



THE DEAN ACADEMY

Preparing you today for a successful tomorrow



SCIENCE TEACHER

THE ATHELSTAN TRUST



THE DEAN ACADEMY
T: 01594 843202
info@thedeanacademy.org
www.thedeanacademy.org



A charitable company limited by guarantee, registered in England & Wales, as Athelstan Trust Company No: 7699625



Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of six secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire. We were excited to welcome two new primary schools in the last few months and from October 2025 another secondary school. This will further enrich our collaborative strengths.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

Matthew Evans
Chief Executive Officer
The Athelstan Trust

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Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme

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Dear Candidate,

Thank you for the interest you have shown in joining our school community here at The Dean Academy as Science Teacher. We are one of the most improved schools in the South West and we are driven by becoming the outstanding local school of choice for all families and staff. Situated close to the border of Gloucestershire and Monmouthshire in an area of outstanding natural beauty, we are looking to appoint a leader who is highly effective, resilient, and motivated.

We are a school that has been on an incredible journey of improvement. Our continued and sustained improvement in GCSE outcomes over the last 4 years highlight the impact of our work to raise standards and are set to continue to improve. This improvement in outcomes, alongside an ever-increasingly rich extra-curricular offer means that the school has expanded rapidly. We expect the number of students on roll to grow towards 850 by 2026. This dramatic increase in scale brings amazing opportunities for everyone involved in our community and it is a very exciting time to be thinking about joining our organisation. We look forward to hearing from you if you think you could make a difference and have something special to bring to a school “where pupils thrive”.

If you choose to join our team and work with us at The Dean Academy we can offer:

- An exciting career in a rapidly improving, highly ambitious workplace
- The chance to join an incredibly supportive group of colleagues, leaders, local governors and Trust leaders
- A personalised coaching programme so you can fulfil your potential as a teacher / leader
- The opportunity to work collaboratively within The Athelstan Trust
- An opportunity to work within our truly comprehensive school and become an integral part of the school and local community

Please feel free to contact the school for a tour as you consider your application, and we look forward to meeting you!

Hannah Rowlands
Headteacher

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M1-6 and UPS. Permanent. Flexible working applications will be considered.

This is an exciting opportunity for an aspirational and inspirational Science teacher to join our team here at The Dean Academy with effect from Monday 13th April 2026.

The successful candidate will work closely with the other members of the Science department to plan and implement our ambitious curriculum, supporting our students to make good progress. The successful applicant must be willing to work hard and work collaboratively with colleagues to ensure we sustain the trajectory of rapidly improving GCSE outcomes and destinations for the young people we serve, whilst simultaneously supporting their personal development and providing a high quality of experience during their time as a Dean Academy student.

The Dean Academy is an 11-16 school with approximately 820 students on roll in Lydney, in the beautiful Forest of Dean. As a local and fully comprehensive school, The Dean Academy is part of the highly successful Athelstan Trust. We are a school who have been on an incredible journey of rapid improvement and were judged as “good in all areas” in September 2021. The successful candidate will share the drive and ambition of our dedicated staff in continuing this community of transformation and will be keen to deliver exceptional education in a “school where students thrive”.

The Athelstan Trust is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful in being called for interview, all candidates are expected to apply for an enhanced DBS before appointment is confirmed. References will be sought for shortlisted candidates before interview. Please be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.

Closing Date: 30th January 2026, 12 Noon.

Applications will be considered as they are received; we reserve the right to make an appointment prior to the closing date.

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JOB DESCRIPTION

A. Professional Expectations

- Follow The Dean Academy Code of Conduct and meet the expectations of the National Professional Standards for Teachers at the appropriate level
- A commitment to safeguarding children and to following the agreed policy and procedures
- Promote the Core Values and the professional expectations of the academy, and implement all academy policies
- Take responsibility for personal CPD and participate pro-actively in the Appraisal process
- Liaise with SENCO and other relevant colleagues to ensure that all students' needs are met
- Maintain an effective working relationship with Line Manager, and other colleagues in the academy, colleagues in other trust schools and parents/carers.
- Work collaboratively with appropriate outside agencies
- Work collaboratively to ensure the continued success and future development of the subject
- Assess Health and Safety risks and ensure that obligations are fulfilled
- To participate in the meetings programme of the school including Progress Evenings and other outward facing events

B. Teaching and learning

- Create and maintain a positive ethos of success in the classroom
- Ensure that students fulfil the requirements of examination courses to ensure maximum student achievement in examinations
- Ensure curriculum coverage, continuity and progression
- Plan and deliver high quality lessons, following our Dean Academy template
- Develop best practice in teaching and learning methods to secure engagement of students

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- Use information about students' prior achievements to secure progress
- Set high expectations and targets for students
- Become a reflective practitioner and life-long learner
- Promote equal opportunities and tackle discrimination or inequality of any kind
- Ensure that good practice is shared across the department and across the academy.
- Manage learning resources effectively, including ICT
- To undertake the duties of a form tutor (or attached staff member to a year group) as allocated by the Headteacher
- To keep accurate records of the work covered by all teaching groups, including records of homework as part of the scheme of work
- To keep accurate records of students' progress and prepare such assessments and reports
- To maintain accurate records of students' attendance at lessons and notify the Director of Faculty and form tutor of any unusual absences
- To contribute to the schemes of work and the improvement plan for the faculty/subject area
- To collaborate with Teaching Assistants allocated to groups or individuals taught
- To carry out tasks allocated in accordance with the faculty/subject area improvement plan and met the targets set within the faculty/subject area plan

This job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post. The Dean Academy is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection

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practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks.

We are responsible for promoting and safeguarding the welfare of students at the school.

Other Duties

The postholder may be required to undertake training and perform duties other than those given in the job description. The duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not justify the re-evaluation of a post. Where a permanent and substantial change in the duties and responsibilities occurs, then the post would be eligible for re-evaluation.

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PERSON SPECIFICATION

Essential	Evidence	Desirable	Evidence
1. Commitment to safeguarding children and following appropriate procedures			
2. Commitment to, and promotion of our academy core values	Application References		Application References
3. Excellent classroom practitioner	Observed lesson References		
4. Commitment to the principles of the secondary strategy	Application Interview Observed lesson		
5. Ability to develop and lead innovative Teaching and Learning Strategies.	Application Interview		
6. Excellent organisational and communication skills	Interactions during the process References		Interactions during the process References
7. Sense of humour Good interpersonal skills	Application Interview Interactions during the process References		
8. An ability to work effectively with staff and students, and to use data effectively to drive up standards.	Application Interview Interactions during the process References		
9. Ability to manage student behaviour to ensure effective learning	Application Observed lesson Interview References		
10. QTS status	Essential.		

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