



**Redborne Upper School**

# **RECRUITMENT PACK**

**HEAD OF SCIENCE**

**FEBRUARY 2026**



Aspiration • Responsibility • Respect



# HEADTEACHER'S WELCOME

Thank you for your interest in Redborne Upper School and Community College.

Redborne is a vibrant and ambitious age 13-18 upper school, including a thriving sixth form of around 400 students, located in the heart of Ampthill, Bedfordshire. As a large academy with over 1,600 students on roll, we are proud to serve our community by providing high-quality education that combines strong academic achievement with outstanding personal development.



Our school is built on values of inclusion, respect and aspiration. We aim to foster a learning environment where all students feel supported to reach their full potential, both in and beyond the classroom. As a designated training school, we are deeply committed to the development of teaching and learning. This not only benefits our students, but also creates a culture of continuous professional growth for our staff.

Redborne is a unique place to work, not least because of our on-site working farm, which enriches the curriculum and offers students the chance to gain practical qualifications in agriculture. It reflects our wider belief that education should be broad, balanced, and rooted in real-life experiences.

In our most recent Ofsted inspection (July 2024), Redborne was judged to be a 'Good' school. We are proud of this outcome and remain focused on further developing the quality of our provision, especially in pursuit of excellence for every student.

If you share our commitment to high standards, professional development, and inclusive education, we would be delighted to receive your application.

Olly Button

Headteacher

# OUR VISION

## Our Vision

At Redborne, we are committed to becoming one of the best schools in the country. In order to help us achieve this goal, we will:

- Have outstanding behaviour based upon positive relationships.
- Ensure that all our students enjoy learning from teachers who love teaching.
- Ensure that everyone achieves their full potential.

Staff and students work together towards realising our vision, by linking everything we do to one of our three core values, 'Aspiration', 'Responsibility', and 'Respect'. Every aspect of a student's Redborne experience is aimed at promoting these:

### Aspiration

For everyone to achieve.  
For everyone to participate.  
For everyone to be the best they can be.  
For everyone's future.

### Responsibility

For our behaviour / actions.  
For our commitment to learning.  
In our (wider) community.

### Respect

For and between everyone.  
For others' views / beliefs.  
For the school building and environment.

### OFSTED SAYS

*"Pupils behave well around the school and during lessons. They are polite and courteous to adults. There are positive relationships between staff and pupils."*



# OUR CAMPUS

Redborne, a 13-18 Upper School since the early 1970s, is ideally placed to provide community education in the area. Redborne serves Ampthill, Flitwick, Maulden and other neighbouring villages.

The school is spread over 40 acres of attractive grounds, with a wide variety of trees, shrubs, flower beds and rock gardens. There are rugby, football, rounders and cricket pitches, netball and tennis courts, as well as an athletics track in the summer.

In addition, there is a floodlit all-weather sports area with an adjoining pavilion, as well as a recently refurbished floodlit 3G football pitch. The school also has its own farm, used to deliver both livestock and horticulture courses - an invaluable learning resource for students.

We cannot describe all aspects of such a large and active school and we therefore offer an invitation for parents and prospective students to visit us and find out more. Please contact us for an appointment:

Telephone: (01525) 404462

Website: [www.redborne.com](http://www.redborne.com)

Email: [admin@redborne.com](mailto:admin@redborne.com)



# HEAD OF SCIENCE

- Start Date: September 2026 (or earlier if available)
- Contract: Full-time / Permanent
- Salary: MPS / UPS depending on experience + TLR1C (£15,034.00)

We are seeking an inspirational, dynamic and outstanding Head of Science who will be able to build upon current areas of strength and also drive improvements in student outcomes and experiences in Science.

The successful candidate will have the ability to embrace the ethos of the school and have a strong commitment to raising achievement and standards. The candidate will need to have an informed and creative approach to the curriculum delivery and the use of new technologies to support learning in the full range of GCSE and A Level courses.

If you have the ability to engage and enthuse our students with a love of Science, coupled with the drive and commitment required to be an exceptional teacher, then we would like to hear from you.

## About the Role

**Excellence in Teaching:** Model and ensure the delivery of high-quality, engaging lessons that challenge and support all students.

**Pastoral and Academic Oversight:** Track student progress diligently, implementing effective intervention strategies to maximise attainment. Contribute to a culture of high standard assessment and feedback.

