



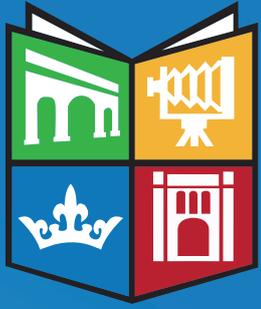
Abbeyfield
School



RECRUITMENT PACK



2026



Abbeyfield
School



Welcome

I am delighted that you are considering a career at Abbeyfield School. Our school is a dynamic and thriving community, dedicated to fostering the development of young people. At Abbeyfield, we uphold a vision focused on nurturing students' personal skills and qualities, ensuring they are well-prepared for their future lives as successful, responsible adults.

People have always been at the core of the Abbeyfield educational experience, and I am more convinced than ever that prioritising the development of our staff is essential. We are committed to the continuous professional development of our team, offering dedicated support to ensure that our staff can thrive in their roles. For our students to reach their full potential and make a positive impact, they must be taught by individuals who reflect these values. Our focus on recruiting and professionally developing a diverse range of outstanding staff is key to providing our pupils with strong role models.

Our teaching team is eager to build up Abbeyfield's growing reputation for excellence. We are a school that is dedicated to delivering an ambitious, broad, and balance curriculum through high-quality, evidence-informed teaching. Our academic results at both GCSE and A Level remain strong, with student progress consistently above average.

These are exciting times at Abbeyfield. The town of Chippenham is experiencing significant housing development, and our growing reputation has resulted in an increase in pupil enrolment. Consequently, we are set to embark on a three-phase building project that will expand the school by 50%.

In October 2025 Abbeyfield School became part of The Athelstan Trust, one of the leading educational trusts in the South West.

We warmly invite all those who wish to be part of this exciting new chapter to apply.

We trust that this recruitment pack will provide you with a valuable insight into our unique and supportive community, and I look forward to welcoming successful applicants to Abbeyfield in the near future.

**Mr Nick Norgrove,
Headteacher
Abbeyfield School**





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,

Mr Matthew Evans
Chief Executive Officer





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**
- **Generous pension scheme with the Gloucestershire LGPS**
- **Employee assistance programme**
- **Flexible working opportunities and a genuine commitment to family and work/life balance**
- **Nationally negotiated cost of living pay**
- **Generous holiday allowance for support staff**
- **Recognition of local government continuous service**
- **Cycle to Work scheme**
- **Discounts at local gyms**

Welcome to the Science Department

Department Team

Bill Lansbury	Head of Science (Physics specialist)
Scott Tucker	Second in Science (Biology specialist)
Emma Pegler	KS3 Science co-ordinator (Chemistry specialist)
Kiri Davies	Teacher of Science (Biology specialist)
Rachel Wong	Teacher of Science (Biology specialist)
Lauren Cornford	Teacher of Science (Biology Specialist)
Sally Silcock	Teacher of Science (Chemistry specialist)
Peter Gingell	Teacher of Science (Chemistry specialist)
Ana Rodriguez	Teacher of Science (Physics specialist)
Jessie Law	Teacher of Science (Physics specialist)
Sarah Wright	Lead Technician
Heather Rogers	Technician
Samantha Du Cros	Technician
Karen Privett	Technician

We are a team that works together in a collaborative fashion to introduce and embed new strategies and courses. We are looking for someone to join our team who will bring creativity, enthusiasm and dedication to the department as well as a strong commitment to ensuring that all students are given the best start in life. We are on a journey towards Outstanding in all aspects of teaching and learning, but especially in achieving outstanding attainment and achievement for all of the students in our care

What are our results like?

GCSE Combined Science - 58% grade 4-4+
GCSE Biology - 100% Grade 4+, 42% Grade 7+
GCSE Chemistry - 100% Grade 4+, 57% Grade 7+
GCSE Physics - 100% Grade 4+, 61% Grade 7+
A Level Biology - 70% A*-C, 20% A*-A
A Level Chemistry - 75% A*-C, 50% A*-A
A Level Physics - 70% A*-C, 30% A*-A

Accommodation and facilities

The Science department is accommodated in a suite of 7 laboratories. All laboratories have a smart screen or data projector with speakers and share access to student laptops and fume cupboard facilities. We are well resourced with practical equipment, and practical work forms a key part of our teaching time and ethos.

What do we believe in?

