

BEACONSFIELD HIGH SCHOOL



RECRUITMENT

Information



*Senior Science
Technician
Full time
Term time only
September
2026*

Application
deadline:
09:00 on
Wednesday 15th
July

Interviews:
Thursday 16th July

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Thank you for your interest in applying for the position of Senior Science Technician.

This booklet will give you an insight into who we are, what makes us tick and why we think we are an exciting and inspiring place to further your career. You will play a key role in our successful, ambitious and Ofsted Outstanding (2024) school.

Our school is a modern, diverse, inclusive and dynamic environment, a centre of excellence in and out of the classroom, and a happy community. At the heart of everything we do is respect – personally, for each other, for the environment and, of course, for learning.

Our community is vibrant, friendly and dynamic and we are proud of the open and supportive relationships between our staff and the students. Despite being a grammar school, we are not an exam factory. Creativity is not squeezed out in the push for the traditional view of academic success and our music, drama, art and design departments are thriving.

We are rightfully proud of the supportive and caring pastoral system that complements the wealth of learning and extra-curricular activities provided by the dedicated staff. Our common goal is to help our students grow and develop into successful young adults, with a pride in their school, and in themselves.

Staff retention is high. People enjoy working here and I have often heard new staff members say how invigorating it is to work in a school where the students want to learn and are hungry for knowledge!

I hope that what you go on to read will inspire you to apply for this position.

Tina Bond
Headteacher



About us

Situated in the Chilterns, 20 minutes from central London, Beaconsfield High is a girls' grammar school that has been delivering a highly successful academic culture for more than 50 years. Currently we have 1269 students on roll from Year 7 to Year 13.

We are proud to be a centre of academic excellence – see our latest exam results on page 5 - and we are one of only 45 schools nationwide to be recognised as an **Exceptional School**. An award which exemplifies the excellence and uniqueness of outstanding schools, including the quality and consistency of teaching that Ofsted now expects.

Students are required to achieve the qualifying score in the 11+ examination and live within the designated catchment area in order to join us, and when they do, they come to us from a variety of different backgrounds. As one of only 13 grammar schools in the area, places are in high demand.

Our students are challenged by remarkable teaching standards and benefit from the attention and respect of highly proficient, dedicated and conscientious staff.





Leadership, respect, humility and morality, creativity and physical activity are just some of the additional life skills and behaviours that are taught on a daily basis.

These and many other aspects of school life were recognised in December 2024 when we were inspected by Ofsted and subsequently rated 'Outstanding' in all areas. The report states that pupils *"are very proud of their welcoming and happy school"* and their *"exemplary behaviour contributes to the school's positive culture, as do (pupils') thoughtful and respectful relationships with others."*

Inspectors noted that *"The curriculum is inspiring and academically rigorous"* and *"pupils, including those with special educational needs and/or disabilities (SEND), embrace the school's high expectations and enjoy learning"*. They continued, *"they are very successful in public examinations and extremely well prepared for future learning."*

Our Governing Body have also been awarded the prestigious **Governor Mark**, a national award supported by the Department for Education and a recognised kite mark of good practice. It provides external evaluation of the quality of governance in a school and is an opportunity to demonstrate how a governing body strives for excellence.

2025 BHS EXAM RESULTS

49%

9 - 8 grades at GCSE

71%

9 - 7 grades at GCSE

90%

9 - 6 grades at GCSE

100%

9 - 5 grades maths

A* and A grades at A-Level

48%

A* - B grades at A-Level

81%

A* - C grades at A-Level

93%

Students who have accepted Oxbridge places

6

Students studying medicine and dentistry

11

Our Vision and Values

At Beaconsfield High School, education is about unlocking futures. Our vision is to help every student grow into a young person of character, curious in thought, courageous in action, and confident in themselves.

Our mission, delivering inspirational learning, limitless ambition and empowering support, extends not only to our students but to every member of staff who joins our community. Through a thoughtfully designed curriculum, we combine academic excellence with enrichment and life skills, enabling our learners to discover their passions, achieve their potential and step confidently into the future.

