



THE  
**THOMAS  
AVELING**  
SCHOOL

**Science Teacher (Maternity Cover)**

**Candidate Application Pack**

A **Beyond** ACADEMY  
SCHOOLS TRUST

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# Message from Will Monk, Headteacher

## Welcome to The Thomas Aveling School!

Thank you for considering the exciting opportunity of joining us as a Science Teacher at The Thomas Aveling School. We are thrilled to share our journey with you and hope you find our information pack both engaging and inspiring—just as we find our school community every day!

At Thomas Aveling, we pride ourselves on being a wonderful place to work and grow professionally. Our supportive colleagues create an environment where collaboration thrives, and everyone is committed to the success of our pupils. Here, you will find a warm atmosphere where we celebrate each other's achievements and strive together to provide the best for our students. We invite you to explore our recent OFSTED reports, which reflect our dedication to maintaining a happy and thriving school community over the past 12 years.

As one of nine secondary-modern schools in the Medway area, we have a rich history, having been the first High School in Medway to convert to an Academy. This transition has empowered us to allocate additional resources towards enhancing our students' learning experiences. Now part of the Beyond Schools Trust, we enjoy collaborative opportunities with our partner schools, allowing for professional development that enriches our teaching practises.

Our school is highly regarded in the community, often receiving three to four applications for every Year 7 place, thanks to our strong reputation for raising aspirations. We take great pride in our students' achievements, consistently exceeding expectations based on prior attainment.

We are particularly proud of our Key Stage 4 success, with our Progress 8 scores consistently placing us in the top 20% of all schools nationally. This success has led to the expansion of our Sixth Form, where students can choose from over 25 subjects, including both academic and vocational qualifications, enhanced by our collaboration with the grammar school in our Trust.

Our Level 3 courses have seen remarkable success, with nearly a 100% pass rate and an average academic grade of C+. We are ambitious to push this further, aiming for an average of B grades in our academic subjects. Each year, we celebrate students who apply to top universities, including Oxbridge, showcasing the incredible potential of our pupils.

At The Thomas Aveling School, you will truly feel the impact of your work every day. Our diverse student body comes from various backgrounds, and many live in rented accommodation, making our mission to support and uplift each student even more meaningful.

We hope you find this application pack informative and inspiring. We warmly encourage you to visit our school to see our vibrant community in action. If you'd like to arrange a visit or discuss the role further, please find our contact details on the Recruitment Process page of this pack. We look forward to receiving your application and potentially welcoming you to our dedicated team!



## About The Thomas Aveling School

The Thomas Aveling School is a very successful non-selective mixed school; we are a happy school, a school for all abilities and a school for the local community of Rochester.

We create a culture of high expectations and success for all students and staff. This is grounded in a supportive ethos where each student is treated as an individual, with their needs and ambitions supported by a great pastoral and children's team. A student's well-being is of equal importance to their academic progress, the support we offer is outstanding.

As well as supporting students of all abilities to make fantastic academic progress, Thomas Aveling provides an excellent all round education valuing Music, Drama, Sport and the Arts highly with exceptional facilities – we regard these subjects as providing the soul of the school and give students additional opportunities to excel. The standard of teaching at the school ensures strong progress is seen in the core subjects of English, Maths and Science without affecting the time given to creative and practical subjects - students enjoy the full breadth of experiences.

As a previously designated teacher training school we are fully invested in the professional development of our staff. Our dedicated teachers/mentors give the very best of training experiences to all of our trainees and ECTs. We have a strong and successful relationship with our main ITT providers, Teach in Kent and KMT and continue to work together in order to generate excellent practitioners. We successfully train an abundance of teachers every academic year, many are subsequently employed within The Thomas Aveling School, or the Beyond Schools Trust.

We have the very highest expectations of all within Thomas Aveling and work closely with parents to maximise achievement and to develop young people into caring, successful adults. We are very proud that when students leave us aged 18 (or 16 in the minority of cases) that they often go onto further study at University, specialist colleges or enter high quality careers in several areas. Our students are successful due to the talent and tenacity of the staff at Thomas Aveling raising the students' aspirations and expectations and never letting them settle for being alright.

As part of the Beyond Schools Trust, we play a pivotal role in enhancing educational opportunities for over 7000 young people in Medway and Kent. We believe that all involved in Thomas Aveling work and achieve best when happy; students are given considerable say in their education, for example choosing their option subjects in Year 8, choosing extra-curricular activities early in Year 7 and having the chance to take part in the Student Council. We have high expectations of all our students and considerable work goes into raising the aspirations of all - aiming high in everything we do.



