



# Etonbury Academy Application Pack

## Lead Teacher of Physics



# Welcome to Etonbury Academy

## Our Vision

Etonbury is dedicated to delivering excellence in education. Our staff nurture well rounded, confident and responsible young people of whom we can all be proud. Individuals who have been inspired to achieve more than they ever believed possible. In partnership with families and the community, our goal is to create relevant learning opportunities for pupils- both inside and outside the classroom - that help learners develop knowledge and skills that enable them to become critical thinkers, who are prepared to make meaningful contributions to their local, national and global communities.

We do this by providing a welcoming, happy, safe and supportive environment in which everyone is equal and all achievements are celebrated. All staff members at Etonbury are fully committed to this vision.

## The ETA Way

**Everyone is respectful**

**Together we care**

**Always Aim Higher**



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## INTRODUCTION

Welcome to Etonbury Academy and the Bedfordshire Schools Trust. Thank you for expressing an interest in our current vacancy.

We have collated this application pack to provide you with all the information you should need to enable you to apply for this role.

However, if you would like any further information or would like to make a visit to our academy, please contact:

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# ABOUT ETONBURY ACADEMY

Etonbury Academy is an extended secondary school with over 1150 pupils, located on the edge of the town of Arlesey, close to the Bedfordshire/Hertfordshire border and excellent train links to London. We provide a broad and extensive curriculum for children aged 9 to 18 years, including Sixth Form. **We are delighted to achieve consistently high GCSE results and have just celebrated an outstanding set of A-Level results in our Sixth-Form.**

We are a local school with a global outlook, preparing young people for the future. Our facilities, resources and specialist teaching are second-to-none. So too is our commitment to pastoral care.

This is a place where every child is safe, secure and supported. Every single member of our learning community – students, staff and parents – are part of our success story.

Our younger students join us in Year 5 at Etonbury Juniors, and move up to our secondary school in Year 7. With separate buildings for junior, secondary and Sixth Form, we provide a nurturing environment for all pupils to receive an excellent Etonbury Experience. We know our children, and together we make Etonbury Academy a school to be proud of.

We provide professional development for aspirational staff and access the teaching school, colleges and Apprenticeship Levy to make this happen. Our proven track record gives you every reason to consider Etonbury as the right school for you.

In our most recent Ofsted report (April 2025) inspectors said the following:

*“Etonbury Academy is a welcoming and nurturing place to learn. Pupils enjoy coming to school and attend regularly. They value the warm, supportive relationships they build with staff. This helps them to feel safe, cared for and known as individuals. Pupils behave with great courtesy and respect. They hold doors open, listen carefully to each other in conversations and demonstrate consistently high levels of kindness towards others.”*



# ABOUT BEST

The Bedfordshire Schools Trust (BEST) is a multi-academy trust providing exceptional education across our community of 11 schools and five nurseries.

Since forming in 2016, we have grown significantly into one of the largest single employers in Central Bedfordshire.

We now educate more than 8,000 children across the area, from nursery age to advanced level study, and have over 700 members of staff.

It is our aim to grow the BEST in everyone, and everything we do is driven by our values. We will:

- Always put children first
- Collaborate to support and compete to challenge
- Provide community-based provision
- Have the courage to be compassionate

Our aims can only be achieved if we recruit, retain and develop the highest quality workforce – and we want those we employ to be valued in the workplace.

As a single employer, we are able to offer all our staff a fantastic range of benefits, including an excellent working environment, opportunities for career development and training, and discounts and deals that will help save you money.

Full details can be found in our BEST People staff benefits brochure, available for download from our MyNewTerm careers page, or on our website at  
[www.bestacademies.org.uk/jobs](http://www.bestacademies.org.uk/jobs)

A primary-secondary model of education is being established to replace the current three-tier system in Central Bedfordshire, more schools are looking to join us as we seek to grow further, and performance across all key stages continues to improve.



# HOW TO APPLY

We use an application form, rather than asking for CVs, for all vacancies. This ensures all applicants present their information in the same standardised format and tell us only what we need to know.

Apply online via the MyNewTerm website at [www.mynewterm.com](http://www.mynewterm.com) before the closing date.

BEST is an equal opportunities employer and we are committed to encouraging equality, diversity and inclusion among our workforce.

We are committed to safeguarding and promoting the welfare of children. All offers of employment will be subject to satisfactory pre-employment checks and references, including enhanced Disclosure and Barring Service (DBS) clearance.

Strictly no agencies.

