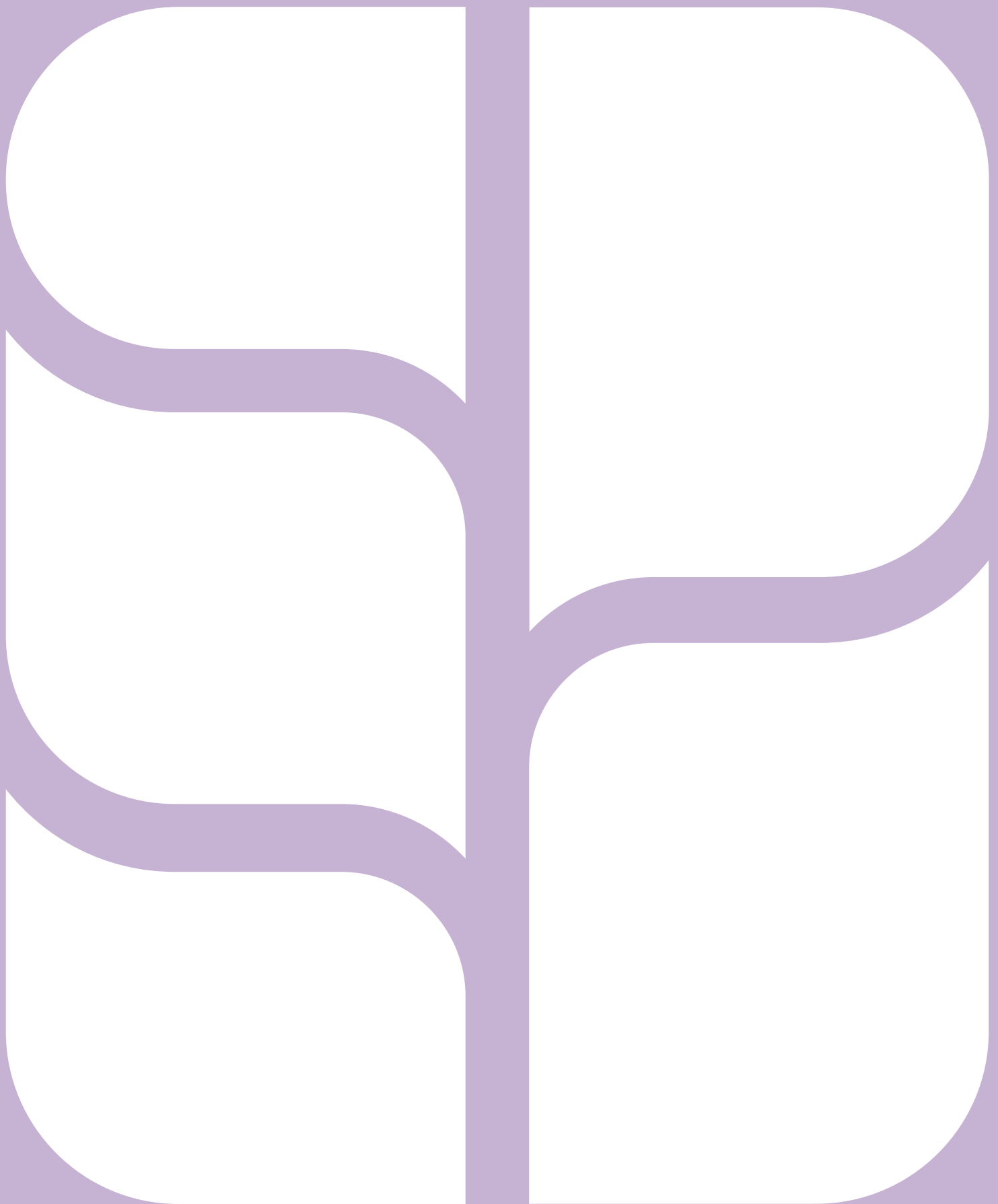




Active
Learning
Trust

Candidate Pack
Trust Secondary Science Lead
March 2026



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Dear applicant



Thank you for your interest in joining the Active Learning Trust. I know that choosing where to build your career is a big decision, and before I share the details of the role, I want to tell you why this is such a special place to work.

At ALT, we do things differently. We are a values-led organisation that believes our people are our greatest strength. We invest deeply in the adults who work with us, because when we help our colleagues grow, our pupils thrive. Ours is a community built on trust, care and ambition – where every member of staff is encouraged to discover their strengths, take opportunities, and know that their work is shaping brighter futures for the children in our care.