## Our Aims & Values

Everything we do as a school is grounded in our 5 Student Virtues – the characteristics we want to develop in all our students – Ambition, Resilience, Respect, Pride and Creativity. Students are given a massive range of opportunities in and out of the classroom to develop these virtues.



- To embrace students of all abilities, enabling each one to achieve their very best
- To provide inspirational teaching and learning for the young people at our school within a caring environment
- To reward all achievements
- To offer challenging experiences
- To develop qualities of self-discipline, integrity, respect, honesty, trust and compassion
- To develop an effective partnership with all parents
- To encourage links with, and an understanding of, industry and commerce
- To prepare students for the responsibilities, opportunities and experiences of adult life



## Our Results

### Key Stage 4

Student achieving a Grade 4 or above in English and Maths = 70% in 2024

Key Stage 4 Results	2024	2023	2022	2019	2018
No. of students entered for exams	189	195	191	182	176
% gaining 5+ 9-4 grades (A*-C)	62%	63%	64%	63%	61%
% gaining 5+ 9-4 grades incl En & Ma (A*-C)	59%	58%	60%	53%	53%
% gaining 5+ 9-1 grades (A*-G)	97%	96%	97%	98.9%	98.3%
% gaining 1 9-1 grade (A*-G)	100%	98%	97%	100%	100%

### Key Stage 5

YEAR 13 ATTAINMENT	2024	2023	2022	2019	2018
A*-B	22%	35%	44%	25%	25%
A*-C	52%	68%	74%	60%	60%
A*-E	95%	100%	99%	98%	99%
APS – Academic	C- 25.56	C 31.6	C+ -33.07	C- 27.74	C 29
APS - Vocational	D- 32.01	D 33.97	D-36.36	D 34.5	D- 33



## The Department

Thomas Aveling is a fantastic choice for a new or experienced Science professional to further develop their career. We offer a huge range of CPD and supported development opportunities. Support at the school and within the Science department is second to none, so a teacher can really see their career go from strength to strength working within a very rich environment. The department is very friendly, where staff support each other and have a shared ambition for all students to succeed and enjoy their science.

We are looking for a Science teacher who can deliver exceptional exam results – but it's not just about the numbers. We need a relationship builder and mentor who can ensure that no child falls behind and that everyone learns to love Science – delivering skills that make a difference in the real world. In return, you will spend your days with students who enjoy learning as much as you enjoy teaching, creating a productive partnership that will take us all the way from Good to Outstanding.

At Key Stage 3 we offer a broad scheme of work including the 3 disciplines of Science: Biology, Chemistry and Physics. These feed into Key Stage 4 allowing for a 5 year journey in Science. Science is taught through a whole series of investigations and projects. We aim to equip students to think scientifically and develop the ability to solve problems by applying their scientific knowledge in new and different situations. Assessment is through a range of tasks which allow students to demonstrate their developing scientific skills; this includes electronic, written and practical assessments. Work can be set outside of lessons to support and challenge using the Kerboodle digital learning platform and Doodle Learn as a key homework and revision tool.

At Key Stage 4 students either complete double or separate GCSEs in Science over the three years. We follow the new AQA Combined Science: Trilogy specification, this is taught through our newly developed scheme of work which allows for students to gain new skills and depth of knowledge and allow students to think and work in an independent manner. Students work on a range of current topics for example: polymers, atomic structure, cell ultrastructure, developing new medicines, applications of biotechnology and stem cell research. Students are assessed through a set of written examinations at the end of year 11. They also have to complete a set of required practicals.

At Key Stage 5 we offer very successful and popular OCR A level courses in Biology, Chemistry and Applied Forensics and we are looking at introducing A Level Physics. Students follow exciting schemes of work in all three subjects with an engaging practical element that complements the theory delivered in the subjects. Biology includes genetics, cell biology and aspects of microbiology. Chemistry covers organic synthesis, transition metal chemistry and reaction kinetics. Applied Science focusses on portfolio based work where pupils research how the chemical industry works as well as planning and delivering investigations into such topics as forensic science, neurobiology and microbiology.