## Who We're Looking For

We welcome applications from those who have:

- A relevant degree and Qualified Teacher Status (QTS), or who are currently training and expect to achieve QTS this academic year.
- A passion for Science and an understanding of requirements of the National Curriculum at KS3, KS4 and KS5.
- The ability to teach all Science subjects at GCSE and A Level.
- Exceptional organisational, and communication skills.
- Ambition and a clear vision for the growth and success of the subject.



## **What We Offer**

- A welcoming, supportive and inspiring team environment
- Outstanding professional development opportunities
- The opportunity to be part of a school community that values every member of staff

If you have any questions or would like to visit the school, please contact Eva Hobson  
[eva.hobson@redborne.com](mailto:eva.hobson@redborne.com) 01525 404462

**Apply now and take the next step in your education career journey!**

**Closing Date: Sunday 22<sup>nd</sup> February 2026**  
**We reserve the right to close the application process early.**  
**Interview Date: TBA**



# JOB DESCRIPTION

Job title:	Head of Science
Contract:	Full time / permanent
Responsible to:	Headteacher
Line manager:	Assistant Headteacher

## **SUBJECT TEACHER: Main duties and responsibilities**

### **Strategic Leadership & Faculty Culture**

1. Vision & Planning: Coordinate with departments to formulate a faculty vision; create a common faculty agenda in line with school strategic priorities.
2. Development Planning: Produce an annual Faculty Development Plan that coordinates constituent department plans with detailed priorities for the coming year.
3. Teamwork: Encourage positive attitudes and a sense of teamwork across the faculty.
4. Representation: Represent the views of the Faculty and individual staff to Senior Leaders, attending SLT meetings as required.
5. Policy & Documentation: Implement all school policies within the Faculty and produce/update the Faculty Handbook annually.
6. Meetings: Convene and chair regular Faculty meetings, draw up agendas and ensure minutes are written and distributed.

### **Quality of Education: Curriculum & Pedagogy**

7. Curriculum Intent: Ensure the Science curriculum is logically sequenced to build "big ideas" and disciplinary knowledge from KS3 through to KS5.
8. Implementation: Work with Heads of Department and Senior Leaders on curriculum development and ensure effective delivery across the faculty.
9. Teaching Standards: Quality assure teaching and learning through regular learning walks, book looks, and formative feedback cycles.
10. Staff Development: Identify and address pedagogical gaps through targeted CPD and Instructional Coaching.
11. Enrichment: Lead initiatives to promote Science beyond the classroom (extracurricular clubs, STEM week, and transition projects).

### **Student Progress, Assessment & Accountability**

12. Exams & Moderation: Oversee the entries, internal moderation, and integrity of all external examinations and controlled assessments.





13. Data Integrity: Ensure assessment and reporting data is collected in a timely manner and is accurate.
14. Inclusion: Monitor the progress of vulnerable groups (e.g. SEND, Pupil Premium) and ensure adaptive teaching strategies are implemented.
15. Behaviour: Provide support and guidance to ensure common standards of behaviour and discipline, maintaining a safe and purposeful learning environment.

### **Operational Management & Safety**

16. Health & Safety: Ensure the school follows CLEAPSS guidance; ensure staff are trained in safe equipment use and conduct regular health and safety audits of labs and prep rooms.
17. Hazardous Substances: Ensure compliance with COSHH regulations regarding the storage and handling of substances.
18. Resource Management: Oversee the procurement and maintenance of specialist equipment and faculty budgets.
19. Timetabling: Prepare yearly Faculty timetables and manage in-year changes as needed.

### **Personnel & Liaison**

20. Line Management: Line manage the Senior Science Technician, Curriculum Support Assistant, and work with Heads of Departments to implement subject plans.
21. Staffing: Advise SLT on staffing needs; participate in the appointment and induction of new staff.
22. External Liaison: Liaise with Middle Schools, Subject Advisers, and Further/Higher Education institutions.

### **SUBJECT TEACHER : Main duties and responsibilities**

1. To plan and prepare courses and lessons.
2. To teach, according to their educational needs, those students assigned to the teacher.
3. To set and mark homework.
4. To assess, record and report (including oral and written assessments, reports and references) on the development, progress and attainment of students, in each case having regard to the curriculum of the school.
5. To communicate and consult with the parents/guardians of students.
6. To communicate and cooperate with persons or bodies outside the school.





