



**Bexhill**  
Academy

**Position:** Director of Science

**Salary/Hours:** Leadership Scale L9-L13

**Closing Date:** 9am on Thursday 9<sup>th</sup> January 2025

**Interview Date:** Week beginning 13<sup>th</sup> January 2025



 **Creating the best  
opportunities for all**

Dear Candidate,

Thank you for your interest in joining us at Bexhill Academy. We are a happy and supportive team where wellbeing matters.

Bexhill Academy part of the Attwood Academies Trust, is a larger than average 11-16 mixed school serving the coastal town of Bexhill-On-Sea, East Sussex, with currently just over 1500 students on roll. A seaside town renowned for the De La Warr Pavilion and being the home to the first British motor race! Working at Bexhill Academy, whether as support staff, an ECT or as a teacher of many years, is an opportunity for you to work with some extraordinary and inspiring students and staff. The Bexhill community is a very special place and we are privileged to be working in a state-of-the-art building with modern facilities throughout.

Following our success in recent years, we have become over-subscribed with over 400 applications for the 300 places offered in September 2023. Consequently, year on year we have been expanding our teaching staff to accommodate our increasing numbers.

At Bexhill Academy, we encourage students to aim high and we support them in pursuing their dreams. We offer challenge to all abilities stretching the minds of the most able to become enquiring and independent thinkers, yet offering support to those who find their studies more challenging.

We offer a number of excellent staff benefits for our employees. These include;

Cycle to Work Scheme, A comprehensive Employee Assistance Programme (EAP) Fitness class, Wellbeing weeks. We are partnered with Mulberry Multi Academy Trust in London (excellent CPD opportunities). We encourage and support tangible Leadership courses e.g. NPQ, An extra 2 days added to October half term and Benenden Healthcare. As you can see there is so much on offer for you at Bexhill Academy.

If you are a well-qualified and enthusiastic person seeking to work in a dynamic, modern school, if you are passionate working in a team and having the highest of standards.

We look forward to meeting you,



Dr Craig Neal

Headteacher

## Director of Science

We are seeking to appoint an inspirational and enthusiastic leader, who is seeking to make a real, positive change to student outcomes in Science. The successful candidate will possess exceptional interpersonal skills and high emotional intelligence, alongside an ability to set a vision, confidently nurture, and develop staff, so that children are inspired to love Science. You will lead a large, well-qualified staff in 'state of the art' facilities.

In return, we can offer an environment where you will gain whole school experience and learn much on your journey to senior leadership and headship.

Our school is unique, exciting and innovative – our philosophy is inclusive and founded on respect. If you feel this fits with your own value set and you have a track record of leading change, raising standards and you strive for excellence, then this might be just the role for you.

We aim to recruit staff who:

- Love the processes of teaching and learning and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;
- Will subscribe to the ethos of the Academy and be committed to get the very best from our students;
- Take every opportunity, in and out of the classroom, to talk to students, model expected behaviours and build positive relationships;
- Remain at the forefront of pedagogy, educational research and debate.
- See themselves as having the potential to become senior school leaders of the future.

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Pre-Application enquiries are encouraged. Please contact Farouk Tumi, Deputy Headteacher [farouk.tumi@bexhillacademy.org](mailto:farouk.tumi@bexhillacademy.org)

Please see our website [www.bexhillacademy.org](http://www.bexhillacademy.org) under 'about us' and then 'vacancies' for more details. Please note that we do not accept CVs or approaches from agencies. Completed Bexhill Academy teacher application forms should be sent to [academyhr@bexhillacademy.org](mailto:academyhr@bexhillacademy.org)

Bexhill Academy is committed to safeguarding and promoting the welfare of children and young children, therefore all positions are subject to an Enhanced Disclosure and Barring Service check (DBS)

## Job Description

### Teaching and Supporting at Bexhill Academy

Teachers and support staff at Bexhill Academy make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.

**Post:** Director of Science

**Accountable to:** Deputy Headteacher/Headteacher

**Salary:** Leadership Scale L9-L13 (£61,835 to £68,233)

### **Principal Accountabilities:**

- Oversee the development and implementation of a challenging and ambitious Science curriculum across all key stages, ensuring it is engaging and delivers strong outcomes
- Expertly lead and manage the Science department including their professional development, ensuring the success and continual improvement of the department
- Model the highest quality teaching practices, deliver inspiring lessons and support teachers to deliver the best lessons and produce the best outcomes
- Develop and execute strategic plans for the Science department, setting clear objectives and ensuring continuous improvement in student outcomes
- Monitor and support student progress, implementing interventions and support strategies to ensure all students exceed their potential
- Stay informed about the latest developments in Science education and integrate innovative teaching methods and technologies into the curriculum

### **Set high expectations, which inspire, motivate and challenge pupils**

- 📌 Establish a safe and stimulating environment for pupils of all abilities, needs and ages, rooted in and encouraging mutual respect that significantly develops learning
- 📌 Set goals and targets based on an in depth knowledge of individual and groups of pupils that enthuse, motivate and challenge all pupils

- Effectively promote and demonstrate the positive attitudes, values and behaviour which are expected of pupils.

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

- Be accountable for continuously high levels of pupils' attainment, progress and outcomes
- Demonstrate a clear knowledge of pupils' individual capabilities and their prior knowledge and plan teaching to build on these. Create opportunities for pupils to reflect on the progress they have made and enable them to set individual targets to significantly develop their performance
- Demonstrate excellent knowledge and understanding of how pupils learn and how this impacts on teaching, implementing this in classroom teaching and sharing this with other staff
- Inspire pupils to take a responsible and conscientious attitude to their own work and study, enabling them to help develop as independent learners and support the learning
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### **Demonstrate good subject and curriculum knowledge**

- Have an up to date and excellent/extensive knowledge of the curriculum, including the different types of qualifications and specifications and their suitability for meeting learners' needs in order to foster, and maintain pupils interest in Science and address misunderstanding.
- Demonstrate a critical understanding of developments in the subject and Curriculum area and promote the value of learning.
- Promote collaboration and develop high standards of numeracy, in your subject area and cross-curricular activities.

