



**Kettering Buccleuch Academy**

The best in everyone™

Part of United Learning

# Welcome to Kettering Buccleuch Academy

## APPLICATION PACK

### Science Technician

**Salary:** £26,205 FTE / £23,191.43 actual

**Hours:** 37.5 hours per week, 40 weeks per year

**Start Date:** 1<sup>st</sup> September 2026

**Closing Date:** 15<sup>th</sup> July 2026

## An Academy of Excellence and Character



Respect ■ Ambition ■ Determination

# Kettering Buccleuch Academy is seeking to appoint an enthusiastic and ambitious Science Technician

The role is responsible for supporting high-quality teaching and learning by preparing laboratory activities, maintaining a safe working environment, and ensuring compliance with health and safety regulations.

Kettering Buccleuch Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education, so that all young people can make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high-quality staff such as you.

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments. The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Ambition and Determination and will have a working knowledge of how these values apply within an academy environment and within the role itself.

***“Staff know that their wellbeing and professional development are a priority. Staff value the professional learning they receive from the school, the trust and from pursuing wider leadership qualifications. For example, leaders hear their voice when they make decisions about training and professional development.”***

**(Ofsted, February 2026)**



# A Message From The Principal



Dear Colleague,

Thank you for considering Kettering Buccleuch Academy as the next step in your career. We are delighted that you are exploring the opportunity to join our team, and we believe that becoming part of KBA will be a truly rewarding experience.

Here at KBA, we provide a first-class education for children and young people in Kettering and the wider area. Our culture is one of hard work, continuous engagement and care. Every student has the support they require to give of their best every day and every student knows that we share in their aspirations. We also believe that continual development of our dedicated staff and a focused and consistent Teaching and Learning approach will bring about the necessary rewards for our students.

Kettering Buccleuch Academy is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, "*The Best in Everyone*," reflects our commitment to excellence and to helping every individual reach their full potential.

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities, focusing on character education to build confidence and resilience so they can achieve their goals and aspire to be the very best they can be. We strive to be exceptional in all that we do at KBA and firmly believe excellence is a habit. Every one of us has untapped potential. We encourage and support each other to unleash this potential to bring out the best in everyone. We recognise that as individuals we are strong but understand that together we are stronger. We celebrate the diverse nature of our community and work in harmony to achieve our vision.

At KBA, trust is fundamental. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

Thank you for considering Kettering Buccleuch Academy - together, let's bring out "the best in everyone".

**Chloe Buckenham**  
Principal

**“Our school is a beacon for our community. I am so proud of KBA and all that it stands for. The Leadership Team has ensured that the school remains an important part of the community.”**

(Staff Survey, November 2025)

# Why Work For Us?

Since becoming an academy in September 2009, Kettering Buccleuch Academy has seen many exciting changes. We are an all-through academy catering for students aged 4-18. We moved into our new, purpose-built building in January 2013. The academy continues to go from strength to strength, with happy and motivated staff, a supportive culture and plenty of opportunities for personal growth with our excellent staff CPD offer. We offer a range of benefits including our wellbeing and workload manifesto, Health Cash Plan, covering healthcare, lifestyle and retail benefits, and an on-site gym which is free for all staff to use.

Our pledge to all our academy staff, is that by working for us you will benefit from more pay, more time, and more support. We offer the best pay in the sector, three extra INSET days for planning, a genuine flexible working approach considered, guaranteed personal days, great training for your career, and more.

We are proud to be Pearson Silver Award Winner (2023) in the category of Secondary School of the Year. We were delighted to achieve this recognition for our students, parents and staff.

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers.

**“Leaders consider the workload of staff. They have ensured that staff can work in a flexible way, which many appreciate.”**

(Ofsted, February 2026)



# Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

# Our Mission

“We are a flagship for all academies. Our educational environment is safe, stimulating, positive and supportive. We believe hard work equals success.”

# Our Values

At Kettering Buccleuch Academy, we are committed to providing a friendly and safe environment for all pupils/students. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We are committed to providing excellent education through which all pupils are able to progress, achieve and go on to succeed in life. Our approach is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people, supporting colleagues to achieve excellence and acting with integrity in all our dealings within and beyond our community, in the interests of young people everywhere. We summarise this ethos as ‘the best in everyone’.

