



Redborne Upper School

RECRUITMENT PACK

SCIENCE TEACHER

SEPTEMBER 2026



Aspiration • Responsibility • Respect



HEADTEACHER'S WELCOME

Thank you for your interest in Redborne Upper School and Community College.

Redborne is a vibrant and ambitious age 13-18 upper school, including a thriving sixth form of around 400 students, located in the heart of Ampthill, Bedfordshire. As a large academy with over 1,600 students on roll, we are proud to serve our community by providing high-quality education that combines strong academic achievement with outstanding personal development.



Our school is built on values of inclusion, respect and aspiration. We aim to foster a learning environment where all students feel supported to reach their full potential, both in and beyond the classroom. As a designated training school, we are deeply committed to the development of teaching and learning. This not only benefits our students, but also creates a culture of continuous professional growth for our staff.

Redborne is a unique place to work, not least because of our on-site working farm, which enriches the curriculum and offers students the chance to gain practical qualifications in agriculture. It reflects our wider belief that education should be broad, balanced, and rooted in real-life experiences.

In our most recent Ofsted inspection (July 2024), Redborne was judged to be a 'Good' school. We are proud of this outcome and remain focused on further developing the quality of our provision, especially in pursuit of excellence for every student.

If you share our commitment to high standards, professional development, and inclusive education, we would be delighted to receive your application.

Olly Button

Headteacher



OUR VISION

Our Vision

At Redborne, we are committed to becoming one of the best schools in the country. In order to help us achieve this goal, we will:

- Have outstanding behaviour based upon positive relationships.
- Ensure that all our students enjoy learning from teachers who love teaching.
- Ensure that everyone achieves their full potential.

Staff and students work together towards realising our vision, by linking everything we do to one of our three core values, 'Aspiration', 'Responsibility', and 'Respect'. Every aspect of a student's Redborne experience is aimed at promoting these:

Aspiration

For everyone to achieve.
For everyone to participate.
For everyone to be the best they can be.
For everyone's future.

Responsibility

For our behaviour / actions.
For our commitment to learning.
In our (wider) community.

Respect

For and between everyone.
For others' views / beliefs.
For the school building and environment.

OFSTED SAYS

"Pupils behave well around the school and during lessons. They are polite and courteous to adults. There are positive relationships between staff and pupils."



OUR CAMPUS

Redborne, a 13-18 Upper School since the early 1970s, is ideally placed to provide community education in the area. Redborne serves Ampthill, Flitwick, Maulden and other neighbouring villages.

The school is spread over 40 acres of attractive grounds, with a wide variety of trees, shrubs, flower beds and rock gardens. There are rugby, football, rounders and cricket pitches, netball and tennis courts, as well as an athletics track in the summer.

In addition, there is a floodlit all-weather sports area with an adjoining pavilion, as well as a recently refurbished floodlit 3G football pitch. The school also has its own farm, used to deliver both livestock and horticulture courses - an invaluable learning resource for students.

We cannot describe all aspects of such a large and active school and we therefore offer an invitation for parents and prospective students to visit us and find out more. Please contact us for an appointment:

Telephone: (01525) 404462

Website: www.redborne.com

Email: admin@redborne.com



SCIENCE TEACHER (KS3 – KS5)

- Start Date: September 2026
- Contract: Full-time / Permanent
- Salary: MPS / UPS depending on experience.
- Due to an internal restructure, there may be a KS5 Leadership opportunity available for the right candidate – TLR2A (£3,526.00)

We are looking for a dynamic and enthusiastic Science teacher to join our team. We welcome teachers from a Biology, Chemistry or Physics background with the ability to teach KS5 preferred. Attached to the Science faculty is a working farm, offering a variety of courses. Teaching opportunities would be available in this area to any applicant expressing an interest in this unique alternative provision. The successful candidate will be well qualified, keen and enthusiastic and will join a team of dedicated teachers teaching at both GCSE and A Level.

If you have the ability to engage and enthuse our students with a love of Science with the drive and commitment required to be an exceptional teacher, then we would like to hear from you.

Applications from ECTs and experienced teachers are welcome.

About the Role

Excellence in Teaching: Model and ensure the delivery of high-quality, engaging lessons that challenge and support all students.

Pastoral and Academic Oversight: Track student progress diligently, implementing effective intervention strategies to maximise attainment. Contribute to a culture of high standard assessment and feedback.

Who We're Looking For

We welcome applications from those who have:

- A relevant degree and Qualified Teacher Status (QTS), or who are currently training and expect to achieve QTS this academic year.
- A passion for Science and an understanding of requirements of the National Curriculum at KS3, KS4 and KS5.
- The ability to teach Science at GCSE and A Level.
- Exceptional organisational, and communication skills.
- Ambition and a clear vision for the growth and success of the subject.



What We Offer

- A welcoming, supportive and inspiring team environment
- Outstanding professional development opportunities
- The opportunity to be part of a school community that values every member of staff

If you have any questions or would like to visit the school, please contact Eva Hobson
eva.hobson@redborne.com 01525 404462

Apply now and take the next step in your education career journey!

Closing Date: Sunday 12th April 2026

We reserve the right to close the application process early.