We are always looking for new ideas as well as reviewing what we already do. Underlying this we have an agreed vision for science:

1. To promote and develop scientific knowledge and reasoning (scientific literacy) for everyone
2. For all students to develop independent learning, enterprise and skills for work
3. To provide opportunities for students to acquire the necessary technical and logical skills to progress to further study in science

What happens in the Science Department?

- Students learn in a variety of ways, experiencing group and individual work as appropriate
- We have a strong emphasis on thinking skills in lessons
- KS3 tasks are linked to DSME criteria
- There is a real focus on developing independent learning
- We try to appeal to a variety of learning styles
- We are committed to assessment for learning
- Students take part in a range of enrichment activities
- We strongly believe in working as a team and helping each other to develop

The future

Our A level uptake in the Sixth Form has grown significantly in recent years. We aim to build on the successes of 2024 with students moving on to study medicine, astrophysics, engineering and other science-based courses.

Curriculum information:

KEY STAGE 3:

In KS3 Year 7 classes are mixed ability. In Years 8 and 9 Science sets are organised to optimise group dynamics. We cover the national curriculum through Biology, Chemistry and Physics topics incorporating Working Scientifically within each topic. Students are regularly assessed on their skills and knowledge and early intervention where required is key to our success.

KEY STAGE 4

At Key Stage 4 we are fully committed to a range of personalised courses which include: AQA GCSE Biology, GCSE Chemistry, GCSE Physics taught to approximately 30 students. The remaining students study AQA GCSE Combined Science (Trilogy).

A-LEVEL

We offer A levels in Biology (AQA), Chemistry (AQA) and Physics (AQA), as well as a Cambridge Advanced National in Applied Science. There is typically one class per course in each year group.

Come and visit us:

For an informal chat or to see the department at work, please contact Bill Lansbury on 01249 464557 or email btl@abbeyfield.wilts.sch.uk



Head of Science

Job Purpose: To ensure the planning, preparation and delivery of teaching of high quality in order to promote effective learning and high levels of achievement; to foster a dynamic climate for learning; to promote actively the values and aims of the school

ACCOUNTABLE TO: Deputy Headteacher

LINE MANAGER TO: Science Staff

KEY ACCOUNTABILITIES AS A CLASSROOM TEACHER

These are set out in the current School Teachers' Pay and Conditions Document.

KEY ACCOUNTABILITIES FOR TEACHING AND LEARNING

- To be accountable for all student progress and attainment within the Science department
- To monitor and evaluate the quality of teaching and learning provided by the team by undertaking rigorous self evaluation using the required procedures, including analysis of performance data, student target setting and personalised learning
- To monitor and evaluate the area's contributions to the ECM agenda
- To work with staff to improve their quality of teaching and learning, through active self evaluation, monitoring, review and effective staff development programmes, including mentoring, coaching and training
- To assist in the preparation, implementation and evaluation of the Department Improvement Plan, including performance management and individual target setting, and learning area target setting
- To monitor the departmental facilities to ensure a stimulating learning environment
- To develop the curriculum to meet the needs of all students, including their moral, spiritual, cultural, social, intellectual and physical development
- To promote a positive attitude to learning, academic achievement and excellence
- To fulfil all statutory requirements
- To maintain a high level of awareness of the latest curriculum developments and research on teaching and learning and to disseminate and implement them as appropriate
- To take an active interest in one's own professional development
- To implement new initiatives to improve teaching and learning outcomes
- To be a role model to other staff in the delivery of high quality teaching and learning and in professional attitudes
- To provide opportunities for educational enhancement through extra curricular activities, trips, visits, events, supplementary lessons etc
- To participate in the recruitment and selection of staff
- To deploy staff in ways which facilitate high quality teaching and learning and allow for staff development
- To ensure a safe and healthy environment for staff and students and to comply with all health and safety requirements, including risk assessments

OTHER ACCOUNTABILITIES

- To contribute to the development of school policies and to lead on those policies directly relevant to the learning area
- To liaise with external agencies as appropriate
- To represent the views of the department to governors and the senior team
- To contribute to the strategic development of the school
- To support the vision and values of the school
- To ensure the implementation of school policies
- To advise and report to the governing body as required
- To liaise with parents and carers
- To manage allocated budgets effectively and efficiently

This post is subject to the current provisions of the School Teachers' Pay and Conditions document.

All staff have a responsibility for their own health and safety and for that of others who may be affected by their acts or omissions. Staff are required to adhere to all health & safety regulations, guidance and procedures at all times. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS clearance will be required.

