



**BEACON  
ACADEMY**

AMBITIOUS FOR EXCELLENCE

# Teacher of Science

Information for applicants  
October 2024



**MARK**  
Education  
Trust

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# About MARK Education Trust

After operating as a Single Academy Trust for several years, we were delighted to become a fully functioning Multi Academy Trust when Uplands Academy joined our first school, Beacon Academy, on September 1<sup>st</sup> 2022.

Our trust's motto is 'ambitious for excellence' and this applies to all aspects of its work, including governance. From September 1<sup>st</sup> 2022, our trust moved from being a multi academy trust operating as a single academy trust, to a fully functioning multi academy trust containing our two East Sussex based secondary schools, Beacon Academy in Crowborough and Uplands Academy in Wadhurst.

## Our trust's mission statement is:

MARK Education Trust provides the best possible education for our students, preparing them for life, so they can stand equally alongside their peers, locally, nationally and globally.

## The guiding values of MARK Education Trust are:

**M** – Motivated: to create exceptional, caring and safe educational establishments

**A** – Ambitious: high expectations of staff and students

**R** – Resourceful: ensuring efficiency and value for money

**K** – Knowledgeable: valuing learning for life

## Our vision

### MARK Education Trust will create:

- Schools with their own strong identity underpinned by shared values
- Schools with expertly taught broad and balanced curriculums which give students the knowledge they need to further their education and thrive in adult life
- Schools which through collaboration constantly improve so that they are recognised for their outcomes at a local, regional and national level
- Schools which are the school of choice for their community and the employer of choice for the best professionals
- Safe and happy environments which enable students and staff to thrive and succeed
- Governance, leadership and management which is robust at all levels, ensuring that the trust is fully accountable to its stakeholders
- A strategy of 'growth with care', ensuring that the trust is able to meet the needs of and invest in its own academies as well as the capacity to support further academies



# Welcome to Beacon Academy



We are a split site, semi-rural, mixed 11-18 non-selective converter academy with approximately 1630 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells.

Our catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. We are an oversubscribed school. We draw students from more than 10 primary schools in Crowborough and the surrounding areas. We also attract applications from an increasing number of students outside of our catchment area, however, due to our oversubscription we are generally only able to offer places to those within our pre-defined community area.

Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

## Vision, culture and expectations

Our vision is to provide the best possible education for all of our students and to continue to be an exceptional and high-performing school, locally and nationally. We do this by relentlessly sustaining our culture that is highly aspirational and ambitious for excellence in all we do.

Our strategy for the future is rightly ambitious. We are uncompromising in our ambition, pursuing excellence at every level. We have a rigorous focus on consistent improvement and work meticulously to secure our culture of unapologetically high standards. Underpinning this is our shared belief in, and ambition for, the students of Beacon Academy, and the experienced, loyal, highly skilled and highly effective team of staff who teach them.

We ensure that teaching and learning inspires and challenges every student, enabling all to make excellent progress, regardless of their starting point. We offer a broad, knowledge rich curriculum within our disciplined standards agenda. Our environment is consistently calm, safe and orderly, enabling teachers to teach and students to learn.

We focus daily on developing and promoting our students' physical, emotional and social wellbeing via not only our curriculum, but our outstanding Student Support networks and wide-ranging enrichment programme. We ensure that teaching and learning inspires and challenges every student, enabling all to make excellent progress, regardless of their starting point

**Keith Slattery**  
Headteacher

**Anna Robinson**  
Executive Headteacher

# TEACHERS' PROFESSIONAL DEVELOPMENT AT BEACON ACADEMY



# Beacon Academy Examination Results

## 2022-2023

Key Stage 5 - A-Levels only	2022			2023		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	B-	B	B-	C+	C+	C+
Average Points	37.6	38.9	36.3	32.78	34.16	32.46
Progress Score	-	-	-	-	-	-
Achieving AAB or higher in at least 2 facilitating subjects	18%	21%	12%	15%	16%	9%
Grade and points for a student's best 3 A Levels	B 40.3	B- 38.25	C+ 34.73	C+ 34.89	C+ 34.68	C 31.27
Students completing their main study programme	-	-	-	-	-	-

Key Stage 5 - Applied General	2022*			2023		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Merit+	Dist-	Dist-	Merit+	Merit+	Merit+
Average Points	29.9	32.0	31.0	27.33	29.52	29.90
Progress Score	-	-	-	-	-	-
Students completing their main study programme	-	-	-	-	-	-

Key Stage 5 - Tech Level	2022*			2023		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Average Grade	Dist+	Dist-	Dist-	Dist	Merit+	Merit+
Average Points	41.6	30.6	30.3	35.39	28.50	27.24
Completion & attainment	-	-	-	-	-	-
Students completing their main study programme	-	-	-	-	-	-

