



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER



DEYES
HIGH
SCHOOL

LYDIATE
LEARNING TRUST

Applicant Information Pack

Teacher of Science

Deyes High School



Start Date:	01 September 2026
Closing Date:	12:00 noon, Friday 15 May 2026
Shortlisting:	Friday 15 May 2026
Proposed Interview Date:	W/c 18 May 2026 (TBC)
Post Scale:	MPS / UPS
Salary:	£32,916 - £51,048 (pay award pending)
Contract Term	Full Time/Permanent

Welcome from the Head of School



Dear Applicant,

Thank you for your interest in the position of Teacher of Science. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

Deyes High School is proud to have been the founding school in Lydiate Learning Trust. As a Trust we are expanding and working together across both the primary and secondary sectors with the ambition of becoming outstanding. Our place in Lydiate Learning Trust enables us to benefit from a wealth of collaboration in all aspects of school life, from leadership and teaching and learning to professional development and our people strategy.

Deyes High School is a vibrant, ambitious and oversubscribed school that is rated 'good' by Ofsted. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

In April 2024, our new state of the art building was completed and is now fully operational. Staff and students are now benefitting from our modern building which spans three floors and boasts a host of state-of-the-art facilities, including high-tech classrooms, specialist science laboratories, a learning resource centre, an art studio and a multi-use games area. Our new building is net zero carbon in operation, with photovoltaic panels for solar power, hybrid natural vent units and three air source heat pumps. When Phase Two is completed in August 2025, the school grounds will include large playing fields and sports pitches, a wildlife garden, a nature trail, and a habitat area to support learning and promote wellbeing for our 1,400 students.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Deyes offers a friendly, welcoming and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level to senior leadership.

If you feel you are up to the challenge, keen to do well and would enjoy working at Deyes High School, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Warmest wishes,

Head of School

About Us

Our **mission** is to engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passions. We aim to **Engage, Enable** and **Empower** all learners, young and old, across Lydiate Learning Trust to ensure our schools are outstanding.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

Our Aims

We pride ourselves on our values and always try to do what is right, so that all learners reach their full potential, regardless of their starting point.

ENGAGING

1. Engaging with all learners, breaking down barriers, to develop an intrinsic love of learning.
2. Engaging with staff so that they are highly valued and listened to.
3. Engaging with families so they can work alongside their child and school on the learning journey.

ENABLING

1. Enabling all of our staff, and those in other academies, to reach their potential through effective CPDL, providing first class quality experiences for all.
2. Enabling a happy, safe, supportive environment for all.

EMPOWERING

1. Empowering learners to take personal responsibility for their future, with a lifelong love of learning.
2. Empowering learners with the tools for academic success and happiness.
3. Empowering learners to develop the self-esteem and confidence which are necessary for a full and happy life.
4. Empowering learners to have a pride in their work, respect for their surroundings and good relationships with others at school and in the local and wider community.
5. Empowering leaders at all levels to lead ethically, with high levels of perseverance, proficiency and integrity.
6. Empowering the wider community to work alongside us to our mutual benefit.

We can we offer you

At Lydiate Learning Trust, we take pride in our inclusive culture. We believe in recruiting talented and capable individuals, developing them to achieve their career ambitions, and thereby engaging, enabling, and empowering our young people. Our staff play a crucial role in ensuring the future success of our students and our Trust. We are proud to have created an environment that prioritises young people and fosters growth and development for all.

Lydiate Learning Trust is forward-thinking, and if you join our team, your professional development will be as important to us as it is to you. We aim to equip our staff to deliver their best by offering a generous benefits and training package. We offer:

- ❖ A future vision map and professional development
- ❖ A highly competitive salary
- ❖ A staff development programme and appropriate CPDL
- ❖ Excellent occupational health and employer assistance programme
- ❖ Cycle and Technical salary sacrifice scheme
- ❖ Family friendly policies
- ❖ Union recognition
- ❖ A friendly Trust which looks after the wellbeing of its staff
- ❖ Coaching (internal and external to the Trust)
- ❖ A high quality and supportive onboarding programme
- ❖ A modern and relevant approach to appraisal
- ❖ Annual Flu Jobs
- ❖ An excellent Pension Scheme
- ❖ Personal recognition and reward

Safeguarding

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment and maintain a vigilant and safe environment.

