

**Empowering futures:
for a better tomorrow**



Every student counts. Make a difference through Science.

Join us as a Teacher of Science at Newton Abbot College.

As we raise the bar for high quality inclusive teaching and learning, you will be instrumental in supporting learning, helping our students reach their full potential every day.

Full-time - 32.5 hours per week (part-time will be considered)
Fixed term contract until 31st August 2026



**Newton
Abbot
College**

Proud to be part of
IVY Education Trust



Welcome

Everything we do across our family of eight schools in our Trust is focused on our mission to deliver a high-quality and inclusive education for our pupils.

At Newton Abbot College, we believe in setting high standards. This conviction drives our commitment to supporting all students to ensure that they achieve more than they thought was possible. You will work alongside friendly, caring and diligent colleagues who approach their work with care and compassion.

Join us and be part of a school where your contribution matters and makes a real difference.

Please take some time to learn a bit more about our school and our Trust, and what makes us us, our values. We feel it is an exciting time to join us. We hope to meet you soon.

The role: Teacher of Science

Are you looking for a school where your passion for education is truly valued?

In our school every student counts. This is a role where you really can shape futures.

About the role

This is an exciting opportunity for a Teacher of Science who is an excellent classroom practitioner, deeply committed to improving student outcomes and passionate about teaching and learning.

What makes us special

Our staff team believe passionately in the power of education to transform lives. We are committed to providing the best possible educational experience that we can; an experience that supports, challenges and inspires our students to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live.

Science at Newton Abbot College

Approach

We teach Science because we find the world fascinating. We believe that it is every child's cultural right to understand and appreciate how the scientific method has revolutionised every area of human endeavour. We want our students to see the beauty and complexity of the universe through the lenses of Biology, Chemistry and Physics.

Although we all have specialisms, we see ourselves as teachers of Science. This means we have opportunities to model the intellectual curiosity that we expect and encourage from our students. We have high expectations of our students with regard to progress, achievement and behaviour and high expectations of ourselves with regard to the quality of our teaching, feedback and care of students.

The team

There are twelve teachers in the department, all of whom teach across the ability and age range at Key Stages 3 and 4. Most of the teaching team are also involved in teaching 6th form.

There is also a well organised, innovative and supportive technician team, comprising three technicians.

Departmental meetings occur regularly and are an important part of our drive to improve the quality of teaching and learning in Science.

Resources and teaching rooms

We have seven purpose-built, fully equipped laboratories, and three science teaching rooms. The laboratories are all equipped with standard apparatus and we have a wide range of specialist equipment. All the teaching spaces have data projectors and all the teachers have a laptop.

Curriculum

We have carefully designed and well-resourced programmes of study. Our aim is to have great resources and logical schemes of work that reduce planning workload thus allowing us to focus on improving our teaching and helping students.

We use the Edexcel specification for GCSE.

At post-16 we offer a range of qualifications: Applied Human Biology BTEC Level 3 National Extended Certificate, A-Level Biology (OCR), A-Level Chemistry (OCR) and A-Level Physics (Edexcel). The uptake for these courses has increased year on year and we strive to provide an excellent personalised education for all our Sixth Form students.

We're looking for someone who:

- Shares our values and vision for inclusive education
- Has high expectations for all of our students and is passionate about helping them achieve their best
- Is inspirational, forward-thinking and dedicated to raising standards for all in Science
- Holds high expectations and believes every student can achieve success
- Is open to feedback, and committed to developing their own practice
- Is organised, proactive, and a collaborative team player
- Acts as a positive and professional role model, demonstrating high expectations at all times
- Would love to join a dedicated staff team who are committed to improving the quality of education across our school
- Is committed to safeguarding.

In this role you will:

- Deliver high-quality Science lessons that inspire curiosity and confidence
- Create a classroom culture where every student feels valued and able to succeed
- Contribute to the development of an inclusive curriculum that reflects diverse learners
- Work closely with colleagues to share best practice and drive continuous improvement
- Support the wider life of the college through enrichment, pastoral care and collaboration

If you're ready to make a meaningful difference and want to be part of a successful, inclusive and highly motivated team delivering outstanding Science education, we'd love to hear from you.

Whether you're an experienced teacher or an Early Career Teacher (ECT) looking for a nurturing start to your career, we welcome your application.

We offer:

- A role where your work really matters and we listen to your voice
- The opportunity to work in an established team who are invested in growing the potential of others and who are committed to continuous improvement
- Regular instructional coaching to support you to develop your practice
- Ongoing professional development

How to apply

If you'd love to make a difference to our students – we'd love to hear from you.