Key Stage 4 - GCSE & Equivalents	2022			2023		
	Beacon	National	E/Sussex	Beacon	National	E/Sussex
Attainment of the year group on entry to secondary school (KS2 APS)^	103.4	103.5	102.6	105	104	-
9-7	31%	26%	-	26%	23%	-
English & Maths 4+ Standard Pass	82%	69%	66%	77%	65%	63%
English & Maths 5+ Strong Pass	63%	50%	46%	60%	45%	41%
English 4+ Standard pass	90%	70%+	76%	83%	70%+	72%
Maths 4+ Standard pass	84%	65%	70%	85%	65%	69%
English 5+ Strong pass	77%	54%+	62%	70%	54%+	56%
Maths 5+ Strong pass	69%	47%	51%	70%	47%	48%
Entering EBacc	40%	39%	33%	42%	39%	33%
Ebac APS	4.98	4.27	4.06	4.77	4.07	3.81
Attainment 8	55.01	48.8	46.5	51.6	46.4	43.6
Progress 8	+0.63	-0.03	-0.11	+0.43	-0.02	-0.19

### Exam Success

We consistently achieve well above average outcomes for our students. Progress 8 is the Government's main performance measure and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country. In 2023 our Progress 8 score was 0.43. As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. In 2023, 90% of students who applied to University were successful in meeting the requirements for an offer, with 33% of those students leaving to attend a prestigious Russell Group University.

# The Science Department

The Science Department is vibrant and dynamic department within the Academy, with seventeen teaching staff and a team of four technicians. The department is led by a Head of Science who is supported by a strong team of three middle management staff, each with individual responsibility areas. Science at Beacon Academy has a long tradition of academic excellence, consequently many students progress to taking one or more of the sciences at post 16. We have a history of students progressing to study the sciences at Oxbridge and to study medicine or veterinary at prestigious institutions.

<b>Departmental Teaching Structure</b>	<b>Head of Department: Dr Amber Cumpstey</b> <b>Second in Charge: Dr Debbie Smith</b> <b>Head of KS3 Science: Mrs Amy MacDonald</b> <b>Head of KS4 Science: Mrs Charlotte Golder</b> <b>Teachers: Mr James Keeler, Mr Cormac O’Boyle, Mr Marcus Allen, Mrs Natalie McMahon, Mrs Sophie St. Clair-Jones, Mrs Tracey Lock, Mr Peter Hall, Miss Charlotte May, Mr Daniel Leung, Mr Neil Ayles, Mrs Lisa Goldsmith, Mrs Pippa Jenkins, Miss Hanne Boggon.</b>
<b>Curriculum</b>	KS3: In house knowledge based curriculum KS4: AQA Science Trilogy Science KS4: AQA Separate Science – Biology, Chemistry and Physics KS5: ‘A’ Level - Edexcel Biology, AQA Chemistry and OCR Physics KS5: CTEC Level 3 Applied Science
<b>2024 Results KS4 &amp; KS5</b>	<p><u>KS5 results:</u></p> <p>Biology            A Level results    42% A*-A    50% A*-B    67% A*-C    100% A*-E</p> <p>Chemistry            A-Level results    50% A*-A    50 % A*-B    67% A*-C    100% A*-E</p> <p>Physics            A-Level results    25% A*-A    58% A*-B    67 % A*-C    92% A*-E</p> <p><u>KS4 results:</u></p> <p>Trilogy (both tiers) 15% 9-7, 83%, 9-4</p> <p>Separate Award Biology                    57% 9-7, 100% 9-4            Separate Award Chemistry                67% 9-7, 100% 9-4            Separate Award Physics                    67% 9-7, 100% 9-4</p>
<b>Facilities</b>	<p>Our large and vibrant Sixth Form are housed in a purpose built site less than a quarter of a mile from the main campus. Key Stage 4 and Key Stage 3 lessons take place on the Beeches site, where there are eleven laboratories and three prep rooms. All of the Key Stage 5 Science is currently taught at the Sixth Form Centre where there are three excellent laboratories and a prep room.</p>
<b>Resources</b>	<p>All laboratories on both sites are equipped with scientific apparatus. Teachers and students have access to a variety of online resources.</p>

# The Science Department

<p>Key areas for development</p>	<p><b><u>OBJECTIVE</u></b> – to significantly improve exam results in the Science Department.</p> <p><b>Strategy 1. <u>Outcomes and Tracking Progress</u></b> Continue the rising trend of excellent results by embedding the assessment and tracking programme.</p> <p><b>Strategy 2. <u>Quality of Teaching and Learning</u></b> Continue to improve the excellent delivery of science through embedding the schools six principles of teaching.</p> <p><b>Strategy 3. <u>Homework</u></b> Improve the use of online interleaved homework to embed knowledge as well as teacher set consolidation work.</p> <p><b>Strategy 4. <u>Assessment and Marking</u></b> Regular centralised assessments on both scientific theory and how science works.</p> <p><b>Strategy 5. <u>KS3 Developments</u></b> Continuation of our own knowledge base curriculum.</p>
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# Job Description - Teacher

We are seeking applications from dedicated and hardworking professionals with a desire to work in a thriving and supportive 11-18 Academy. The successful candidate will have high expectations as well as ambition. They will consistently plan and deliver impactful lessons that enable them to make excellent progress.

