



RECRUITMENT PACK

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MESSAGE FROM THE EXECUTIVE PRINCIPAL

Sandy Secondary School continues to go from strength to strength; It is a place all staff and students are pleased to attend and proud to be a member of the school community. The school continues to achieve some of the best GCSE and A 'level results for its students and offers a very extensive support programme both pastorally and academically for all students regardless of ability. We are an inclusive community and with high expectations of both students and staff.



Our transformational journey continues this year, with even higher expectations, refinement of our systems and an even greater focus on achievement and success. It is a very exciting time for our school community as our new teaching block opened in September 2024, alongside significant internal refurbishment, and modernisation to the existing school.

I look forward to receiving your application and welcoming you to our school in person should you be shortlisted for interview.

May I take this opportunity to thank all applicants for their interest in this post and in Sandy Secondary School.

With best wishes

A handwritten signature in black ink that reads "Karen Hayward".

Miss Karen Hayward
Executive Principal

OUR VALUES & ETHOS

"Empowering Our Students To Shine"

At Sandy Secondary School, nestled at the heart of its community, we cultivate an atmosphere of empowerment, ensuring each student confidently embraces their unique potential. Our ethos champions students who are aspirational, self-motivated, and compassionate, fostering not only academic prowess but also moral, cultural, and societal awareness. Our dedicated staff, with a tailor-made curriculum, recognise each student's individuality, providing ample avenues for them to shine, both within and beyond the classroom setting. Complementing our academic commitment is our steadfast pastoral support, ensuring student well-being, resilience, and the ability to make positive choices.

Emphasising the vital role of parents and guardians, we cherish and nurture the enduring partnerships between the school, students, and their families. This bond is pivotal in shaping a student's educational journey, allowing guardians an integral part in this crucial phase of their child's life. Our approach to teaching and learning is both innovative and rooted in student needs. We are adamant that no barriers, be they disability or societal, impede our students' success. With top-tier teaching, we not only impart knowledge but inspire passion, leveraging technology and in-depth data to enhance learning experiences.

Our students, the pride of Sandy Secondary, are enthusiastic and engaged learners. They not only achieve academically but also cultivate skills such as adaptability, resilience, and leadership. Their interactions with peers and staff echo respect and the expectation of positive behaviour. Our leadership stands as a beacon of integrity, approachability, and vision, ensuring decisions prioritise achievement, teaching, and learning. Every staff member's input is valued, fostering a collaborative environment that enriches the school's journey. Lastly, our relationship with parents and guardians is rooted in trust and open communication, leveraging technology to keep them in the loop, ensuring a harmonised educational experience for every student.



TEACHER OF SCIENCE

Required for September 2026

(An early start date in June/July is available for ECT's)

Teachers Main Scale/Upper Pay Scale

A Recruitment and Retention payment is available for the right candidate

Are you a dedicated and passionate Science Teacher in search of a school where you can really make a difference? We wish to appoint an outstanding Teacher to join us at an exciting stage of development for our School. Due to an increase in student numbers and expansion we have new opportunities for experienced teachers and ECTs to join our supportive and forward-thinking team.

Sandy Secondary School became a full secondary school, ages 11-18 in September 2018. We have a hardworking and committed team of specialist teachers and a commitment to ensuring the best possible outcomes for our students.

Our ECTs follow the DFE fully funded Early Career Framework. Each teacher has a subject mentor and an Induction Tutor. We hold weekly meetings to support and guide our teachers throughout this vital stage in their career. The meetings also provide networking opportunities for the ECT.

If you are ready to inspire our students and have a love of Science, we would be interested in hearing from you with the possibility of you joining us in the next phase of development in our School.

'We believe in the welfare and safeguarding of all children and expect ALL staff to share the same view'

How to apply for the role:

Application is by completed application form via my new term, just click on the link on our website or click on the QR code above.

Closing Date – Monday 23rd March 2026 at 9.00am



SAFEGUARDING POLICY

Posts working with either children and/or vulnerable adults will be subject to the disclosure of criminal records, the successful applicant will be required to undertake an enhanced DBS check.

Sandy Secondary School have decided to carry out online searches for shortlisted candidates as part of due diligence in our recruitment process, (as per KCSIE, paragraph 220).

The searches are conducted by a member of our staff and recorded in line with our recruitment and appointment protocols and procedures.

The process will be consistent, transparent, and fair and reflected within the Safer recruitment policy.

At Sandy Secondary School, safeguarding is our top priority. We encourage all applicants to review our Safeguarding and Child Protection Policy, which outlines our commitment to the safety and wellbeing of students. You can find the policy [here](#).



PERSON SPECIFICATION

Essential	Desirable
<i>Education - Qualifications</i>	
Qualified Teacher Status Education to degree or equivalent level in a relevant subject	Higher degree or further qualification.
<i>Teaching experience and background</i>	
Evidence of successful teaching experience or teaching practice Ability to effectively teach and monitor student progress at both KS3, 4 and 5	Understanding of the features of an outstanding lesson
<i>Specific Subject Expertise</i>	
Excellent subject knowledge Able to identify Learning Objectives and link them to teaching activities	
<i>Personal Attributes</i>	
Ability to communicate enthusiasm for the subject Excellent attendance record Excellent time management	Understanding of own strengths and areas for development Personal initiative
<i>Professional Attributes</i>	
Effective organisation and time management skills Excellent interpersonal skills Able to interpret and act upon data for assessment	Understanding of the School ethos
<i>Other</i>	
Ability to establish and maintain good relationships with students, parents and staff	To be willing to engage in out of hours learning activities.