We don't see education as just a system; we see it as a moral mission. Every day, our staff bring energy, compassion and commitment to their roles, united by the belief that every child deserves the very best. We stand alongside you with high expectations, professional development, and unwavering support so that together we can achieve extraordinary things.

If you share our values and our passion for making a difference, we would be delighted to hear from you. I look forward to the possibility of welcoming you into our Trust – a place where people matter, potential is nurtured, and purpose drives everything we do.

With warm regards,



Lynsey Holzer
Chief Executive Officer

Active Learning Trust

Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 21 schools in East Anglia, serving over 8,600 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care.

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

Our Team

Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

- We know our schools exceptionally well and we offer both honest reflection and evaluation of our strengths and areas for improvement.
- We have clear and appropriate plans for continuing to improve the quality of education and pupil achievement.
- We encourage and celebrate the individual characteristics of each of our schools and provide them with a good balance of autonomy central oversight and accountability.

Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



I aspire, we achieve



We're curious, creative and bold



A family, not a house share



Comfortable being candid



Humour, humility, humanity



“

ALT creates environments where professionals can be bold and courageous in their practice, bringing about excellent outcomes for both students and staff. Our students receive the best standard of education from practitioners who are motivated to give their best as they are supported by a Trust that treats all with humanity, humility and humour!

More personally, I'm grateful for the CPD and career opportunities presented to me, that have allowed me to grow from an NQT into a Headteacher in 8 years.

Louise Creed
Headteacher, The Albert Pye
and Ravensmere Schools Federation

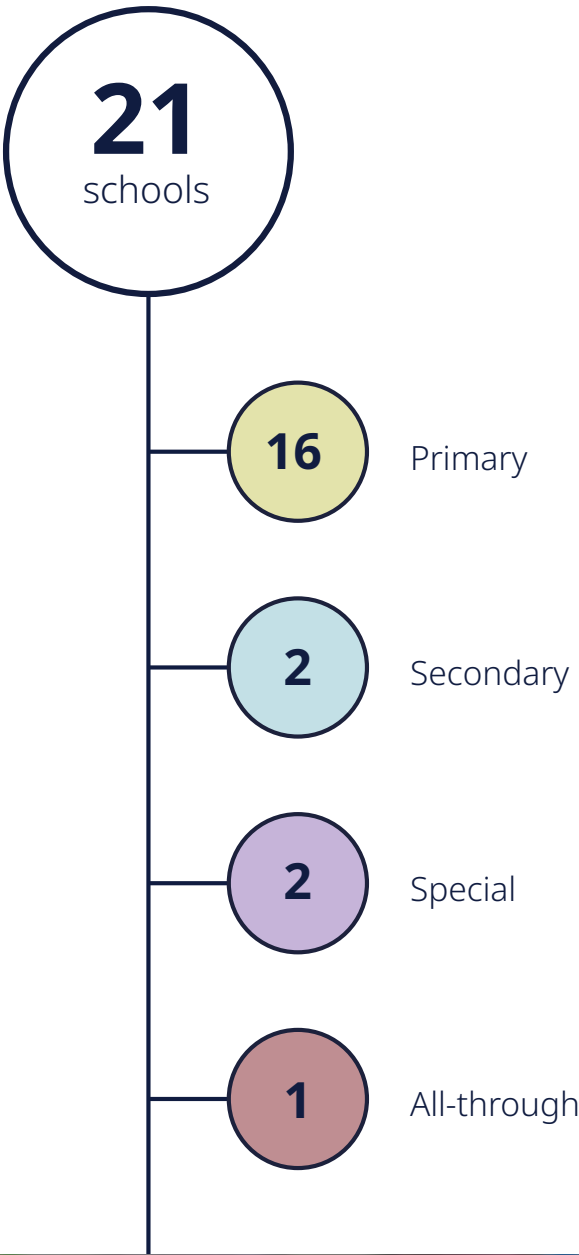
Our Schools

Active Learning Trust encompasses 21 schools across East Anglia – eight in Cambridgeshire, 12 in Suffolk and two in Norfolk.

Our schools fall naturally into three designated geographical sub-regions – Ipswich, Norfolk & North Suffolk, and mid Cambridgeshire. This allows the Trust to apply ‘hub’ level school-to-school support and collaborative working along with other mutually supportive arrangements. The synergy this creates has become a key way of working for our teams and continues to develop further over time.

For more information on our schools, please visit our website.

[View our schools](#)



Job Vacancy

Trust Secondary Science Lead

Take your Science leadership to the next level and influence practice across an entire Trust.