Head of Science

Full or Part Time (Permanent)

Start date:	September 2026
Close date:	Wednesday 22nd April 2026 at 9am
Interview date:	Week commencing 27th April 2026
MPS/UPS + TLR 1	£12,513
Number of students on roll:	900

Please note – We reserve the right to interview and employ the right candidate before the closing date.

Due to expansion and growth in student numbers, this is an exciting time to join Abbeyfield School. Our recent 'Good' Ofsted rating (November 2022) highlighted that 'Staff are proud of the school and enjoy working at it. Leaders and Governors are supportive of staff's workload and well-being'. As a result, both the leaders and students are looking for high-calibre staff who are committed to delivering outstanding teaching and learning opportunities for all.

In October 2025 Abbeyfield School became part of The Athelstan Trust, one of the leading educational trusts in the South West.

The Athelstan Trust is a successful and growing Multi-Academy Trust consisting of six secondary schools and four primary schools in Wiltshire, Gloucestershire, and South Gloucestershire. We currently employ over 750 people and educate 5,000 pupils and plan to expand further over the coming years.

Against this backdrop of growth and development, a fantastic opportunity has arisen to lead the Science Department at Abbeyfield School. We are seeking an exceptional practitioner and leader who is committed to delivering outstanding teaching and learning across Biology, Chemistry and Physics; someone who can build on an already strong team and drive the continued success of Science within our school and across the wider Trust.

Abbeyfield School offers excellent opportunities for career progression for teachers seeking to develop both their leadership skills and their impact on whole-school improvement.

The successful candidate will join an experienced, motivated and collaborative department that is committed to enabling every student to fulfil their potential. We particularly welcome applications from candidates with experience of teaching KS5 in at least one Science specialism. Please note that teaching at A Level will be an essential component of this role.

The Science faculty has a strong record of achievement at all key stages, with results consistently improving in recent years. Students benefit from a rich curriculum and a wide range of enrichment opportunities, including junior STEM clubs, fieldwork, university outreach and our sixth form Rocket Club. At KS4, students follow the AQA GCSE Science pathway (Combined and Separate Sciences), and at KS5 we offer AQA A Level Biology, Chemistry and Physics and Cambridge Advance National in Applied Science.

All staff receive high-quality professional development, supported by our new position within the Athelstan Trust. As a flexible employer, we welcome applications from part-time candidates.

Additional information

Abbeyfield is a community school which occupies purpose-built premises. It is situated in a beautiful location, within commuting distance of Bath, Bristol and Swindon. The school was inspected in November 2022 and we pledge to offer the following:

- Excellent students who will work with you to achieve the highest standards
- A high-performing and growing school
- Excellent leadership, which believes in rapid and sustainable leadership
- A thriving sixth form where pupils make strong progress
- Friendly and welcoming pupils who thrive in an atmosphere of tolerance and understanding

For further information, please see our website <https://abbeyfield.wilts.sch.uk/> under 'joining us' or contact reception on 01249 464500. To apply follow the link to Mynewterm on our website.

The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check along with standard pre-employment safeguarding checks. As the role includes working with children, it is exempt from the Rehabilitation of Offenders Act 1974. Applicants must, therefore, disclose all spent and unspent convictions. References will be sought for shortlisted candidates before interview. Please also 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.

We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.

Head of Science Person Specification

Essential	Desirable
QUALIFICATIONS	
Qualified Teacher Status	Higher Qualifications
Good Honours Degree or equivalent	Evidence of recent, relevant INSET
PROFESSIONAL EXPERIENCE AND KNOWLEDGE	
Experience of effective teaching and learning and how to promote them	Post of responsibility in department with evidence of success
Experience in a mixed comprehensive school	Experience of more than one school
At least 5 years' teaching experience	Experience of working with colleagues from other schools
Familiar with current trends in subject and more widely in education	Working knowledge of curricular developments in Science
Familiar with the National Curriculum for Science	Ability to offer at least one other subject
Proven ability to add value in terms of student achievement	
Willingness to offer extra curricular activities	
High level of ICT literacy	
Evidence of ICT use in teaching	
Ability to teach a science subject to AS/A level	
PERSONAL QUALITIES	
Capacity for hard work	Ambitious
Ability to inspire children to achieve beyond their own expectations across the ability spectrum	Sense of humour
Liking of children	
Flexible, open minded	
Innovative and creative	
Appropriate smart personal presentation	
Organised	
Ability to meet tight deadlines	
Willingness to contribute to and support school events	
LEADERSHIP, MANAGEMENT SKILLS AND ATTRIBUTES	
Ability to work as part of a team and alone	Potential for further promotion
Ability to make decisions	
Ability to resolve conflict	
Excellent communication skills	
Ability to lead and inspire others	
Ability to optimise staff performance	Ability to deliver CPD within the team
VISION	
Personal belief in the value of education and the comprehensive system in particular	
Commitment to the school's vision and ethos	
High standards and expectations	
Keen to develop excellence in Science learning	
Highly motivated towards personal development	