7. To participate in meetings arranged for any of the purposes described above.
8. To review from time-to-time teaching methods and programmes of work.
9. To participate in arrangements for further training and professional development.
10. To advise and cooperate with other colleagues (individually or in groups) on the preparation and development of schemes of work and materials for teaching and/or assessment.
11. To ensure good behaviour amongst students and safeguard their health and safety both when they are authorised to be on school premises and when engaged in authorised school activities elsewhere.
12. To participate in meetings at the school relating to the curriculum or the administration or organisation of the school.
13. To cover for colleagues absent through illness, or through participating in staff development activities, or educational visits.
14. To participate in arrangements for preparing students for public examination, recording and reporting relevant assessments, participating in arrangements for student presentations and supervision during internal and external examinations.
15. To assist, where appropriate, in the induction of students and newly qualified teachers.
16. To participate, as required, in the review development and management of activities relating to the functions of the school.
17. To register the attendance of students in class.
18. To supervise students as a member of one of the duty teams identified each term.

### **OTHER DUTIES AND RESPONSIBILITIES**

- To comply with Redborne's commitment to safeguarding and promoting the welfare of children and young people.
- To maintain confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential and sensitive information.
- The post holder must at all times carry out his/her job responsibilities with due regard to Equal Opportunities'.
- To undertake any other duties of a similar level and responsibility as may be required.



# PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Education & Qualifications	
Qualified teacher status A relevant honours degree	
Experience	
Experience of teaching across age and ability levels appropriate to a 13-18 Upper School.	Experience of holding a post of responsibility.
Skills/Knowledge/Aptitudes	
<p>Knowledge of current curriculum developments and assessment procedures.</p> <p>Ability to teach Biology, Chemistry and Physics at GCSE and A Level.</p> <p>Ability to operate effectively as part of a large faculty and to offer a vision for the development of that team</p> <p>Ability to communicate effectively at all levels.</p> <p>Ability to use ICT as an integral part of teaching.</p> <p>Able to communicate effectively at all levels.</p> <p>Knowledge of different teaching strategies / initiatives.</p> <p>Knowledge of National Curriculum Development.</p>	<p>Willingness to be involved in extra-curricular activities</p> <p>Ability to teach other subjects</p>
Motivation	
<p>A passion and enthusiasm for Science.</p> <p>Commitment to the teaching of Science knowledge and skills.</p> <p>Ability to use initiative</p> <p>Interest in personal and professional development</p> <p>Able to work on own initiative.</p> <p>Able to suggest strategies to motivate others.</p> <p>Capable of improving / developing a learning environment.</p>	<p>Willingness to be involved in and develop curriculum initiatives</p>



Equal Opportunities	
A commitment to equality of principles and practices	

All offers of employment are “conditional” until Disclosure and Barring and qualification checks have been successfully completed and satisfactory references have been received. Redborne is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



# STAFF WELLBEING CHARTER



Comprehensive new staff induction programme throughout your first year, plus a mentor for all new teaching staff and dedicated meeting time.



Mini-half term (long weekend) during the autumn term, calendar permitting.



Enhanced PPA time for all teaching staff and a generous timetable allowance for form tutors to effectively carry out their pastoral role.



Virtual parent consultation evenings with a flexible finish (8 pm latest).



Complimentary tea, coffee and milk in all staffrooms.



Complimentary Christmas lunch and summer BBQ for all staff.



Well published deadlines and annual calendar consultation.



Maximum of three data collection points per year (per year group)



Reports are produced in a timely manner so they reflect current progress with no lengthy written comments.



Staff Wellbeing Committee for both teaching and support staff.



Commitment to exemplary student behaviour and punctuality, including centralised behaviour systems.



Innovative approach to staffing and timetabling, to meet the bespoke needs of colleagues who work part time.



Clear protocol for emails and a communication policy which protects time outside school.



Dedicated and trained Curriculum Support Assistants in all faculties who provide cover for absent colleagues.



An attractive school environment; open green spaces, commitment to reducing litter and our wonderful school farm.



Plentiful free on-site parking, including electric charging points.



Staff social sessions in the calendar each term plus regular sporting sessions on site. On site fitness suite with free use for all staff.



Opportunities for career development are always considered. Comprehensive leadership training programme.



Regular twilight CPD sessions and a range of professional learning opportunities



After school meetings that average a maximum of one per week for classroom teachers, scheduled to finish by 4.30pm.



Staff Wellbeing and Workload Coordinator guides and develops policies.



Wellbeing services provided including professional supervision and a culture of wellbeing support for all colleagues.



SLT Open Door Policy, including urgent communication outside school hours when required.



Staff professional and personal achievements celebrated.



Developmental approach to lesson observations and professional performance reviews.



Buffet provided for all staff before open evenings.