We have a very well-resourced suite of 8 science labs, two of which have been recently renovated and we are supported by two technicians. All labs are equipped with IWBs and PCs. We have a set of brand new data loggers and visualisers for staff to use, as well as a range of specialist science equipment to enhance engagement and understanding in lessons.



# Welcome from our Chief Executive Officer

## Welcome to Beyond Schools Trust

We are an ambitious organisation of 10 schools, serving the educational needs of nearly 7,000 children and young people aged 3 to 19.

Our academies are based in a tight geographical area drawing students and employees from Kent and Medway in the South East of England.

We employ around 900 people in a range of roles designed to support children to be successful when they leave the Trust. We also rely on the time and commitment of over 100 volunteer Trustees and Governors, who share our ambitions for our schools and our students. These are expressed in our vision, our mission, and our values.

We have a strong belief in the value of lifelong learning and in our strategic plan, we set out to develop a Trust that fully prepares children so they have the skills, knowledge, values and character to be successful in the world beyond our doors. We also believe that our greatest asset as an organisation, is our people, and we are privileged to be involved with such courageous, committed and child-centred employees. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a supported and motivated staff create the best environment and the best opportunities for students to achieve their full potential.

Welcome to Beyond.

Andrew Minchin  
Chief Executive Officer





# About the Beyond Schools Trust

## Our vision is simple:

To be the most respected family of schools - trusted to provide the highest quality of educational experiences in our communities.

We believe that by working together, rather than in isolation, we can accelerate school improvement and embed our vision in our academies. In working and collaborating towards our common strategic objectives, we can create more opportunities for lifelong success for our students.

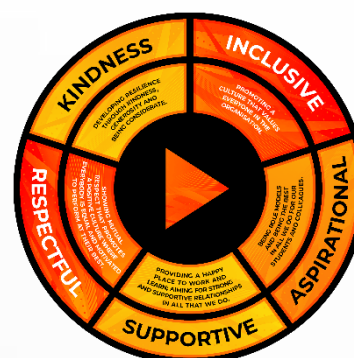
The fundamental philosophy behind the Beyond Schools Trust's vision and strategic plan is all about thinking beyond the present day; looking at what is right for our students and staff both now and in the longer term.

Put simply we strive to:

- Develop and retain the best employees that know how to provide the best educational experience
- Support, motivate and reward our employees to go above and beyond for our students
- Be responsive to our students' and employees' needs so they are prepared for a rapidly changing world.

## Our Values

Everyone in our Trust has a part to play in bringing the ethos and culture of our values alive. We are committed to ensuring everyone knows why we should value each other and how we should value each other, so we can create a community where we all aspire to succeed. Our values are not the static states of play but things we are always striving to develop and uphold as part of our culture.



## Our Mission

To provide opportunities for everybody to be the best they can be.

We want every one of our students, teachers, or Governors to be the best that can be. We will work tirelessly to support them to reach their potential.



Beyond Schools Trust, Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ



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## Job Description

<b>Reporting to:</b>	Head of Department
<b>Salary:</b>	Main/Upper Pay Scale
<b>Location:</b>	The Thomas Aveling School, Arethusa Road, Rochester, Kent ME1 2UW

### Job Purpose

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

### Duties & Responsibilities

#### Part one: Teaching

A teacher must:

#### 1 Set high expectations which inspire, motivate and challenge Pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.

#### 2 Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes
- Plan teaching to build on pupils' capabilities and prior knowledge
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

#### 3 Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.



#### **4 Plan and teach well-structured lessons**

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- 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 pupils**

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, 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 and evaluate distinctive teaching approaches to engage and support them.

#### **6 Make accurate and productive use of assessment**

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

#### **7 Manage behaviour effectively to ensure a good and safe learning Environment**

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

#### **8 Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being.



## Part two: personal and professional conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes, which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- 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
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

### Other Specific Duties

- To continue personal development as agreed at appraisal
- To engage actively in the performance review process
- To address appraisal targets set by the line manager each Autumn Term
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) or as requested by the Headteacher if not mentioned in the above
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate
- To adhere to the School's Dress Code – smart/professional
- To ensure confidentiality and comply with Data Protection Regulations
- To comply with Trust policies and procedures

### Generic duties relevant to all members of staff

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources, and ideas and realise the Trust's visions and aims. All staff should act with professional integrity at all times, following the "Code of Conduct".



## Equality and Inclusion

The Trust is dedicated to creating an environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of ALL staff are recognised and valued. It is therefore the responsibility of staff to conduct themselves to help the Trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination. All staff, as well as the Trust, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against colleagues/staff, pupils, contractors, stakeholders and members of the public.

