



**LYDIATE
LEARNING
TRUST**

ENGAGE, ENABLE,
EMPOWER



**DEYES
HIGH
SCHOOL**

LYDIATE
LEARNING TRUST

Applicant Information Pack

Science Technician/Trainee Science Technician

Deyes High School



Start Date:	As soon as possible
Closing Date:	9:00am, Friday 04 September 2026
Shortlisting:	Friday 04 September 2026
Proposed Interview Date:	08 September 2026
Post Scale:	Science Technician NJC SCP 5-6 Trainee Science Technician NJC SCP 3-4
Salary:	£24,796 - £25,989 FTE (pay award pending) Pro rata salary £21,517 - £22,553
Contract Term	Full Time/Term Time plus INSET days Permanent

Welcome from the Head of School



Dear Applicant,

Thank you for your interest in the position of Science Technician. This pack has been designed to help you should you choose to apply to us, which we sincerely hope you do. We hope it answers all 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 Lydiat 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 Lydiat 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 June 2025 all phases of our new state-of-the-art building were completed, and it 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. The school grounds 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,



Victoria Beaney
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 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 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.
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What 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 Jabs
- ❖ 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 proud to be an equal opportunities employer. We welcome applications from all individuals and are committed to ensuring that no applicant or employee is treated less favourably on the grounds of sex, sexual orientation, marital or civil partnership status, race, religion or belief, colour, nationality, ethnic or national origin, or disability. We are dedicated to creating a fair, inclusive working environment and to removing barriers that cannot be objectively justified.

How to apply

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

Job Description – Science Technician/Trainee Science Technician

Purpose	To work under the instruction/guidance of senior staff, providing general support in the Science department, including preparation and maintenance of resources and support to staff and pupils.
Reporting to	Director of Learning Science
Salary	Science Technician NJC Scale 5-6 Trainee Science Technician: NJC Scale 3-4

Main Duties	Laboratory technicians have a passion for practical science and assisting staff and students with the day to day running of the science department. They will have appropriate experience and/or qualifications within a scientific laboratory environment or a willingness to learn. They are responsible to the Director of Learning Science for the following duties: • Day to day running of laboratories, where Departmental structure and organisation specify laboratory responsibilities. • Preparing apparatus, materials and solutions; setting up equipment and apparatus for use in practical classes; setting up and on occasion, carrying out class demonstrations; retrieving and clearing away apparatus, etc.; maintaining a safe, clean and organised laboratory environment. • Construction and modification of apparatus; co-operating with teaching staff in the development of apparatus and equipment for use in practical classes. • Assisting with the maintenance, repair and servicing of apparatus and equipment. • Technical advice and assistance to teachers and pupils, assisting in practical classes as requested. • Organisation and storage of Biology/Chemistry/Physics equipment, apparatus and materials, including chemicals, in accordance with Departmental policy. • Maintaining stock levels in relation to their use by the Biology, Chemistry and Physics Departments; advising the Director of Learning Science of items and quantities required; checking stock books as required. • Specific maintenance e.g. a) battery charging; b) autoclaving; c) instrument sharpening; d) servicing of microscopes. • Preparation, storage and issue of hazardous substances in accordance with CLEAPSS guidance and departmental procedures. • Setting up and maintaining the Departments specialist resources, including plant and animal collections, as directed. • Participating in selection of equipment and in the development of Science Department facilities. • Participating in the general technical work of the department as directed. • To undertake duties relating to the setup, maintenance, movement and storage of audiovisual equipment. • Implementation of Health and Safety regulations under supervision of the Director of Learning Science and making of regular safety checks within own work area. • Purchasing or collecting consumable materials required for practical activities, where authorised. • Disposal of waste laboratory materials including
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	chemicals/microbiological waste/animal carcasses, in accordance with established guidelines. Participating in the maintenance of satisfactory standards of safety and security in relation to the technical service of the Science Department, as directed by the Director of Learning Science.
Other Duties	Any other duties commensurate with the grade and nature of the post as reasonably requested by the Head of School, Director of Learning Science or other appropriate senior leader.
Training & Development	- To have personal responsibility for your own continuing professional development. - To seek support and guidance for your training and development need from your Line Manager. - To participate in annual staff appraisal scheme and undertake development activities to achieve personal targets.

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 – Science Technician/Trainee Science Technician

Qualifications & Training	
Level 3 qualification in science (or equivalent) or willingness to work towards an appropriate scientific qualification. Experience within a laboratory or educational setting will also be considered.	E
A good general education including at least GCSE (or equivalent) in English, Maths and Science.	E
Experience	
Experience of working in a laboratory	D
Experience of working as a technician within a school or educational setting.	D
Skills/Knowledge/Aptitudes	
Highly developed communication and liaison skills.	E
A high degree of computer literacy, particularly in Microsoft Office packages.	D
Very strong organisational and administrative skills.	E
Interpersonal skills – the ability to build and maintain effective professional relationships.	E
Close attention to detail combined with the ability to work accurately even when under pressure.	E
A responsive and flexible attitude to changing needs and demands.	E

A high level of personal initiative.	E
Essential Requirements	
Positive recommendation from all referees, including current employer	E
Enhanced DBS	E
Medical clearance (*following an initial offer of employment)	E
Commitment to safeguarding and promoting the welfare of children and young people.	E
Ability to maintain appropriate professional boundaries and confidentiality.	E