The Active Learning Trust is seeking an exceptional Trust Secondary Science Lead to raise the quality of Science teaching, learning and outcomes across our secondary academies. This exciting role is perfect for a driven leader passionate about shaping Science education and improving life chances.

Key Responsibilities:

- Lead the Trust-wide strategic development of Science to secure consistently high-quality teaching, learning and assessment.
- Support with teaching KS4 to raise outcomes
- Provide impactful coaching, professional development and subject leadership support to Science teams.
- Use data and monitoring to identify priorities and drive sustained improvement in outcomes.
- Deliver targeted support to underperforming Science departments to accelerate progress.
- Build strong partnerships with leaders, professional bodies and external organisations, contributing to NPQ, ITT and ECT development.

Our People-First Philosophy

At Active Learning Trust, Everyone is valued in their role, and we make sure that the right people have the right opportunities to find their purpose and progress within our Trust. Guided by our values of open dialogue, bold thinking and supportive teamwork, we put our staff's growth and wellbeing at the heart of everything we do – so that they can focus on making a real difference in our schools and our communities.

Why Join Our Trust?

- Belong to a compassionate and inclusive trust that values you and the role you play.
- Join an experienced group of people that are fully dedicated to delivering the best for our children.
- Gain access to our VivUp employee benefit system, Cycle to Work scheme and teacher pensions.

Contact

If you wish to discover more about this exciting opportunity, then please contact Duncan Low, Director of Education (duncan.low@activelearningtrust.org).



Location

Hybrid - Secondary Schools

Contract

Permanent, Full-time
/Part-time available

Salary

£73,105 - £80,655
Leadership Scale L15-L19

Closing Date

09 April 2026

Interviews

14 April 2026

Job description

Trust Secondary Science Lead

Salary: Leadership 15-19

Academy Site: Central Team – Education Directorate

Reporting to: Academy Improvement Lead (Quality of Education)

Main purpose

Along with the other ALT Lead Practitioners, improve the quality of teaching, learning, curriculum, assessment and intervention in Science in the Trust's secondary schools through embedding best practice and building capacity in line with the Trust's policies and frameworks.

- To improve attainment in Science across all schools.
- To co-ordinate the Science curriculum for Secondary schools.
- To support intervention at designated schools.

Duties and responsibilities

Strategic Development

- Be accountable to the Trust for the sustained improvement of outcomes in Science for children and young people attending the Trust's secondary schools.
- Develop a set of quality standards for the Trust in the leadership, teaching, learning, curriculum, assessment and intervention within secondary Science.
- Develop a Trust-wide Science curriculum and assessment framework (schemes of work, lesson plans, teaching resources, assessment materials, progression maps).
- Draft and agree a strategy and implementation plan to improve and quality assure secondary Science provision in all of the Trust's secondary schools.
- Establish networks of Science leaders and teachers to promote joint practice development and secure a consistent approach across the cluster.
- Design and co-ordinate the delivery of a programme of high-quality professional development in Science for leaders and teachers in the Trust's secondary schools.
- Ensure that subject leaders are informed and equipped to implement changes to the Science curriculum and test and examination syllabuses in a timely manner and monitor this.
- Contribute to the wider work of the Trust as directed.
- Provide intensive Science improvement support in assigned schools.

Leading Teaching, Learning and Assessment in Science Across the Trust's Schools

- Develop a Trust-wide secondary Science curriculum and assessment framework (schemes of work, lesson plans, teaching resources, assessment materials, progression maps).

- Secure consistently high standards of teaching, learning and assessment in Science in the Trust's secondary schools through the introduction and embedding of the Trust's curriculum and assessment framework.
- Work with Science subject leaders and teachers through coaching and professional development to improve the quality of provision and outcomes for pupils.
- Scrutinise data and undertake monitoring activity to identify areas for development in individual schools.
- Provide intensive leadership and management support to under-performing Science departments.
- Support the delivery of KS4 teaching to improve academic outcomes.

Raising Aspiration, Achievement and Attainment

- Lead, model and promote an ethos of aspiration and achievement for all children.
- Promote a positive culture of challenge, support and high expectations, in order to raise standards and improve the quality of teaching, learning and assessment.
- Ensure that robust assessment data analysis is used to set challenging targets in Science. 3.4. Lead the development of high-quality assessment materials.
- Establish systems to moderate the quality and accuracy of assessments in Science at Trust secondary schools.
- Establish and lead systems for intervention in Science within Trust schools.