## Safeguarding

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations put in place. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures as set out by Beyond Schools Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead at the site where you are located.

## ICT

All staff will be expected to utilise ICT and to improve communication and reduce paper use where possible. Security procedures must be followed when using ICT systems and particular care and attention should be taken with any communications that may result in a breach of GDPR.

All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

## Health and Safety

Employees are required to work in compliance with the Trust's Health & Safety Policies and under the Health and Safety at Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training, and supervision necessary to accomplish those goals.

## Teaching and Learning

This is our core business and therefore it is an absolute priority. Although this role is not a direct teaching role, you are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core business. This may mean undertaking tasks outside of your area of responsibility where required.

**This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust and the Director of Human Resources. This job description will be reviewed annually and is an integral part of the Appraisal and line management process.**



## Person Specification

Qualifications	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good Honours degree</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Evidence of further training</li> </ul>
Experience	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Evidence of successful classroom teaching – as trainee or longer</li> <li>• Ability to motivate students</li> <li>• Ability to stretch and challenge students</li> <li>• Ability to inspire parents, staff and all other stakeholders</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Involvement in extra-curricular activities</li> </ul>
Professional Knowledge and understanding	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Good understanding of pedagogy and strategies to raise attainment</li> <li>• Ability to listen and foster positive relationships</li> <li>• Good levels of emotional intelligence</li> <li>• Awareness of child protection and safeguarding</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Up-to-date knowledge of current educational developments</li> </ul>
Skills and Attributes	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Ability to enthuse and engage all students</li> <li>• Ability to work successfully as part of a team, sharing good practice</li> <li>• ICT and computing skills</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Experience of raising student aspirations and ambitions</li> </ul>
Personal Qualities	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Drive, grit, innovation, and creativity</li> <li>• Enthusiasm, positivity, and a sense of humour!</li> <li>• Honesty, integrity, and a desire to put students at the heart of all you do</li> <li>• A willingness to 'get stuck in' and help make the school exceptional!</li> <li>• Commitment to inclusion, diversity, and equality</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Ability to be reflective, adaptable, and self-critical</li> <li>• Ability to empathise</li> </ul>

**Beyond Schools Trust** is committed to safeguarding and promoting the welfare of children and young people as its number one priority. The commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust.

This post is subject to an Enhanced DBS Disclosure, Children's Barred List and where applicable Disqualification under the Childcare Act check.



## Summary of Terms & Conditions

<b>Start date:</b>	May 2025
<b>Contract Type:</b>	Full Time / Maternity Cover
<b>Place of Work:</b>	The Thomas Aveling School Arethusa Road, Rochester, Kent ME1 2UW
<b>Hours &amp; days of work:</b>	32.5 hours per week Monday to Friday
<b>Salary:</b>	Main Pay Scale/Upper Pay Scale
<b>Induction Period:</b>	This post has a 6-month induction period.
<b>Pension:</b>	Membership of the Teacher Pension Scheme for teaching staff
<b>Notice period:</b>	As per Conditions of Service for School Teachers – Burgundy Book
<b>Car insurance:</b>	Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability



## Benefits

### Care First

Access to **Care First** Employee Assistance Programme. Care First provides independent and professional employee support services from qualified counsellors and information specialists designed to help you with a wide range of work, family and personal issues.

### Benenden Healthcare:

Non- contributory membership of Benenden Healthcare Scheme, which includes immediate family access to 24/7 GP service.

### Continuing Professional Development

A comprehensive induction programme for all staff with a commitment to continuing professional opportunities across the Trust.

We invest in our staff by encouraging continuing professional development and enabling opportunities for career progression. An example is that staff have access to collaborative coaching across the Trust. Feedback from staff (May 2023) includes the following:

*“It has been brilliant to speak to people who are in a similar position and have similar expectations in regards to the whole educational environment”*

*“The time to speak to our colleagues across the Trust and to go on this journey together has been welcomed”.*

*“I have learned so much during these workshops and I am extremely grateful for them”*

*“Learning the skills to become an effective leader for when I become a middle leader”*

*“I feel more confident in my people skills and how I motivate and converse with my team in order to achieve our shared goals”.*

### Staff Wellbeing:

Whole Trust approach to well-being.