Please do take the opportunity to learn more about the role by viewing the detailed job description included on the following pages. To apply please complete our application form and take the opportunity to share with us how your skills and experience meet the person specification in the job description. To learn more about the school please visit our website by clicking [here](#).

Alternatively, if you would like to discuss the role further or arrange for a tour of the school please contact Samantha Malone, Head of Department on SMalone@nacollege.devon.sch.uk

The closing date for applications is **Friday 20th February at 9.00am**. If you have any questions about this opportunity, please contact us via my new term or at recruitment@ivyeducationtrust.co.uk

Interviews will be held onsite the week of the **Tuesday 24th February**.

We're totally committed to the safeguarding and welfare of all our pupils, and we expect you to be too. We follow safer recruitment statutory guidance (Keeping Children Safe in Education). If you're successful, you'll be required to complete thorough pre-employment checks, including an Enhanced DBS check and references that are satisfactory to our Trust. All posts in our Trust are exempt from the Rehabilitation of Offenders Act (ROA) 1974.



Job description

Post Title: Teacher of Science

School: Newton Abbot College

Working hours: Full time

Salary / grade: MPS / UPS

Contract type: Fixed term contract until 31st August 2026 (linked to pupil numbers).
Role available for immediate start upon completion of the onboarding process.

Responsible to: Head of Department

Role description

In accordance with the college Teachers' Standards, develop and deliver the Science curriculum across the age and ability range, in accordance with the requirements of a professionally qualified teacher, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.

Expected outcomes:

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

Main duties:

- Teach Science across the age and ability range from KS3-KS5 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and college policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with college policies, ensuring that marking and assessment are of consistently high quality and in accordance with the college assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the college's high expectations of behaviour for learning within every classroom.



- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the college's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching of Science. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year).
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work.
- To engage actively in the college's Coaching CPD.
- Contribute to objectives of the curriculum area within the college objectives and take part in an annual review of the subject and curriculum area.
- Take a full role in the pastoral system of the college, by being a tutor and a member of staff well known to the community of students.
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the college.
- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the college.
- To follow agreed policies for communications in the college.
- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner colleges/colleges; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within our Trust.
- To engage actively in the college's Performance Management review process.
- To embrace the continued professional development programme within the college, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the college and our Trust with students, staff, parents and other stakeholders where and when appropriate.



- To make an active contribution to the development of the college's policies, including Department Improvement Plans and the overall college Improvement Plan and to contribute to the process of college Self-Evaluation taking full account of quality standards and performance criteria.
- To supervise/line manage any technician, teaching assistant or temporarily assigned post within their curriculum area, as directed by the Subject Team Leader.

Other duties

- Place the safeguarding of all children in the school/college as the highest priority.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS with barred list check.
- Make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and pupils at our school/college.
- Maintain an understanding of and work within Trust and school/college policies, procedures and statutory regulations, including in respect of health and safety, equality and inclusion, GDPR and data protection, safe use of IT, safeguarding children and safer working practices.
- Conduct oneself in a manner befitting a member of staff working in education at all times, demonstrating the behaviours and standards of our code of conduct.
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.



Person specification

The Core Professional Standards for teachers define our expectations in detail.

We are particularly looking for the following qualities and experience:

Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Qualifications:			
Teaching Qualification (A)		✓	
Appropriate Honours Degree (A)		✓	
Class of Degree 2:2 or higher (A)		✓	
Class of Degree 2:1 or higher (A)			✓
Knowledge:			
Knowledge and understanding of the importance of safeguarding children (I)		✓	
Working knowledge of Microsoft Office packages including, Outlook, Word, Excel and PowerPoint (A)		✓	
Skills:			
High expectations of self (I)		✓	
Belief in students' ability to succeed (A,I)		✓	
Ability to act on advice and be open to coaching (A,I)		✓	
Dedication and commitment (I)		✓	
Openness to innovation and improving own practice (I)		✓	
Ability to collaborate and work co-operatively (A,I)		✓	
Commitment to extracurricular activities (I)		✓	
Understanding of diverse teaching and learning styles (A,I)		✓	