Interview Date: TBA



JOB DESCRIPTION

Job title: Science Teacher
Contract: Full time / permanent
Responsible to: Headteacher
Line manager: Head of Faculty

SUBJECT TEACHER: Main duties and responsibilities

LINE MANAGER: Head of Faculty

1. To plan and prepare courses and lessons.
2. To teach, according to their educational needs, those students assigned to the teacher.
3. To set and mark homework.
4. To assess, record and report (including oral and written assessments, reports and references) on the development, progress and attainment of students, in each case having regard to the curriculum of the school.
5. To communicate and consult with the parents/guardians of students.
6. To communicate and cooperate with persons or bodies outside the school.
7. To participate in meetings arranged for any of the purposes described above.
8. To review from time-to-time teaching methods and programmes of work.
9. To participate in arrangements for further training and professional development.
10. To advise and cooperate with other colleagues (individually or in groups) on the preparation and development of schemes of work and materials for teaching and/or assessment.
11. To ensure good behaviour amongst students and safeguard their health and safety both when they are authorised to be on school premises and when engaged in authorised school activities elsewhere.
12. To participate in meetings and briefings at the school relating to the curriculum or the administration or organisation of the school.
13. To participate in arrangements for preparing students for public examination, recording and reporting relevant assessments, participating in arrangements for



student presentations and supervision during internal and external examinations.

14. To assist, where appropriate, in the induction of students and newly qualified teachers.
15. To participate, as required, in the review, development and management of activities relating to the functions of the school.
16. To register the attendance of students in class.
17. To supervise students as a member of one of the duty teams identified each term.

FORM TUTOR: Main duties and responsibilities (years 9 to 11)

LINE MANAGER: Head of Year

- Get to know the students in your tutor group and foster positive working relationships in order to help guide them to success.
- Assist the year team with the pastoral care of the students in your group.
- Promote positive attitudes to school and the wider community through effective delivery of a tutorial programme.
- Support and encourage the learning of all students in your group.
- Promote the ethos of the school.
- Take the register once a day during morning registration.
- Assist the year team in promoting good attendance and punctuality and check uniform compliance regularly, taking action in line with the uniform protocol
- Attend tutor meetings when required.
- Attend parent's evenings when required.
- Contribute a pastoral comment to the reports of your students.
- Liaise with parents /carers and be the first port of call for parental enquiries.
- Facilitate and assist students in achieving the Redborne Award.
- Contribute to the cleanliness of the school by carrying out a litter pick with your group as the rota demands.

OTHER DUTIES AND RESPONSIBILITIES:

1. To comply with Redborne's commitment to safeguarding and promoting the welfare of children and young people.
2. To maintain confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential and sensitive information.



3. The post holder must at all times carry out his/her job responsibilities with due regard to Equal Opportunities'.
4. To undertake any other duties of a similar level and responsibility as may be required.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Education & Qualifications	
Qualified teacher status A relevant honours degree	
Experience	
Experience of teaching across age and ability levels appropriate to a 13-18 Upper School.	Experience of holding a post of responsibility.
Skills/Knowledge/Aptitudes	
Knowledge of current curriculum developments and assessment procedures. Ability to teach Science GCSE and A Level. Ability to operate effectively as part of a team. Ability to communicate effectively at all levels. Ability to use ICT as an integral part of teaching. Able to communicate effectively at all levels. Knowledge of different teaching strategies / initiatives. Knowledge of National Curriculum Development.	Willingness to be involved in extra-curricular activities Ability to teach other subjects
Motivation	
A passion and enthusiasm for Science. Commitment to the teaching of Science knowledge and skills. Ability to use initiative	Willingness to be involved in and develop curriculum initiatives



<p>Interest in personal and professional development Able to work on own initiative. Able to suggest strategies to motivate others. Capable of improving / developing a learning environment.</p>	
Equal Opportunities	
<p>A commitment to equality of principles and practices</p>	

All offers of employment are “conditional” until Disclosure and Barring and qualification checks have been successfully completed and satisfactory references have been received. Redborne is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



STAFF WELLBEING CHARTER



Comprehensive new staff induction programme throughout your first year, plus a mentor for all new teaching staff and dedicated meeting time.



Mini-half term (long weekend) during the autumn term, calendar permitting.



Enhanced PPA time for all teaching staff and a generous timetable allowance for form tutors to effectively carry out their pastoral role.



Virtual parent consultation evenings with a flexible finish (8 pm latest).



Complimentary tea, coffee and milk in all staffrooms.



Complimentary Christmas lunch and summer BBQ for all staff.



Well published deadlines and annual calendar consultation.



Maximum of three data collection points per year (per year group)



Reports are produced in a timely manner so they reflect current progress with no lengthy written comments.



Staff Wellbeing Committee for both teaching and support staff.



Commitment to exemplary student behaviour and punctuality, including centralised behaviour systems.



Innovative approach to staffing and timetabling, to meet the bespoke needs of colleagues who work part time.



Clear protocol for emails and a communication policy which protects time outside school.



Dedicated and trained Curriculum Support Assistants in all faculties who provide cover for absent colleagues.



An attractive school environment; open green spaces, commitment to reducing litter and our wonderful school farm.



Plentiful free on-site parking, including electric charging points.



Staff social sessions in the calendar each term plus regular sporting sessions on site. On site fitness suite with free use for all staff.



Opportunities for career development are always considered. Comprehensive leadership training programme.



Regular twilight CPD sessions and a range of professional learning opportunities



After school meetings that average a maximum of one per week for classroom teachers, scheduled to finish by 4.30pm.



Staff Wellbeing and Workload Coordinator guides and develops policies.



Wellbeing services provided including professional supervision and a culture of wellbeing support for all colleagues.



SLT Open Door Policy, including urgent communication outside school hours when required.



Staff professional and personal achievements celebrated.



Developmental approach to lesson observations and professional performance reviews.



Buffet provided for all staff before open evenings.

