



ETONBURY  
ACADEMY

# Application Pack Science Teacher

**A fantastic time to join  
our Academy as we  
celebrate for a second  
consecutive year**



  
**BEST**  
BEDFORDSHIRE  
SCHOOLS TRUST



# CONTENTS

1. Introduction
2. About Etonbury Academy
3. About BEST
4. How to Apply
5. Job Description
6. Person Specification

[www.bestacademies.org.uk](http://www.bestacademies.org.uk)





# Welcome to Etonbury Academy

## Our Vision



Etonbury is dedicated to delivering excellence in education. Our staff nurture well rounded, confident and responsible young people of whom we can all be proud. Individuals who have been inspired to achieve more than they ever believed possible. In partnership with families and the community, our goal is to create relevant learning opportunities for pupils- both inside and outside the classroom - that help learners develop knowledge and skills that enable them to become critical thinkers, who are prepared to make meaningful contributions to their local, national and global communities.

We do this by providing a welcoming, happy, safe and supportive environment in which everyone is equal and all achievements are celebrated. All staff members at Etonbury are fully committed to this vision.

## The ETA Way

Everyone is respectful

Together we care

Always Aim Higher



## INTRODUCTION

Welcome to Etonbury Academy and the Bedfordshire Schools Trust. Thank you for expressing an interest in our current vacancy.

We have collated this application pack to provide you with all the information you should need to enable you to apply for this role.

However, if you would like any further information or would like to make a visit to our academy, please contact:

Amy Bowles  
HR Lead & Finance Assistant  
abowles@bestacademies.org.uk  
Tel: 01462 730391

Etonbury Academy  
Stoffold Road, Arlesey, Bedfordshire SG15 6XS  
www.etonbury.org.uk



# ABOUT ETONBURY ACADEMY

Etonbury Academy is an extended secondary school with over 1100 pupils, located on the edge of the town of Arlesey, close to the Bedfordshire/Hertfordshire border and excellent train links to London. We provide a broad and extensive curriculum for children aged 9 to 18 years, including Sixth Form. **We are delighted to achieve the best GCSE exam results in Central Bedfordshire for a second consecutive year and look forward to celebrating our first Sixth Form cohort as they achieve their A-Level results in Summer 2025.**

In our most recent Ofsted report (February 2020), we were judged as Good by inspectors – we were also recognised as a UK Top 100 Performing and Improving School by independent report Government Initiatives IQ.

We are a local school with a global outlook, preparing young people for the future. Our facilities, resources and specialist teaching are second-to-none. So too is our commitment to pastoral care.

This is a place where every child is safe, secure and supported. Every single member of our learning community – students, staff and parents – are part of our success story.

Our younger students join us in Year 5 at Etonbury Juniors, and move up to our secondary school in Year 7. With separate buildings for junior, secondary and Sixth Form, we provide a nurturing environment for all pupils to receive an excellent Etonbury Experience. We know our children, and together we make Etonbury Academy a school to be proud of.

We provide professional development for aspirational staff and access the teaching school, colleges and Apprenticeship Levy to make this happen. Our proven track record gives you every reason to consider Etonbury as the right school for you.



# ABOUT BEST

The Bedfordshire Schools Trust (BEST) is a multi-academy trust providing exceptional education across our community of 13 schools and five nurseries.

Since forming in 2016, we have grown significantly into one of the largest single employers in Central Bedfordshire.

We now educate more than 5,000 children across the area, from nursery age to advanced level study, and have over 700 members of staff.

**BEST**  
BEDFORDSHIRE  
SCHOOLS TRUST

## 2016-23 OUR JOURNEY

**6 schools to 10**  
+ 2 nurseries to 5

**6000**  
children  
60% increase in  
numbers since 2016

**2016** 398 in Sept '16  
**2023** 825 in Oct '23  
A **growing** workforce

**GOOD**  
All schools rated  
**Good or better**  
by Ofsted

Performance consistently  
above national averages  
**in all key stages**

**Strong financial health**  
Secure budgetary position  
despite reduced funding



It is our aim to grow the BEST in everyone, and everything we do is driven by our values. We will:

- Always put children first
- Collaborate to support and compete to challenge
- Provide community-based provision
- Have the courage to be compassionate

Our aims can only be achieved if we recruit, retain and develop the highest quality workforce – and we want those we employ to be valued in the workplace.

As a single employer, we are able to offer all our staff a fantastic range of benefits, including an excellent working environment, opportunities for career development and training, and discounts and deals that will help save you money.

Full details can be found in our BEST People staff benefits brochure, available for download from our MyNewTerm careers page, or on our website at [www.bestacademies.org.uk/jobs](http://www.bestacademies.org.uk/jobs)

The first five years of BEST have been a real success story – and we are looking forward to an exciting future, too.

A primary-secondary model of education is being established to replace the current three-tier system in Central Bedfordshire, more schools are looking to join us as we seek to grow further, and performance across all key stages continues to improve.