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

- Embed knowledge and develop high levels of understanding through clear and effective objectives and effective pace of learning in lesson time
- Promote and encourage a love of learning and stimulate and develop children's intellectual curiosity.

- Set challenging and differentiated independent learning (Homework) using the Knowledge Organiser and other resources 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, collaboratively developing own and other's teaching practice to improve the learning of pupils

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

- Use effective assessment processes within the relevant subject and curriculum areas, including statutory assessment requirements to develop learning
- Make effective use of formative and summative assessment to ensure high levels of pupils' progress in line with the Academy assessment and marking structures.
- Effectively use relevant data to monitor progress, set targets, and plan subsequent lessons for the promotion of high levels of learning
- Give individual pupils regular, effective feedback, both orally and through a range of marking and feedback strategies, enabling pupils to respond to the feedback

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

- Model effective routines for behaviour in classrooms that promote learning, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy's engagement for Learning (behaviour policy)
- Model and have, high expectations of behaviour, and implement a framework for discipline with a range of strategies, using praise, sanctions and the Rewards System consistently and fairly
- Manage all classes effectively, using a range of approaches, which are appropriate to pupils' needs in order to involve, motivate and engage them. Improving standards of achievement
- Maintain excellent relationships with pupils, exercise appropriate authority, and act decisively when necessary.

### **Fulfil wider professional responsibilities**

- Make a positive and effective contribution to the wider life and ethos of the Academy, encouraging others to do the same
- Develop effective professional relationships with colleagues, knowing how and when to draw on and give advice and specialist support
- Deploy support staff effectively within your lessons to maximize student achievement
- Take responsibility for improving teaching and learning through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents to develop pupils' achievements and well-being.

### **Staffing:**

#### **Staff Development: Recruitment / Deployment of Staff:**

- To take part in the academy's staff development programme
- To work as a member of a designated team and to contribute positively to the team ethos.

### **Quality Assurance:**

To contribute to the quality assurance procedures and policies of the academy.

### **Management Information:**

- To maintain appropriate records and to provide relevant accurate and up-to-date information as appropriate for teaching colleagues/parents and carers and external agencies.
- To be responsible for developing and maintaining personal development records

### **Communications:**

- To communicate effectively with colleagues, the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside of the school



- To follow agreed policies for communications in the academy

### **Management of Resources:**

- To contribute to the process of the ordering department supplies through the appropriate channel.

### **Other Specific Duties:**

- To play a full part in the life of the academy, to support its distinctive aim and to encourage staff and students to follow this example
- To continue personal development as agreed
- To comply with the academy's health and safety policy and undertake risk assessment as appropriate

**Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.**

**Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.**

**Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.**

**The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.**

**The job description is current at the date shown, but following consultation with you, may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.**

**The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS check.**

## Person Specification

Criteria	Essential	Desirable
<b>Education</b>	A broad and balanced educational background at level equivalence of level 4 or 5 as a minimum requirement A good Degree	Higher level education
<b>Qualifications</b>	Qualified Teacher Status A good Degree.	Appropriate additional qualifications
<b>Experience</b>	Experience of successfully running a Science Department or an aspirational Deputy Head of Science	
<b>Skills Knowledge &amp; Abilities</b>	Excellent subject knowledge. Leadership skills. Excellent communication skills. Good ICT skills and application of supporting teaching. To be organised and able to maintain accurate records. To be able to think and plan strategically and manage the department. To be aware of educational developments in and around the subject. To have the ability to reflect on your own practice.	
<b>Personal Qualities</b>	To be hardworking and committed to the vision of the Academy. To have a willingness to learn and develop new skills. To have the ability to work with initiative. To have the ability to work as an individual and as part of a team. To be focused, aspirational, independent and resilient.	
<b>Commitment and other requirements</b>	Commitment to the excellent education of students and the good standing of the Academy in the local community	

## Our School

### Creating the Best Opportunities for All

At Bexhill Academy, we strive to create equal opportunities for all our students, ensuring that they have access to the best resources and support to thrive academically and personally. Our inclusive approach celebrates diversity, fostering an environment where students from all backgrounds can learn from one another and develop essential life skills such as empathy, tolerance, and respect. We provide a variety of academic pathways and personalized support systems, tailoring our educational approach to meet the unique needs and aspirations of each student. By nurturing their individual strengths and talents, we equip our students with the skills and knowledge needed to succeed in an ever-changing world.

It's important for us to recognise that the little things matter. Smart uniform, manners, kindness, and punctuality are something we promote within our academy as we feel this embeds a deep sense of pride and self-respect within our students.

In conclusion, Bexhill Academy is dedicated to providing an exceptional educational experience that combines academic excellence, personal growth, and a supportive community. We foster a culture of aspiration, challenge our students to reach their full potential, and create equal opportunities for all. Join us at Bexhill Academy, where we believe in the power of education to transform lives and shape a brighter future.

### Wellbeing

We understand that well-being is paramount to academic success. Our school offers a comprehensive well-being program for staff and students that focuses on building resilience, promoting a healthy lifestyle, and equipping us all with the tools to manage stress and navigate challenges. Through a range of extra-curricular activities, student leadership opportunities, and community service initiatives, we actively encourage personal growth, self-discovery, and the development of essential life skills. Our dedicated well-being team provides guidance and support, ensuring that staff and students have access to the resources they need to flourish both inside and outside of the academy.