We are guided by our cultural pillars: Spur each other on, Choose respect, Be open to the new, and Back yourself. These values shape how we teach, learn and work together, creating an environment where both students and staff can thrive.

By joining us, you will be part of a school that aspires to the very best, for our learners, for our community, and for you as a professional



BEACONSFIELD HIGH SCHOOL

Limitless ambition

Our Vision

To help develop girls of character – curious in thought, courageous in action and confident in themselves.

Our mission

Inspirational learning. Limitless ambition. Empowering support.

cultural pillars

Spur each other on



Choose respect



Be open to the new



Back yourself



Student Leadership

One of the defining features of our school is its commitment to developing well-rounded students. Alongside high academic attainment there is emphasis on curiosity, confidence and courage. Our cultural pillars – back yourself, be open to the new, spur each other on, and choose respect – underpin this, encompassing how we approach learning, progress and opportunities across all year groups.

Looking ahead, the Senior Prefect Team and I aspire to further strengthen integration amongst the year groups further and ensure our cultural pillars are embedded in our community. We want to foster an environment where every student feels welcomed and part of our fantastic community.

Beaconsfield High School nurtures a challenging, supportive and inspiring environment where students are encouraged to challenge themselves and have limitless ambition. I am truly honoured to serve as Head Girl within a community that challenges and supports every student.

Leyla, 2026 – 2027 Head Girl





BEACONSFIELD HIGH SCHOOL

Limitless Ambition

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July 2026

Dear Applicant

Thank you so much for showing interest in our school and the exciting new position of Senior Science Technician. We are extremely proud of our school, our students and our staff. We are excited about our intention to appoint a new, dynamic and inspirational member of the Science team and look forward to hearing how your skills, attributes and experience can match our needs.

Beaconsfield High School is a happy and high-achieving grammar school in the delightful town of Beaconsfield. The school is oversubscribed, our students do incredibly well academically at both GCSE and A-Level, and make good progress each year that they are with us. We are currently ranked 7th in The Times' best secondary and grammar schools in the Southeast, with a national rank of 37th. In December of 2024, Ofsted designated the school as 'outstanding' in all areas. The vast majority of our students go on to higher education, but we pride ourselves on being 'remarkable' and support our students on increasingly diverse pathways, ensuring excellent careers provision.

In school our 'remarkable' practice is seen in our approach to performance management, which operates in accordance with the ethos of our school: professional trust; it is a process focused on development, not judgments. We are a school dedicated to innovation and research-informed practice; we have expert teachers excited by their professional development and this makes the school an inspirational place to work. Year on year in our staff surveys, 100% of our staff tell us they are proud to work here. As a result, our young people benefit from staff who are energised and creative and inspire them to reach their potential; our Progress 8 last year was 1.03.

We have spent much time and thought over the last few years on our flexible working offer for staff. This is an ongoing process, and we are excited by potential future opportunities. Already we are very accommodating to part time work, give enhanced PPA, and allow PPA to be taken off-site. We also have flexible meeting time and employ cover supervisors, and over-staff in order to limit cover requirements for teachers. We have sensible and evidence-based feedback processes to make marking manageable for teachers. Our staff leave of absence policy is applied generously, and formal and informal flexible working requests are considered. Being an Academy, we are also able to ensure that school holidays are generous.

Science Faculty Information:

The Science Faculty is currently staffed by a team of 4 Biology, 5 Chemistry and 5 Physics specialist teachers, supported by a fantastic team of experienced technicians. With 11 laboratories embracing cutting edge technology, the opportunities are there to really develop best practice and inspire a future generation of scientists.

This successful Faculty is one which continually aspires to improve. The team comprises of experienced and dedicated teachers, who work hard to develop and improve further the quality of

www.beaconsfieldhigh.bucks.sch.uk

Company No: 08679235 | Headteacher: Tina Bond BA (Hons) MA NPQH

Academy Trust Registered Office: Wattleton Road, Beaconsfield, Buckinghamshire, HP9 1RR

the lessons they deliver. The Faculty has an office in which each member of staff has their own desk and which provides an excellent working atmosphere and aids collaboration.