### Pension Scheme:

All teachers will automatically be enrolled into the **Teachers’ Pension Scheme**. Contribution bandings are based on actual salary. Contribution rates from 1<sup>st</sup> April 2024 are as follows:

Annual Salary Rate	Member contribution Rate
Up to £34,289.99	7.4%
£34,290 to £46,158.99	8.6%
£46,159 to £54,729.99	9.6%
£54,730 to £72,534.99	10.2%
£72,535 to £98,908.99	11.3%
£98,909 and above	11.7%





<b>Other Benefits:</b>	Two-week, half-term break in October
<b>Employee Referral Scheme:</b>	Up to £500 payable for a new employee referral across the Trust
<b>Family Friendly Policies:</b>	The Trust offers generous family friendly policies including maternity, paternity, shared parental leave and adoption.
<b>Cycle Scheme:</b>	The Trust is a member of the Cycle to Work Scheme.
<b>Car Parking:</b>	Free onsite parking (we are in a ULEZ free zone)
<b>Catering:</b>	On site catering at affordable prices
<b>Employee Discounts Schemes:</b>	<p>20% discount off membership for Avenue Tennis  <a href="#">Medway Gym &amp; Fitness Centre</a>   <a href="#">Avenue Tennis</a></p> <p>Access to Civil Service Sports Council, by becoming a member you start enjoying thousands of exclusive discounts, including free, unlimited, year-round family entry to English Heritage and Kew Gardens, a Tastecard and many more discounts.</p> <p>Free annual subscription to Headspace.</p>



# The Recruitment Process

**Closing date:** Friday 07 February 2025 at 9am

**Interview date:** To be confirmed

*We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications.*

To apply please complete an application form which can be found on the school's careers page [Our Vacancies | The Thomas Aveling School](#)

If you wish to discuss the role, please contact **Emma Elliott** via email at [eelliott@thomasaveling.co.uk](mailto:eelliott@thomasaveling.co.uk)

**The application form:** Please complete the application form as fully as possible. Gaps in employment do need to be explained, therefore please provide as much information as possible. For example, if you undertook a gap year or had a period of unemployment, please state this. You will be unable to submit your application if there are any gaps.

All applications will be acknowledged, and you will be contacted thereafter of next steps.

**Right to work in the UK:** Unfortunately, if you do not have right to work in the UK, we are unable to process your application. If you are invited to attend an interview, you will be asked to produce original and up-to-date documentary evidence of your right to work in the UK.

**Safeguarding:** Safeguarding is our highest priority; therefore, pre-employment checks will be undertaken prior to a successful candidate joining. This includes references from current or most recent employer, an enhanced DBS with children's barred list check, and original certificates of qualifications will also need to be provided. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, you will be required to complete a self-disclosure form this will be sent with your invite to interview and must be completed, signed, and returned prior to interview. The Trust will also undertake an online search as part of its safeguarding duties at offer stage.

The schools safeguarding Policy can be found [here](#)

**CV:** We do not wish to see your CV so please do not include it.



**Supporting Statement:**

Your supporting statement is important and will be the basis of our shortlisting and progressing your application, therefore you need to ensure you answer the following as concisely as possible:

- Why you believe you are a strong candidate for the position.
- Set out impact you have made in your current/previous positions.
- Make reference to the job description and person specification to set out how you meet the criteria.

**Additional skills:**

Aside from your professional skills relevant to the role you are applying for we are interested in you as an individual, therefore do share with us any additional skills, hobbies, and abilities that you would like us to know about.

**References:**

Do provide referee details as outlined, please ensure you indicate whether references can be taken up before interview.

**Equal opportunities monitoring:**

This will be kept separate from your application and used only for monitoring purposes by the HR department

**Special arrangements:**

Please do set out in the application form any special arrangements we should try to make if you are invited to interview.

**Retention of Personal Information:**

Any information supplied by an unsuccessful candidate will be destroyed six months after date of shortlisting.

Any data about you will be held securely with access restrict to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Our Privacy policy is available [here](#)

**Equality and Diversity:**

We recognise the benefits of a diverse workforce. We are committed to eradication discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference.

**Criminal Convictions:**

All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on the application form and when completing a Discloser and Barring form. Failure to provide this information may result in dismissal. A Children's Barred List check is also obtained on anyone who will be working on or coming into contact with children; and must be received by the school before employment can commence.



