



**Houghton**  
Academy

# Science Teacher

Houghton Academy  
Application Pack

# **Science Teacher**

## **Required 1st September 2025**

Permanent, Full Time

Teachers Mainscale/Upper Pay Scale





## Introduction

Dear applicant,

Thank you for expressing an interest in the Science Teacher post at Haughton Academy. On behalf of the whole community, I extend a warm welcome.

I have been at Haughton Academy for almost 10 years, initially as Deputy Headteacher for Care & Guidance and more recently as Principal. I am extremely proud of this achievement and look forward to Haughton Academy progressing in the next steps of its improvement journey.

Appointing the right person is crucial to our school. Our community context is both challenging and rewarding. Despite this, we are currently over-subscribed and continue to flourish.

I am seeking to appoint a Science Teacher who has the drive and energy to support the work of the Science department and wants to play a part in ensuring that inclusion, eradicating barriers to learning and mutually respectful relationships are at the heart of everything they do.

In March 2020, the pandemic brought to the forefront the difficulties our local community, families and young children face on a daily basis. Although five years ago the impact of the pandemic continues. On average 45% of our pupils are deemed to be disadvantaged year upon year; the pandemic amplified the barriers our pupils faced – little food, limited devices on which to learn and the basic support and aspirations needed to sustain the value of education.

As a staff body we have worked extremely hard to get back to 'normal' and provide our pupils with the routine and care they need. It is important to us that our pupils have the confidence to be independent and successful learners. This is underpinned by high aspirations and a clear understanding that the academy's core purpose is learning. Staff and pupils share the same core values, commit to developing mutually respectful relationships and have a co-operative desire to achieve and believe in Haughton Academy. The affirmation by Ofsted that we are a 'good' school has been achieved through our strong PROUD core values and clear vision for improvement.

Our aim is to continue our journey and become a school that is recognised both locally and nationally as an outstanding school. I look forward to working closely with the successful applicant in the future.

If you would like to arrange a confidential conversation or visit to our school, please contact Tina Barnett, PA to the Principal, using [tbarnett@educationvillage.org.uk](mailto:tbarnett@educationvillage.org.uk).

Yours faithfully,

Su Gill

Principal

Haughton Academy

# Making your Application

I hope that when you read this Application Pack you are inspired to apply for the post. If you are, then this is what you need to do:

## Application:

1. Complete the Education Village Trust application form.
2. Provide a supporting statement of no more than 2 sides of A4 which should address the criteria in the Post and Person Specification section.
3. Send your completed application form by email to the [peopleteam@educationvillage.org.uk](mailto:peopleteam@educationvillage.org.uk)

## Deadline:

The deadline for the post is **Wednesday 30<sup>th</sup> April 2025**.  
Shortlisted candidates will be informed by **Friday 2<sup>nd</sup> May 2025**.  
Interviews are expected to be held **Wednesday 7<sup>th</sup> May 2025**.

## Shortlisting:

We will unfortunately be unable to notify candidates who are not on the shortlist, therefore, if you do not hear from us, your application has been unsuccessful on this occasion.

## Salary:

Mainscale/Upper Pay Scale

## Start Date:

1<sup>st</sup> September 2025.

## End Date

Not applicable

## For an Application Pack:

1. Contact the Human Resources Team via email at [peopleteam@educationvillage.org.uk](mailto:peopleteam@educationvillage.org.uk)
2. Visit [www.haughtonacademy.org.uk](http://www.haughtonacademy.org.uk)

Haughton Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.

In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates.

# Post and Person Specification

**POST TITLE:** Science Teacher

**POST:** Permanent, Full Time

**GRADE:** Mainscale/Upper Pay Scale

**REPORTING RELATIONSHIP:** Subject Leader for Science

**JOB PURPOSE:** To teach KS3 & KS4 Science within Haughton Academy.

## **Main Duties and Responsibilities:**

### ***Teaching and Learning***

- To plan and deliver lessons to the highest quality of the Academy standards, ensuring good or better progress is made by all pupils.
- To ensure all marking and feedback is completed to the Academy's highest expectations.
- To ensure lessons are engaging and differentiated to meet the needs of all pupils.
- To regularly use assessment strategies to monitor the progress of pupils.
- To use the Academy assessment tracking documents and ensure all progress data is entered accurately and on time.
- To adhere to the Relentless Routines checklist for positive behaviour management.
- To contribute effectively to all subject team, pastoral team and whole Academy meetings.
- To act as an excellent Form Tutor to an assigned group of pupils.
- To intervene effectively for all underperforming pupils.
- To teach assigned classes as per timetable and plan prepare, evaluate, and review lessons, teaching and learning styles, and homework in accordance with Academy's practice and policy, and in such a way that teaching staff model consistently high standards.
- To take an appropriate share of the responsibility of covering for absent colleagues.
- To prepare educational plans and assess, record, report and review pupil progress and achievement in accordance with Academy policy and practice.
- To liaise with the Science Technician to ensure delivery of core practical lessons are effective.
- To adapt teaching strategies to changing circumstances and in response to new ideas
- To have very high expectations of pupils.