**This ethos underpins our core values:**

## RESPECT

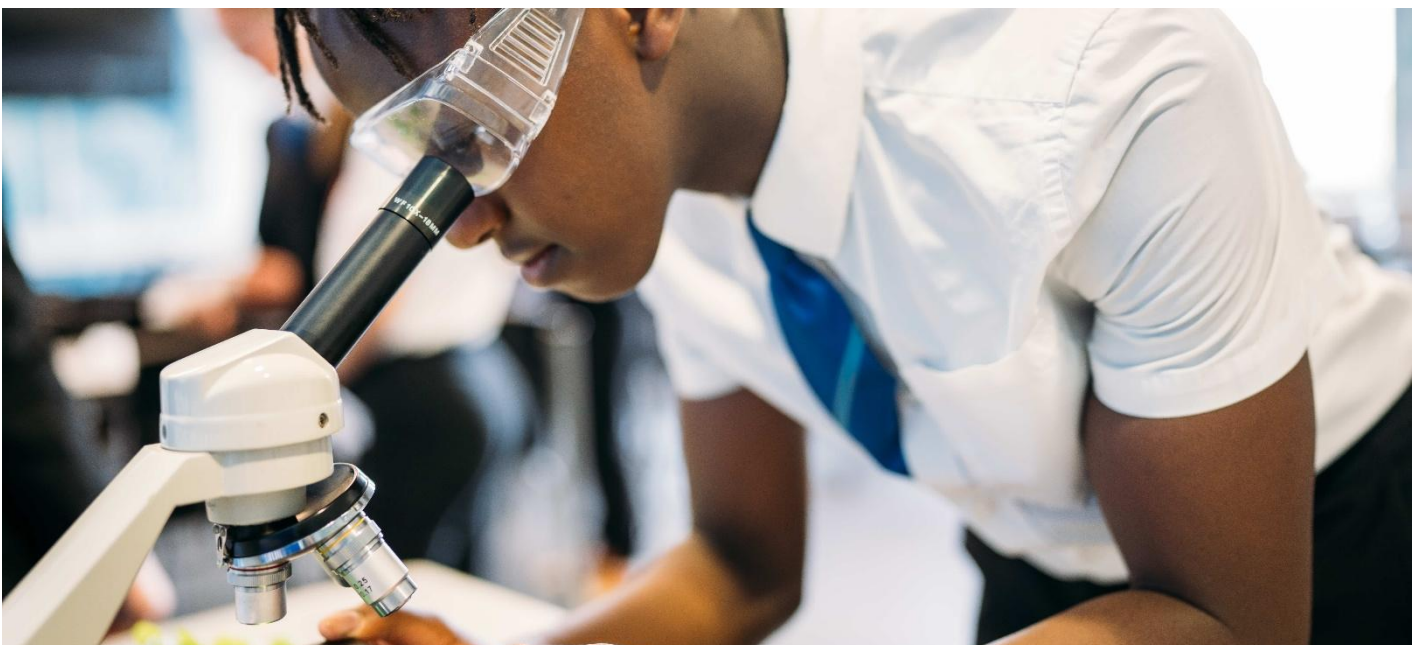
A quality shown through thinking and acting in a positive way about yourself and others.

## AMBITION

A strong desire to achieve something.

## DETERMINATION

The ability to continue to try, although it may be difficult.



# A School of Character

Kettering Buccleuch Academy's Character Development Programme is delivered through the curriculum, assemblies, tutor time reading, PSHE and many other facets.

The Character programme is based on our core values of respect, ambition and determination.

At Kettering Buccleuch Academy we understand that there is more to a good education than just academic success. Our school aims to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life. We are therefore committed to providing all our students with a broad and balanced curriculum as well as cultural and social experiences that broaden horizons and support the development of character.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development Programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



# Part of United Learning

Kettering Buccleuch Academy is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

***“Warm, respectful relationships between staff and pupils are noticeable. This creates a positive and nurturing atmosphere, particularly in the primary phase.”***

**(Ofsted, February 2026)**



***“The staff and students at KBA make it a special place to work.”***

**(Staff Survey, November 2025)**

# About Northamptonshire

Kettering Buccleuch Academy is situated within close reach of Kettering town centre. Kettering is a historic market and industrial town located in North Northamptonshire. It has great transport links direct into London by train in about an hour. It also has direct access to the A14, linking it with the A45 and M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres – Kettering Museum and Art Gallery, The Lighthouse Theatre, The Royal and Derngate
- Manor houses and gardens – Boughton House, Kirby Hall, Rockingham Castle
- Great retail outlets - Rushden Lakes
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - Cycle Northants
- Wide range of country walks to take you away from the pressures of modern living
- Parks, lakes and water sports – Wicksteed Park, Stanwick Lakes
- Great sporting scene – Northampton Saints, Northamptonshire County Cricket Club & Kettering Town Football Club
- Picturesque golf courses – Kettering Golf Club
- Beautiful parkland and forests
- Canals and rivers