Students study 'Science' in Year 7, with one teacher for all science disciplines, before studying Biology, Chemistry and Physics separately from Year 8 onwards. Students are taught in mixed ability tutor groups in Year 7, 8 and 9 before being placed into one of two bands in Years 10 and 11. All our departments do very well; the Science Faculty have many strengths and are keen to enhance the high standards already in place. We have a strong provision for STEM within the school and our pupils have the opportunity to enrich and further develop their passion for science.

At our school, there is so much positive energy, achievement and 'buzz'. Our staff give generously of their time to enable the students to have wonderful and enriching experiences, such as languages trips, history trips, ski trips, sports tours, music tours, Duke of Edinburgh expeditions, to mention but a few. Sporting achievements are outstanding, with national medals being won by several of our teams; hundreds of our students take part in the Duke of Edinburgh scheme and many students take part in debating competitions, mock trials, young enterprise competitions, drama productions, music concerts ... the list is endless.

We believe that students should feel cared for, and we work very hard to support their wellbeing through a strong pastoral care framework, and our life skills ethos, called 'Getting Life-Ready'. We recognise that happy and confident young people are far more successful in all that they do. There is something for everyone at our school and the ethos and atmosphere is one of acceptance and mutual respect.

We have a rolling programme of building development and maintenance, to ensure excellent facilities for all. We have invested over £3,500,000 in refurbishing some of the older parts of the school to include a new staffroom, drama studio and cafeteria.

The closing date is Wednesday 15th July at 9am, with interviews being held on Thursday 16th July. If you would like to visit our school before the deadline, please contact Sarah Rivers, HR and Recruitment Officer, via email recruitment@beaconsfieldhigh.school. Please do not worry if you are unable to visit as this will not form part of the recruitment process.

This is an inspiring place to work. We will provide you with a vibrant, exciting opportunity to develop your teaching skills in a school dedicated to excellence.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tina Bond', written in a cursive style.

Tina Bond
Headteacher

Senior Science Technician Job Description



Job title	Senior Science Technician
Salary range	Monday to Friday - 34 hours per week Term time only (38 weeks) Bucks Pay Scale R3 £29,114 - £31,230 FTE (£22,124 – 23,732 pro rated)
Line management	Reports to the Head of Science Faculty
Purpose of the role	
<p>The Senior Science Technician is responsible for leading the provision of technical support across the Science Faculty, ensuring laboratories are safe, well organised and fully equipped to deliver high-quality practical science teaching. The postholder will lead and support the technician team, oversee the preparation of materials, equipment and resources for practical lessons, and contribute to the continuous development of laboratory systems and processes. Working collaboratively with teaching staff, students and external partners, the Senior Science Technician will promote a safe, efficient and engaging learning environment while ensuring compliance with all relevant health and safety requirements.</p>	
Key Leadership Responsibilities	
<ul style="list-style-type: none"> • Organise, plan and prioritise the workload of the technician team, allocating tasks to ensure the effective delivery of technical support. • Provide day-to-day leadership, supervision, guidance and training for Science Technicians, supporting their professional development and fostering effective teamwork. • Act as the primary point of contact for teaching staff, responding to technical requests and coordinating technician support across the department. • Lead and manage the performance and wellbeing of the technician team by conducting regular one-to-one meetings, coordinating weekly team meetings, carrying out annual appraisals, managing probation reviews where applicable, and undertaking return-to-work meetings following periods of absence in line with school policies. • Lead the development, adaptation and implementation of equipment and resources for practical work and teacher demonstrations, including the integration of new technologies and ICT into laboratory teaching. • Assume overall responsibility for the safe storage, handling, transportation and disposal of hazardous chemicals and substances, ensuring compliance with current legislation and best practice. • Manage stock control for laboratory consumables and equipment, including ordering, monitoring budgets where appropriate, maintaining accurate records, processing deliveries and producing relevant reports. • Ensure full compliance with Health and Safety legislation, including COSHH regulations, carrying out regular checks to ensure laboratories, equipment and working practices meet required standards. • Oversee the maintenance, organisation and presentation of laboratories and preparation rooms, ensuring they remain safe, clean, well organised and ready for teaching. • Work collaboratively with the Head of Science to support departmental development projects and continuous improvement initiatives. • Represent the Technician Team at departmental meetings and contribute to departmental planning and decision-making, as required. 	