# HOW TO APPLY

We use an application form, rather than asking for CVs, for most vacancies. This ensures all applicants present their information in the same standardised format and tell us only what we need to know.

Apply online via the MyNewTerm website at [www.mynewterm.com](http://www.mynewterm.com) before the closing date.

BEST is an equal opportunities employer and we are committed to encouraging equality, diversity and inclusion among our workforce.

We are committed to safeguarding and promoting the welfare of children. All offers of employment will be subject to satisfactory pre-employment checks and references, including enhanced Disclosure and Barring Service (DBS) clearance.

Strictly no agencies.

**We look forward to receiving your application.**





## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>Job Title</b>	Science Teacher.  <b><i>Applications from those who can teach A Level chemistry or physics are particularly welcome</i></b>
<b>Based at</b>	Etonbury Academy
<b>Salary/Grade Range</b>	MPS/UPS Negotiable
<b>Liaising with:</b>	Head of Science, Principal, Senior Leadership Team, Academy Staff, external agencies and parents.

### PURPOSE OF THE ROLE

- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate
- Monitor and support the overall progress and development of students as a teacher and tutor
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their potential
- Contribute to raising standards of student attainment
- Share and support the academy's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.

### DUTIES AND RESPONSIBILITIES

#### Staffing:

- Attend all department and staff meetings
- Ensure all pupil data is held centrally and is used effectively
- Provide the data team, other staff with relevant information about teaching and tutoring groups to help their planning and ensure all staff have high expectations of the pupils and students
- Contribute to the strong team ethos across the academy and within the department.

#### Teaching:

- Ensure a high quality learning experience for all students that will stimulate learning appropriate to pupil and student needs.
- Maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour and standard of work.
- Ensure the role of the form tutor is carried out, as stated within the staff handbook



- Assist in the development of resources, schemes of learning, assessment policies and teaching strategies.
- Plan and prepare courses and lessons
- Use data on pupil performance to inform target setting, lesson planning and to identify underachieving students
- Implement targeted intervention and monitoring the progress
- Coordinating and managing work as a form tutor
- Review teaching methods and programmes of work including schemes of learning
- Participate in arrangements for training and continuing professional development.

### **Specific Duties:**

- Undertake a designated programme of teaching, prepare and update subject materials that ensure a high quality learning experience that will stimulate and excite learning appropriate for all students needs
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- Write reports and providing data for parents to inform them about student progress
- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- Interpreting comparative data regarding student performance and using this to differentiate and assess
- Take responsibility for professional, keeping abreast of subject developments and reviews, locally and nationally
- Contribute to the whole-academy and BEST ethos, with due regard to wider professional effectiveness
- Teach students according to their educational needs, including the setting and marking of work in accordance with the department assessment policy
- Ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience
- Maintain discipline in accordance within BEST and individual Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- Be an integral part in organising school performances and extra curricular activities.

### **Across the BEST Academies:**

- Participate in the BEST Management, Evaluation and Review programme.
- Implement policies and procedures where appropriate.
- Establish a strong and supportive ethos across BEST.
- Ensure that Health and Safety policies and practices, including Risk Assessments, are in line with national requirements and are updated where necessary, therefore to liaise with the BEST Health and Safety representatives.



# PERSON SPECIFICATION

Attributes	Essential	Desirable
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>● Relevant degree</li> <li>● Teaching Qualification</li> <li>● Evidence of Continual Professional Development</li> </ul>	
<b>Professional Experience</b>	<ul style="list-style-type: none"> <li>● Teaching experience</li> <li>● Understanding and application of strategies to raise standards across the ability range through the effective teaching and learning</li> <li>● Sensitivity to the learning needs of all students</li> <li>● Demonstrate understanding of using comparative data, together with information about the student's prior attainment to establish benchmarks and set targets for improvement</li> <li>● Identify usage of current good practice in assessment techniques and the monitoring of pupil progress</li> <li>● Proven experience and success at teaching Key Stage 3,4 and 5.</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of teaching A Level Science</li> </ul>
<b>Professional Knowledge, Skills &amp; Understanding</b>	<ul style="list-style-type: none"> <li>● Demonstrate application of information and communication technology for development of learning and teaching in the subject</li> <li>● Ability to inspire, enthuse and motivate students and staff</li> <li>● Excellent classroom management to encourage positive behaviour</li> <li>● Demonstrate creative problem solving and good communication skills</li> <li>● Ability to work collaboratively or on own initiative</li> <li>● Demonstrate good time management skills and an ability to prioritise effectively with good administration skills</li> <li>● The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>● Willingness to be flexible</li> <li>● Enthusiasm and a good sense of humour</li> <li>● Willingness to undertake further training, including risk assessment and first aid if relevant</li> <li>● A commitment to equality principles and practices</li> <li>● Willingness to take part in residential trips and visits</li> <li>● Knowledge of relevant safeguarding/ child protection legislation and the best practice</li> <li>● Value and respect the views and needs of young people</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>● Enhanced DBS clearance</li> </ul>	