### ***Pastoral***

- To establish excellent relationships with pupils and staff.
- To record and monitor attendance in the Academy, and follow up issues in a timely manner, in line with Academy policy.
- To ensure pupils maintain and display the acceptable standards of behaviour in all aspects of Academy as described in the Behaviour Policy and other guidelines for staff.
- To take an appropriate share of responsibility for the supervision of pupils at break times and where appropriate other specified duties.
- To be aware of any problems by maintaining good communication and alleviating difficulties with resources.

**Staff Group**

- To participate in the Academy's Continuing Professional Development.
- To participate in appropriate external professional development.
- To attend and participate in a range of staff meetings.
- To support the Academy whole school events, where appropriate.
- To support colleagues as appropriate.

**Parents/Carers**

- To develop excellent relationships with pupils and their families.
- To attend any meeting the Academy arranges for parental/carers consultation and liaison.
- To work with parents/carers to secure partnership in the learning process.

**Resources**

- To make effective use of the resources available within the Academy, and to be aware of resources provided by the Trust and those within the community.
- To keep the subject room tidy, maintain safe working practices, and good care of resources.
- To make the subject room attractive and promote good standards of work.

**General**

- To perform any other reasonable task that your line manager may ask from time to time.

**Support for the Academy**

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person.
- Be aware of, support difference, and ensure all pupils have equal opportunities to learn and develop.
- Contribute effectively to the overall ethos/work/aims of the Academy and EVAT.
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.
- Attend and participate in regular meetings.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Participate in training and other learning activities and performance development as required.
- Assist with the provision of out of Academy learning activities e.g. clubs, extra-curricular activities within guidelines established by the Academy.
- Assist with the line management of support staff as appropriate.
- The post holder must carry out his/her duties with full regard to the Trust's Equal Opportunities and Racial Equality Policies in the terms of employment and service delivery to ensure that colleagues are treated and services delivered in a fair and consistent manner.



- To comply with health and safety policy and systems, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

Any other duties of a similar nature related to the post, which may be required from time to time.

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL EVAT POLICIES, INCLUDING THE NO SMOKING POLICY.**

*THIS POST IS SUBJECT TO ENHANCED DISCLOSURE AND DISQUALIFICATION BY ASSOCIATION. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE AND RECHECKING AS APPROPRIATE*

Date: April 2025

# Person Specification

Categories	Criteria Number	Application Form/letter	Interview	References
<b>Essential Criteria:</b>				
<b>Qualifications &amp; Education</b>				
Degree or equivalent in the relevant subject	E1	✓		
Recognised Teaching qualification	E2			
<b>Knowledge &amp; Experience</b>				
Knowledge and experience of teaching Science to GCSE qualification level	E3	✓	✓	
Experience of teaching at Key Stage 3 & 4 - with positive feedback from internal and external quality assurance processes	E4	✓		
Experience of teaching at Key Stage 3 & 4 - with positive feedback from internal and external quality assurance processes	E5	✓	✓	
Sound knowledge and experience of Teaching & Learning strategies to engage and motivate pupils	E6	✓	✓	
Experience of using ICT within Science lessons to engage pupils and improve outcomes	E7	✓	✓	
<b>Skills</b>				
High levels of drive and ambition for self and pupils	E8	✓	✓	
Excellent organisational and interpersonal skills	E9	✓	✓	
Flexibility and initiative	E10	✓	✓	

<b>Personal Attributes</b>				
High levels of drive and ambition for self and pupils	E11		✓	✓
Excellent organisational and interpersonal skills	E12		✓	✓
Flexibility and initiative	E13		✓	✓
Creativity and innovation	E14		✓	✓
<b>Desirable Criteria</b>				
Enhanced DBS and disqualification by association disclosure	D1	✓		
First Aid at Work qualification	D2	✓		
Physics specialism	D3	✓		
Evidence of securing expected or better than expected outcomes for pupils at KS4	D4	✓		



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