KEY ACCOUNTABILITIES	KEY TASKS
<p><b>With Students</b> Contribute to the development of the curriculum and its successful implementation</p>	<ul style="list-style-type: none"> <li>• To prepare and deliver high quality lessons to students of all ages and levels of prior attainment in line with the department curriculum and pedagogy.</li> <li>• To adapt teaching so that students of all levels of prior attainment and those with SEND and/or disadvantage make strong progress.</li> <li>• Maintain a deep and up to date knowledge of your subject and its pedagogy</li> <li>• Establish excellent classroom behaviour and build constructive relationships with students</li> <li>• Give regular feedback to students on their learning.</li> <li>• Assess students' progress and report to parents periodically in accordance with the Academy guidelines.</li> <li>• To be a form tutor</li> </ul>
<p><b>With Colleagues</b> Communicate effectively with members of staff in the academy and maintain a collegiate working environment.</p>	<ul style="list-style-type: none"> <li>• Contribute to department meetings with knowledge and enthusiasm</li> <li>• Maintain effective contact with parents, tutors the Head of Department and Year teams to ensure students are supported.</li> <li>• Contribute positively and constructively to Year team meetings.</li> </ul>
<p><b>Wider Responsibilities</b> Develop department resources and provide an effective, safe learning environment. Contribute to the review, development and presentation of department policies and objectives.</p>	<ul style="list-style-type: none"> <li>• Take a full role in the creation and adaptation of high quality learning resources.</li> <li>• Effectively carry out tasks as directed by the Head of Department with support and guidance from other team members.</li> <li>• Deliver enrichment to develop students' cultural capital and build their sense of belonging.</li> </ul>

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

# Person Specification

ESSENTIAL	DESIRABLE
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>Graduate &amp; Qualified teacher</li> <li>Strong academic background</li> </ul>	<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>Evidence of commitment to professional development</li> </ul>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Secondary teaching experience</li> <li>A confident practitioner with the drive and ambition to develop further</li> <li>Excellent knowledge of assessment strategies and their effective implementation.</li> </ul>	<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>Teaching students at all levels of prior attainment.</li> <li>Experience of working in an impact led culture</li> <li>Experience of teaching at Key Stage 3, 4 and/or 5.</li> </ul>
<p><b>Philosophy</b></p> <ul style="list-style-type: none"> <li>Commitment to comprehensive education and inclusive teaching;</li> <li>A belief in the transformational power of education;</li> <li>High aspiration for all students;</li> <li>Desire to constantly improve and refine your subject knowledge and teaching practice.</li> </ul>	
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>Reflective and adaptable;</li> <li>Enthusiastic, tenacious with a positive attitude;</li> <li>Self motivated and a team player;</li> <li>Resilient and solution focused.</li> </ul>	



## A centre of excellence

Our high expectations and inclusive culture ensure that all students are inspired, challenged and supported to make excellent progress.

Judged by Ofsted to be “Outstanding” in all five inspection categories. April 2024

## Staff Testimonials

*Beacon Academy is a friendly, supportive and inclusive place to work. The staff here show a positive commitment to the students who attend Beacon Academy and also to each other in the roles we do. Each member of the team is made to feel as though they fit in at Beacon Academy, with opportunities given to progress in their professional development and in remits they wish to pursue.*

*I recommend this school to anyone who wishes to work in an open and inclusive environment and who really values their time as a teacher. It will not be wasted at this outstanding school with high values and dedication to the profession.*

### Teacher of English



*Joining Beacon Academy back in September was and will always be a focal point of my career. I have found our colleagues here at Team Beacon to be extremely kind and welcoming which in turn has helped me to feel comfortable and safe here in my new role. I feel like no question is a silly question and I am genuinely valued for my contributions to the community. It is an honour to work here. People are kind to students and students are often kind in return. It is a feeling here like no other and I feel privileged to be a part of this fantastic school.*

**ECT – Teacher of History**

*Beacon Academy is like one big family, all staff are supportive not only to the students but also to all of their colleagues whether they be teaching or support staff. The Trust encourages and supports staff in continuing their own educational studies which improves the knowledge of individuals and their departments.*

**Support Staff**

# How to Apply

Once again, thank you for your interest for the post of Teacher of Science.

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in an outstanding school with a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form. Applications for this post should be made through [My New Term](#)
2. Provide Information to support your application, paying particular attention to the Person Specification. Please include any achievement data that is applicable to the role you are applying for.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2023.

If you wish to arrange a visit or have an opportunity to discuss this post informally, please contact our HR department on:

01892 603000, or email [hr@beacon-academy.org](mailto:hr@beacon-academy.org)