Abbeyfield
School

Why work at Abbeyfield?

Here's what our staff say:

"For me when I joined as an ECT1 I was really nervous about coming in - were people going to treat me differently because I was an ECT? That was the furthest thing from the truth. Every single person at Abbeyfield made an effort with me and has gotten to know me and I felt instantly at ease. I enjoy coming to work everyday knowing that I could say hi to anyone and they would respond and have a chat with me and they genuinely care."

"Abbeyfield School is a place where staff are encouraged to grow and reach their potential. It provides opportunities to take on new challenges and responsibilities in a supportive environment, free from judgment or fear of failure. Every idea is valued, offering different perspectives to explore. It's a thriving community and an exceptional workplace"

"I like working here because everyone is so easy to get along with. Its lovely and inclusive, Line Managers/SLT are understanding and approachable, good lifelong friendships have been made here. Students are lovely and there is a calm vibe around the school. There are regular opportunities for progression and enhancing skills. I have never once thought I really don't want to go to work today!"

"It's the people. We get along well in the Humanities department, share similar values and collaborate well. I like seeing them outside of work! The pastoral staff are dedicated and hardworking, supporting students and each other when things are difficult. I can recount numerous times someone has dropped what they are doing to make time for me when needed. I feel valued for the job that I do, and appreciate the understanding afforded when I need time off for my own illness, my children's, or anything relating to family. Career wise I feel that I've been supported to progress, either through help given preparing for interviews elsewhere or the opportunities afforded me here.

And then there's the kids. They're ok. And I think that says a lot!"

"Having only started last week, I have found both the staff and students welcoming, friendly, and helpful. I have felt part of the team from the off."

Benefits:

We are incredibly proud of the culture of success and inclusivity for both our students and staff. We put the wellbeing of our staff at the heart of all decision making and development. Just some of the benefits of working at Abbeyfield:

- **A modern building and facilities**
- **Unlimited use of our fitness suite**
- **On site support for mental wellbeing**
- **A CPD programme that supports your growth**
- **A caring and supporting staff body**
- **An inclusive and student centred culture**



Character Development - The Abbeyfield Learner

At Abbeyfield we believe strongly in supporting our students to become the best version of themselves.

“Good character is not formed in a week or a month. It is created little by little, day by day. Protracted and patient effort is needed to develop good character.

- Herculitus - Greek Philosopher.

‘The Three R’s’ are three key characteristics that we encourage all Abbeyfield students to develop and demonstrate on a daily basis: Responsibility, Respect and Resilience.



RESPONSIBILITY

How pupils approach their life and learning.

RESPECT

How pupils treat themselves, others and the school environment.

RESILIENCE

How pupils cope with what life throws at them.

The Abbeyfield Learner programme ensures pupils have the relevant skills and attributes to be effective learners for their future aspirations. Pupils are rewarded for demonstrating these key characteristics in all aspects of school life. These range from tutor lessons and include extra curricular beyond the school day.

“Character development is as much a part of our curriculum as the academic subject.” - Abbeyfield Learner.



Abbeyfield
School

How to apply

We primarily use MyNewTerm to advertise our vacancies, but they can also be found on our website: www.abbeyfield.wilts.sch.uk/vacancies

All applications must be made via **MyNewTerm**

If you would like more information or to arrange a tour, please contact us on **01249 464500**.

We look forward to meeting you and welcoming you to our fantastic school.





Abbeyfield School

We primarily use **MyNewTerm**
to advertise our vacancies,
but they can also be found
on our website:

www.abbeyfield.wilts.sch.uk/vacancies

All applications must be made via **MyNewTerm**

Reception: 01249 464500

Email: contact@abbeyfield.wilts.sch.uk

Abbeyfield School
Stanley Lane
Chippenham
Wiltshire
SN15 3XB