Wicksteed Park



Kirby Hall



Northampton Saints



Royal and Derngate Theatre



Boughton House

# Job Description and Person Specification

## Job Description – Science Technician

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

### Reporting to:

Head of Science

### Responsible for:

Providing technical support to the Science Department

## Professional Responsibilities

Within the academy's overall aims and policies, the Science Technician will have the following specific responsibilities:

- Provide practical and technical support to the Science Department to facilitate effective teaching and learning.
- Prepare, set up, and clear away equipment, materials, and resources required for practical science lessons.
- Ensure laboratories, preparation rooms, and storage areas are maintained in a safe, clean, and organised condition.
- Support the promotion of high-quality practical science experiences for all students.
- Assist teaching staff in the preparation and delivery of practical activities and demonstrations.
- Contribute to the development and maintenance of an effective learning environment within the Science Department.
- Work collaboratively with teaching staff and other support staff to ensure the smooth running of the department.

## Teaching and Learning Support

- Prepare and provide equipment, chemicals, specimens, and materials for practical lessons in Biology, Chemistry, and Physics.
- Ensure practical activities are set up in accordance with lesson requirements and health and safety regulations.
- Assist teaching staff in developing practical resources and activities that support the curriculum.
- Support students during practical lessons where appropriate and under the direction of teaching staff.
- Maintain accurate records of practical resources, stock levels, and equipment usage.
- Source and order equipment and consumables as required, following academy purchasing procedures.
- Contribute to the development of practical resources that enhance students' learning experiences.
- Support the use of technology and specialist equipment within the Science Department.

## Health, Safety and Compliance

- Ensure compliance with all relevant health and safety legislation, academy policies, and CLEAPSS guidance.
- Carry out risk assessments for practical activities where required.
- Safely store, handle, and dispose of chemicals, biological materials, and equipment.
- Conduct routine safety checks on equipment and laboratories.
- Report hazards, defects, accidents, and unsafe practices promptly.
- Ensure that all laboratories and preparation areas meet statutory health and safety requirements.
- Maintain records relating to safety inspections, equipment maintenance, and chemical inventories.

## Performance Management

- Participate fully in the academy's Performance Management process.
- Attend relevant INSET training and professional development opportunities.
- Undertake training required to maintain technical competence and compliance with health and safety

regulations.

### **Knowledge, Skills and Experience**

- Maintain up-to-date knowledge of developments in science education, laboratory practices, and health and safety requirements.
- Review and develop professional practice through agreed development activities.
- Demonstrate knowledge of relevant regulations and safe working practices.
- Maintain a secure understanding of academy policies and procedures.

### **Academy Policy**

- Contribute to the development of, and adherence to, academy policies and procedures.
- Support the academy's vision, values, and ethos.
- Promote equality, diversity, inclusion, and safeguarding within all aspects of the role.

### **Teamwork and Communication**

- Communicate effectively with teaching staff, students, and external suppliers.
- Work collaboratively with colleagues to support the effective operation of the Science Department.
- Attend departmental and academy meetings as required.
- Support colleagues through the sharing of knowledge, expertise, and best practice.

### **Resources and Accommodation**

- Maintain laboratory facilities, preparation rooms, and storage areas to a high standard.
- Monitor and manage stock levels of equipment, chemicals, and consumables.
- Ensure effective use and maintenance of departmental resources.
- Arrange servicing, repair, and replacement of equipment as necessary.
- Report any maintenance, health and safety, or accommodation issues promptly.
- Ensure accommodation and resources are conducive to safe and effective learning.

### **Additional Duties**

- Undertake any other duties appropriate to the grade and nature of the post as reasonably required by the Head of Science or Senior Leadership Team.
- Report anything unsafe

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing need of the service, always in consultation with the post holder.

Every member of staff at Kettering Buccleuch Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive academy and strive to be a learning, caring and thriving institution.

We take the safeguarding of students and staff seriously at Kettering Buccleuch Academy. All staff are expected to support this ethos.

Signed: \_\_\_\_\_

Job Holder

Date



**Kettering Buccleuch Academy**

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Part of United Learning

**Telephone**

01536 515644

**Email**

[enquiries@kba.uk](mailto:enquiries@kba.uk)

**Website**

<https://kba.uk/>

**Address**

Kettering Buccleuch Academy

Weekley Gleve Road

Kettering

NN16 9NS



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