## Living and working in Medway

On the banks of the River Medway from which it takes its name, Medway is the second largest conurbation (after Brighton) between London and continental Europe. This combined with its comprehensive transport links, makes Medway a gateway to the capital, the county of Kent and the continent.

With its regeneration programme providing a variety of new homes and growth for all, Medway is already one of the South East's fastest growing areas. Its ambitious vision provides economic and housing opportunities across all five major towns – all of which act as a magnet for a diverse range of businesses, property hunters and investors.

“Its comprehensive transport links make Medway a gateway to the capital, the county of Kent and the continent.”

Families and commuters are attracted to Medway by the choice of accommodation and facilities in Medway and can live close to schools, railways, and town centres, including Rochester's historic high street. Not only does Medway boast the biggest regeneration zone within the Thames Gateway, but it is surrounded by award-winning green spaces and world-renowned heritage sites.

## Living in Medway

Medway's housing landscape is very diverse – from Victorian period properties and cottages to newly-developed modern builds and suburban developments. There is something for everyone from families big and small to couples and individuals wanting to find their perfect home.

Medway has the lowest council tax in Kent and one of the lowest rates in the M25 corridor.

A multi-million-pound regeneration programme is currently transforming Medway's landscape bringing 29,000 new homes, many of them stunning riverfront developments.

Medway is a place in which you can enjoy both living and working. A thriving business location but also within an easily commute to London and yet beautifully green with seven green flags accredited parks. It's a great place to put down roots and make a life.

More than 80% of Medway schools have an OFSTED rating of good or better and is home to four universities.



## Science Teacher – Maternity Cover



<b>Salary:</b>	Main Pay Scale / Upper Pay Scale
<b>Start date:</b>	May 2025
<b>Hours</b>	Full-Time (32.5)
<b>Location:</b>	The Thomas Aveling School, Arethusa Road, Rochester, Kent ME1 2UW
<b>Closing date:</b>	Friday 07 February 2025
<b>Interview date:</b>	To be advised.

The Thomas Aveling School is a fantastic school to work in with supportive and visible leaders and an amazing team spirit – we are a happy school! You will meet well-behaved and motivated children who enjoy learning and make great progress.

***“Pupils and students say that they are happy, and they feel safe. They say that staff care about them and help them to do their best” -Ofsted, Sept 22***

We are a popular and over-subscribed school, being first choice for many families. The Science department are successful, supportive and inspiring – we are looking for someone to join this great team for the duration of a maternity cover.

***“Staff have confidence in their leaders. They feel their workload is manageable through sharing resources and working cooperatively. They are proud to be a member of staff” Ofsted, Sept 22.***

### The successful candidate will:

- Be an excellent practitioner
- Have the knowledge and experience, or ambition to teach from Year 7 to Year 13
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and wellbeing are achieved

### In return, we will offer you:

- A school where all students are happy to learn
- A high performing and incredibly supportive group of colleagues and leaders
- A comprehensive induction programme to teachers at all stages of their career
- A supportive induction programme
- A happy and caring community
- A Healthy Work-Life Balance and a committed Leadership Team
- Care First employee assistance programme
- Private health care cover by Benenden
- Two-week half term in October
- Membership of the Teachers’ Pension Scheme
- Cycle to work scheme

For further details on this role and to apply please visit the school’s careers page [Our Vacancies | The Thomas Aveling School](#)

Visits to the school are strongly encouraged. For further information and to arrange a school visit, please contact **Emma Elliott** on **01634 844809** or via email [eelliott@thomasaveling.co.uk](mailto:eelliott@thomasaveling.co.uk)



*We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications.*

#### **Safeguarding commitment**

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All post holders in a regulated activity are subject to appropriate vetting procedures and a satisfactory "Disclosing and Barring Service (DBS) Enhanced check".

#### **Equality & Inclusivity Statement**

At **Beyond Schools Trust** we strive to be a diverse and inclusive workplace where we can ALL be ourselves. We particularly encourage applications from under-represented communities, including but not limited to those who identify as Black, Asian or from a minority ethnic background.



# Our Location

## The Thomas Aveling School

Arethusa Road  
Rochester  
Kent  
ME1 2UW

**Tel: 01634 844809**

Email: [office@thomasaveling.co.uk](mailto:office@thomasaveling.co.uk)

[www.thomasaveling.co.uk](http://www.thomasaveling.co.uk)

<https://w3w.co/sleeps.vows.really>