All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures. All posts are subject to an enhanced DBS check and medical clearance.

Equal Opportunities

Lydiate Learning Trust is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

How to apply

If you are interested in joining us on our journey, please apply by completing the online application form on TES or via our website [Current Opportunities – Lydiate Learning Trust](#)

Deyes High School – Science Department

A very warm welcome to Deyes High School, part of the Lydiate Learning Trust. I am delighted that you are interested in this very exciting opportunity to join our Science Department.

The Science Department vision is to prepare all students for a future where the sciences and technology lead the way. Linking lesson content with skills and academic accomplishment that employers want, supports the scientific thinking across the school and wider society. They produce engaging lessons which foster inquisitive minds and build a love of learning. The team promote ingenuity, independence and positivity in their teaching that allows our students to succeed beyond exam performance in an ever-changing world.

The Science Faculty comprises twelve members of teaching staff, supported by two technicians, with a range of science specialisms and levels of experience.

The faculty now has a suite of eleven Science laboratories on the second floor of our brand-new state of the art building opened on 15 April 2024. All the classrooms have high specification technology and climate control to support and enhance students' learning. Two of the Faculty's rooms are fitted for the study of advance level Science facilitating a wide range of exciting curriculum activities for over 125 sixth form students.

The faculty also sits adjacent to our stunning library which will shortly be available to all students and subjects to create powerful and impactful independent learning experiences. A substantial prep room, Science work room and staff social area have been provided to support staff well-being and productivity.

We follow the AQA GCSE syllabi, continuing with AQA A Level Sciences and Medical Science and we are always open to developing the breadth and depth of our seven-year Science journey if you have expertise, passion and drive to bring to this team. Full details of our science curriculum can be found here: [Deyes High School - Science](#)

Wider involvement in trips, primary partnership development, student leadership, careers education and specific programmes such as the Duke Of Edinburgh Award by our staff team is actively encouraged and the Science Faculty are also very dedicated in this area, giving you a wealth of aspects of school-life to become an integral part of here at Deyes. We are looking for a special person who wishes to empower students in all aspects of their life at school and beyond.

Lydiate Learning Trust has a strong ethos of putting people at the heart of our success and investment in you will be paramount. Our onboarding programme will ensure that you feel well-informed and highly prepared to begin your career journey with us.

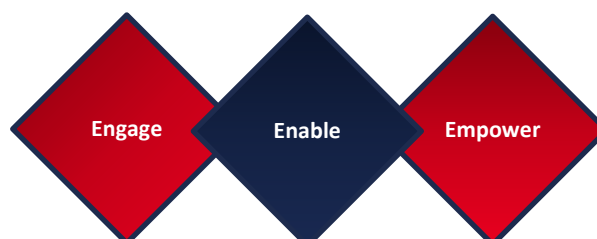
Subsequently, you can access our CPDL programme, coaching and mentoring matched to your needs and experience together with external support such as membership of the Association for Science Education, the Institute of Physics, and the Royal Society for Chemistry. Enabling you to progress in your career, whichever direction this takes, will be our priority.

I do hope this introduction to the role of Teacher of Science at Deyes High School encourages your application and please don't hesitate to contact me if you have any further questions. I look forward to hearing from you very soon.