Core Duties and Responsibilities

- Prepare, set up and test laboratory equipment, materials and practical experiments for lessons and teacher demonstrations.
- Clear away, clean and safely store equipment, apparatus, chemicals and materials following practical activities.
- Prepare chemical solutions, specimens and other teaching resources required for practical lessons.
- Carry out routine maintenance, cleaning and simple repairs to laboratory equipment, reporting faults and arranging repairs or replacements where necessary.
- Maintain laboratories and preparation areas in a safe, clean and organised condition, ensuring they are ready for teaching and routine cleaning.
- Assist teaching staff with the preparation, design and operation of practical experiments and provide technical support during lessons and demonstrations where required.
- Support pupils and staff during practical activities, promoting safe working practices at all times.
- Maintain teaching resources, equipment and practical materials to ensure they remain fit for purpose.
- Follow all Health and Safety procedures, including COSHH requirements, when handling chemicals, equipment and waste.
- Assist with the receipt, checking and safe storage of deliveries of laboratory equipment and consumables.
- Carry out any other duties appropriate to the role, consistent with the purpose and grading of the post.

General Responsibilities

Safeguarding and Promoting the Welfare of Children and Young People

- Ensure a safe and supportive school culture that promotes the wellbeing of staff and students
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Promote a culture of inclusion within the school so that views are valued and considered
- Compliance with GDPR Legislation

Health and Safety requirements

- To ensure compliance with working practices within the department to ensure that all Health and Safety procedures are being adhered to; awareness of site specific risks, also how to deal with emergencies and reporting of accidents and/or incidents.
- To complete all training procedures relating to Health and Safety.
- To ensure that practical area, tools, equipment, computer software and materials relevant to the subject area are kept in an operable and safe manner, and ready for use by staff.
- To ensure any third parties / visitors / contractors to the school are aware of on-site procedures and site specific risks.

Additional Information

- The successful candidate will be expected to demonstrate effective time management and independence in the execution of their duties. Personal motivation and organisation are seen as important, as is the ability to work to and meet timetables.
- As this post involves working with young and vulnerable people, the appointment will be subject to a satisfactory enhanced DBS check.

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

As per part 7 of the Immigration Act 2016, "the ability to converse with ease with members of the public and provide advice in accurate spoken English" is an essential requirement for this role.

Senior Science Technician Person Specification



The successful candidate will be a knowledgeable, flexible and well-organised individual with proven ability to lead and support a team of technicians. They will demonstrate initiative, attention to detail and a commitment to supporting outstanding science education. Strong communication skills will be essential in working effectively with staff, students and external agencies.

		Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> GCSE Grade C or above in English, Mathematics and Science Higher qualifications at A level or above Higher qualification at A level or above in Biology, Chemistry or Physics First Aid Qualification (or willing to be trained) Willingness to undertake further relevant training 	<ul style="list-style-type: none"> ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓
Leadership	<ul style="list-style-type: none"> Proven ability to lead, organise and motivate a team, ensuring workloads are planned, prioritised and completed effectively Experience of supervising, supporting and developing colleagues through training, guidance and performance support Ability to delegate tasks appropriately whilst maintaining oversight of departmental operations Demonstrates a collaborative leadership style that promotes teamwork, accountability and high standards Experience in a school setting Knowledge of school value 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓
Communication and Interpersonal Skills	<ul style="list-style-type: none"> Excellent verbal and written communication skills, with the ability to build positive professional relationships with staff, students, external contractors and visitors Confident in acting as the main point of contact for departmental staff, responding promptly and effectively to requests and enquiries Personable, approachable and professional, with the ability to work effectively with people at all levels Demonstrates tact, diplomacy and discretion when dealing with sensitive situations Energy and enthusiasm; ability to relate well to young people and adults 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	
Teamwork	<ul style="list-style-type: none"> Committed to fostering an inclusive and respectful working environment where all staff are treated fairly and equitably Ability to work collaboratively as part of a wider faculty team whilst supporting colleagues and sharing expertise Values diversity and promotes a culture where everyone's contribution is recognised and respected Demonstrates a positive and supportive approach that encourages effective team working and mutual respect 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	
Technical knowledge and experience	<ul style="list-style-type: none"> Significant experience working within a science laboratory or educational science environment Sound knowledge of laboratory procedures, preparation of practical experiments and maintenance of scientific equipment Thorough understanding of Health and Safety legislation, including COSHH, safe storage, handling and disposal of chemicals Experience of stock control, ordering processes and maintaining accurate records Experience of using a range of computer packages including Microsoft Office 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 	

Organisation and Time Management	<ul style="list-style-type: none"> • Highly organised with the ability to manage multiple priorities and meet deadlines • Capable of working independently and using initiative to identify and resolve issues • Excellent attention to detail and ability to maintain accurate documentation and records • Effective planning skills to ensure resources, equipment and materials are available when required 	✓ ✓ ✓ ✓	
Safeguarding and Professional Standards	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people • Understanding of confidentiality, GDPR requirements and professional boundaries • Commitment to maintaining high standards of health, safety and compliance within the working environment 	✓ ✓ ✓	

As per part 7 of the Immigration Act 2016, “the ability to converse with ease with members of the public and provide advice in accurate spoken English” is an essential requirement for this role.

Why work with us?

Beaconsfield High is a great place to work. Not only do we offer all the things you would expect, like excellent opportunities for career development, a great support network, a team of people dedicated to staff well-being and numerous staff training opportunities, we also offer those little extras that make life that much more enjoyable.

- **Flexible working**
- **15% PPA (Teaching Staff)**
- **Offsite PPA**
- Generous Teachers pension contribution (**28.6%**)
- Generous Support Staff pension contribution (**22.1%**)
- **Christmas and end of year socials**
- **Good Eggs / Christmas Stars** – staff nominated rewards for those colleagues who have gone above and beyond.
- **Government approved non-inset Academy Days** - non-working days in addition to inset days, equating to 3 additional days of holiday.
- Attend your child's primary school sports day/class nativity.
- **HIIT Classes**
- **Wisdom (Health Assured) membership**
- **Travel to exciting places** - we offer a number of very exciting student trips both national and international, which staff are encouraged to join.

For more details please view our Becky High Work With Us booklet in the Policies and Documents section on this portal.



Pupils are very proud of their welcoming and happy school. Staff 'dare' them 'to be remarkable'. Pupils understand that this does not just apply to academic results. Indeed, it is more about their character and becoming a rounded individual. Consequently, they participate enthusiastically in the many extra-curricular activities on offer. They are keen to contribute to the school community and so take on responsibilities willingly.

2024 Ofsted

There are endless opportunities here, the sky really is the limit!

Student

Not only do staff strive to get the best out of my daughter academically, her happiness and mental well-being is of equal importance. We are so proud to be part of the Becky High community.

Parent

The accreditation process has shown not only that Beaconsfield High School is an 'Exceptional School', but that it is also highly ambitious, forward looking and puts the attainment and wellbeing of students at the heart of all it does. The findings of the review demonstrate that it is held in high regard by all its stakeholders and the students themselves are its best ambassadors.

Best Practice Network





[beaconsfieldhigh.school](https://www.beaconsfieldhigh.school)

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