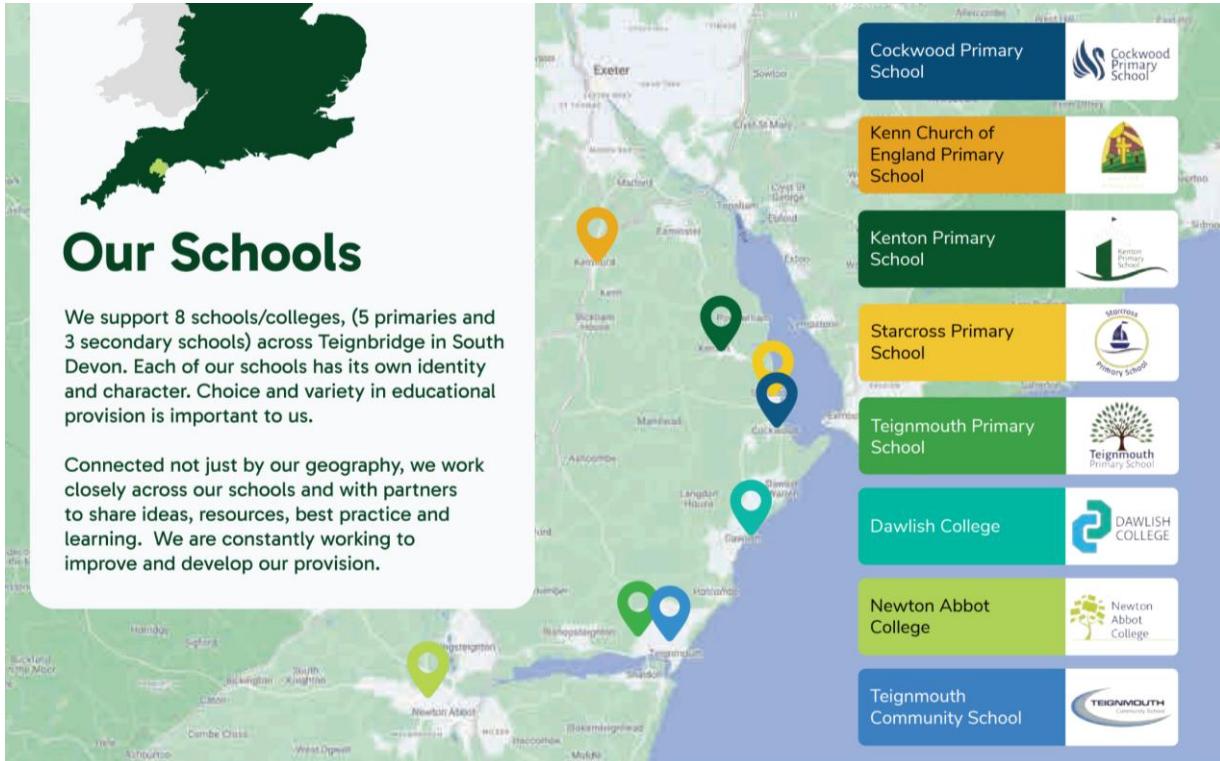


Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Ability to teach engaging, motivating lessons (I)		✓	
Understanding of assessment for learning (I)		✓	
Ability to set high levels of challenge for students (I)		✓	
Ability to relate well with students, staff and parents (I)		✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour (I)		✓	
Understanding of safeguarding issues and promoting the welfare of children and young people (A,I)		✓	
Commitment to school improvement and raising outcomes for all pupils (A/I)		✓	
A commitment to and evidence of promoting equity, diversity and equal opportunities within a school, curriculum and in employment practice (A/I)		✓	





Our Trust



Our vision and mission define our purpose.

Our vision:

'Empowering futures; for a better tomorrow'

Our vision describes what we would like to accomplish. It is future focussed, setting our long-term goal for both pupils and ourselves. We believe that through our work we can change lives. This inspires and motivates us to be better every day.

Our why:

Our mission describes why Ivy exists:

'To deliver an ambitious, high-quality, inclusive education'.



Our how:

Our values are what make us, us. Whilst our schools have their own unique identities, our values are what we have in common, they guide us in how we approach our work and empower us to be successful.

Being Ivy. Our values:



Being Ivy. Through our behaviours we bring our values to life every day:

Courage

- Be bold
- Take changes
- Seize opportunities
- Take ownership

Compassion

- Listen to learn
- Be kind to self
- Be kind to others
- Take care of the world around you

Collaboration

- Stronger together
- Support others
- Many schools; one Trust
- #TeamIvy

Commitment

- Work hard
- Give it everything
- Be consistent
- Be accountable

If our values resonate with you, we would love to hear from you.

At Ivy Education Trust we are committed to safeguarding and promoting the welfare of children and young people and we expect all our staff and volunteers to share this commitment. All employees are expected to undergo an Enhanced Disclosure and Barring check and pre-employment checks.

Please note – our Trust operates a Smoke-Free Policy, and all staff and workers are prohibited from smoking in any of the Trust buildings, Trust sites including enclosed spaces within the curtilage of buildings, and Trust vehicles.

