teacher Status	/		A/R
	Good Honours Degree		/	A
	Ongoing record of Continuing Professional Development		/	A
Experience	Successful and relevant teaching experience that shows a strong impact on learning	/		A/R/I
	Successful track record of leadership of curriculum development		/	A/R/I
	Ability to teach the subject to the full ability range at KS3/4	/		A/R/I
	Successful TLR postholder experience, including leadership of colleagues		/	A/R/I
	Successful contribution to the planning and delivery of CPD for colleagues		/	A/I
Professional Skills	The ability to inspire, motivate and manage a team of staff collaboratively towards shared goals	/		A/R/I
	The ability to inspire, motivate and develop pupils in their learning	/		A/R/I
	The ability to analyse data and other sources of evidence to judge the quality of work and to be proactive in identifying and implementing strategies for continuous improvement	/		I
	An ability to identify, create and manage exciting learning resources that enable effective learning across all abilities	/		A/I
	High level of ICT literacy and confidence in utilizing ICT for both learning and the management of information	/		I
Professional and Personal Qualities	A genuine interest in young people and a commitment to achievement for all	/		A/I
	A strong vision for the development of Physics	/		A/I
	A strong drive to achieve quality provision and high standards	/		A/R/I
	Excellent communication, presentational and interpersonal skills	/		A/R/I
	Ability to manage workload and demonstrate flexibility, resilience and perseverance in meeting challenges	/		A/R/I
	Total commitment to safeguarding children	/		R/I
	A positive role model for staff and pupils	/		R/I
	A willingness to engage in extra-curricular activities	/		I
	A very good record of attendance and punctuality	/		R
KEY: A =Application; R = Reference; I = Interview				