With kind regards,



Head of School



Job Description – Teacher of Science

Purpose	<ul style="list-style-type: none"> To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. To monitor and support the overall progress and development of students as a teacher/form tutor. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. To contribute to raising standards of student attainment. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
Reporting to	Director of Learning
Salary	MPS/UPS
Contract	Full Time/Permanent

Operational & Strategic Planning	<ul style="list-style-type: none"> To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area & department. To contribute to the curriculum area and department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities.
Curriculum Provision	<ul style="list-style-type: none"> To assist the Director to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.
Curriculum Development	<ul style="list-style-type: none"> To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission & strategic objectives.
Staff development Recruitment / deployment of staff	<ul style="list-style-type: none"> To take part in the school's staff development programme by participating in arrangements for further training and professional development. To continue personal development in the relevant areas including subject knowledge and teaching methods. To engage actively in the Performance Management Review process. To ensure the effective/efficient deployment of classroom support. To work as a member of a designated team and to contribute positively to effective working relations within the school.
Quality Assurance	<ul style="list-style-type: none"> To help to implement school quality procedures and to adhere to those. To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek and implement modification and improvement where required. To review from time-to-time methods of teaching and programmes of work. To take part, as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
Management Information	<ul style="list-style-type: none"> To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMS, registers etc. To complete the relevant documentation to assist in the tracking of students. To track student progress and use information to inform teaching and learning.
Communications	<ul style="list-style-type: none"> To communicate effectively with the parents of students as appropriate. Where appropriate, to communicate and co-operate with persons or bodies outside

	<p>the school.</p> <ul style="list-style-type: none"> To follow agreed policies for communications in the school.
Marketing & Liaison	<ul style="list-style-type: none"> To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with other schools. To contribute to the development of effective subject links with external agencies.
Management of Resources	<ul style="list-style-type: none"> To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.
Student Support System	<ul style="list-style-type: none"> To be a Form Tutor to an assigned group of students. To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole. To ensure the implementation of the school's Student Support System. To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. To evaluate and monitor the progress of students and keep up-to-date student records as may be required. To contribute to the preparation of action plans, progress files and other reports. To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved. To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff. To contribute to PSHCE and Citizenship according to school policy. To apply the behaviour management systems so that effective learning can take place.
Teaching	<ul style="list-style-type: none"> To teach students according to their education needs, including the setting and marking of work to be carried out by the students in school and elsewhere. To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required. To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students. To undertake a designated programme of teaching. To ensure a high-quality learning experience for students which meets internal and external quality standards. To prepare and update subject materials. To use a variety of delivery methods to stimulate learning appropriate to student needs and demands of the syllabus. To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. To undertake assessment of students as requested by external examination bodies, departmental and school procedures. To mark, grade and give written/verbal and diagnostic feedback as required.
Other Specific Duties	<ul style="list-style-type: none"> To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example. To support the school in meeting its legal requirements for worship. To promote actively the school's corporate policies. To continue personal development as agreed. To comply with the school's Health & Safety Policy and undertake risk assessments as appropriate. To undertake any other duty as specified by STPCB not mentioned in the above 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 school will endeavour to make any necessary 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 above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

Person Specification – Teacher of Science

Knowledge, Qualifications & Experience	
A UK recognised teaching qualification (i.e. QTS, PGCE)	E
Demonstrable success within your subject area	E
Excellent knowledge and understanding of the National Curriculum in the subject at the relevant Key Stages	E
Ability to target set, develop and employ criteria for measuring success and assessment for learning	E
A clear and demonstrable understanding of teaching and learning issues	E
Ability to teach your specialist subject across the age and ability range	E
Skills & Aptitudes	
Ability to enthuse and effectively communicate your subject to students both written and orally	E
A commitment to teaching in a comprehensive school where all students are valued regardless of their abilities	E
Outstanding classroom practitioner with both personal impact and presence	E
A demonstrable commitment to equality of opportunity	E
Appropriate ICT skills including those directly related to transference of subject knowledge in a classroom context	E
Committed to maintaining the high standards across the school	E
A team player	E
Adaptability and contributor to changing circumstances and new ideas	E
Ability to develop and maintain good professional relationships with students, staff and parents	E
A strong commitment to one's own professional development	E
A willingness to become involved in wider School initiatives and activities	E
Essential Requirements	
<i>*Following an initial offer of appointment</i>	
Positive recommendation from all referees, including current employer	E
Enhanced DBS	E
Medical clearance*	E