Relationships and Partnerships

- Develop strong relationships and effective working arrangements with Trust and school staff.
- Motivate and enable Science subject leaders to carry out their roles to the highest standard through coaching and professional development.
- Establish effective partnerships with relevant subject and professional organisations and encourage the participation of Science leaders and teachers where this will lead to improved outcomes for pupils.
- Establish effective partnerships with the ALT Institute, contributing to NPQ delivery, development of ITT/ECT teachers and coaching programmes.

Funding/Budget Management

- Ensure that the budget allocated is used effectively and efficiently to maximise its impact on the achievement of the best possible outcomes for pupils.
- In keeping with the Trust's financial systems, ensure that budgetary controls are effective and expenditure is managed effectively.

Accountabilities

- Be accountable to the Trust for performance and outcomes in Science in the Trust's secondary schools.
- Report on a regular basis and as required to the relevant line managers on performance in Science.
- Be accountable to the Trust for improvement in performance of Science in under-performing departments.

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the academy and the Trust

Generic responsibilities of all Active Learning Trust employees

- To consistently uphold the Trust's Aims, Visions and Values.
- To work in a co-operative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the academies and Trust.
- To work with children and young people within the framework of the academy in a courteous, positive, caring, and responsive manner.
- To take an active and positive role in the Trust's commitment to the development of staff and review procedures, undertaking training as required.
- To act in a professional way that is consistent with the values and expectations of the Trust.
- To be responsible for promoting and safeguarding the welfare of children and young persons.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next academic year. It will be reviewed, and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Reports to Manager.

Person Specification

Trust Secondary Science Lead

E = Essential / D = Desirable

Qualifications & Training		
Qualified Teacher Status (QTS)	E	
Educated to degree level or equivalent	E	
Further professional qualifications relevant to the post		D
Experience		
Extensive school leadership experience (Middle or Higher)	E	
Experience as a Senior Leader		D
A thorough understanding of effective safeguarding practice	E	
Experience of successful school-to-school support		D
Significant experience of monitoring and the development of teaching and learning	E	
Experience of delivering impactful professional development	E	
Experience of working in an academy trust	E	
Experience of managing change	E	
Experience of reporting to those responsible for governance in a multi-school setting		D
Experience of monitoring and evaluation of educational provision and standards	E	

Skills and Knowledge		
Excellent understanding of the current OFSTED framework	E	
A sound understanding of school/Trust governance		D
Excellent communication skills, both written and oral	E	
Good interpersonal skills with the ability and experience to motivate others	E	
Up-to-date knowledge of pedagogy and a sound understanding of research in this area	E	
The ability to develop effective partnerships and networks	E	
A thorough understanding of effective curriculum design	E	
Ability to work as part of a team and on own initiative	E	
Understanding of the national educational context	E	
Knowledge of current curriculum requirements	E	
Excellent understanding of current pedagogical issues and effective research	E	
Ability to use data analysis to help secure school improvement	E	
Sound judgement and decision maker – confident in using own initiative	E	

Personal Qualities		
Embodies of the Active Learning Trust's values: - I aspire, we achieve - We're curious, creative and bold - A family, not a house share - Comfortable being candid - Humour, humility, humanity	E	
Commitment to uphold the seven principles of public life (the Nolan principles) at all times	E	
Commitment to maintaining confidentiality at all times	E	
Equal Opportunities		
Commitment to inclusion, equality and diversity	E	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people.	E	

Application Process

How to Apply

You can browse and apply for all Active Learning Trust vacancies by clicking the link below to access our recruitment platform. Once you have found the corresponding vacancy, click on the 'Apply Now' button to begin your application. You can save your application and return to it at any time. Please ensure you have completed and submitted your application before the deadline shown on the job advert.

[View current vacancies](#)

Hints and Tips

To increase the chance of your application being considered for the role, please follow these steps:

- Use the Person Specification document to write your application. Consider using the headings and give examples where possible.
- Check for punctuation and grammar errors.
- Ensure your first referee is from your current or most recent employer. If you are employed within a school or academy, ensure you list your Headteacher as your first referee.
- All gaps in employment history must be explained. This should start from the date you left full-time education, including the summer holiday.



Useful Information

As an equal opportunities employer, we welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

No CVs are accepted in line with requirements of Keeping Children Safe in Education, therefore all applications are required to be completed using the MyNewTerm platform.

The Active Learning Trust reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture. Please be advised that references may be requested prior to interview for roles within our academies, where permission has been given to do so via MyNewTerm.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