**We look forward to receiving your application.**



## **JOB DESCRIPTION AND PERSON SPECIFICATION**

<b>Job Title</b>	Lead Teacher of Physics
<b>Based at</b>	Etonbury Academy
<b>Salary/Grade Range</b>	MPS/UPS + TLR 2B
<b>LIAISING WITH:</b>	Principal, Senior Team, teaching/support staff, external agencies and parents.

### **PURPOSE OF ROLE:**

- To take the leadership for teaching Physics at A Level
- Support the department to deliver Physics teaching in other key stages..
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. With the support of the Head of Department and Second in Department
- Monitor and support the overall progress and development of students as a teacher and tutor.
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- Contribute to raising standards of student attainment.
- To share and support each academy's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.

### **DUTIES OF THE ROLE**

- To assist in the development of resources, schemes of learning, assessment policies and teaching strategies.
- To contribute to the department's improvement plan and its implementation.
- To plan and prepare courses and lessons.
- To use data on pupil performance to inform target setting, lesson planning and to identify underachieving students.
- Implement targeted intervention and monitor the progress.
- To support BEST and the academy's monitoring procedures.
- To support the review of teaching strategies and programmes of work.
- To attend all department and staff meetings.
- Contribute to the review, development and management of curriculum and assessment functions, including the Academy Improvement Plan and working towards individual academy and BEST aims.
- Improve and monitor the effectiveness of the academy's assessment policy.
- Ensure all pupil and student data is held centrally and is used effectively.



- Provide the data team and other staff with relevant information about teaching and tutor groups, to help their planning and ensure all staff have high expectations of pupils and students.
- Review teaching methods and programmes of work including schemes of learning.
- Participate in arrangements for training and continuing professional development.
- Contribute to the review, development and management of curriculum and assessment functions, including the Academy Improvement Plan and working towards individual academy and BEST aims.
- Ensure the role of the form tutor is carried out, as stated within the staff handbook.

### **Specific Duties and Responsibilities**

- Be responsible to the Head of Science for student progress and achievement in their area.
- Facilitate the writing, evaluating, monitoring and reviewing of schemes of learning that enhance the teaching of and support student progress in GCSE and A Level Physics.
- Lead development of pedagogy through monitoring, evaluating and supporting learning in lessons. Exemplify good practice in their own classrooms and be open to others observing this.
- Maintain an up-to-date database on student progress and monitor identified sub-groups across Physics.
- Along with the Second in Science, assist with the behaviour of students within the science department and support teachers in the management of student behaviour. This will also involve administering department detentions.
- Liaise with the Second in Science and exams officer to ensure students are correctly entered for appropriate exams and co-ordinate coursework planning, delivery and assessment across the subject area at KS4 & 5.
- Encourage and help organise, along with the Second in Science, opportunities for curriculum enrichment e.g. science club, competitions and other activities.
- Play an active role in supporting the Head of Science to develop effective PR across the department and help facilitate appropriate CPD within Physics.
- Ensure Physics cover work is set to an acceptable standard and work with learning directors and support staff in the delivery of this work.
- Advise Head of Science, in consultation with technicians, on the purchase of equipment and consumables. Liaise with the senior technician to ensure practical work requiring preparation in advance.
- Keep abreast of new developments in the curriculum and attend regular standardisation meetings and feedback developments to the department.
- Work with the Head of Science, teaching staff, SLT and other agencies in order to take appropriate action in the case of inadequate teaching.
- Undertake any other reasonable duties related to the scope and grading of the role.
- Undertake a designated programme of teaching, prepare and update subject materials that ensure a high quality learning experience that will stimulate and excite learning appropriate for all student needs.



- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Write reports and provide data for parents to inform them about students' progress.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Interpreting comparative data regarding pupil and student performance and using this to differentiate and assess.
- Take responsibility for professional development, keeping abreast of subject developments and reviews, locally and nationally.
- Contribute to the whole-academy and BEST ethos, with due regard to wider professional effectiveness.
- Teach students according to their educational needs, including the setting and marking of work in accordance with the department assessment policy.
- Ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience
- Maintain discipline in accordance with Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.



## Lead teacher of Physics - Person Specification

<b>Attributes</b>	<b>Essential</b>	<b>Desired</b>
<b>Education/Qualifications</b>	Relevant Degree Teaching Qualification Evidence of Continual Professional Development	Physics based degree;
<b>Experience</b>	Successful teaching at both KS4 and KS5  Sufficient understanding and application of strategies to raise standards across the ability range through effective teaching and learning  Sensitivity to the learning needs of all pupils  Demonstrate understanding of using comparative data, together with information about pupil's prior attainment to establish benchmarks and set targets for improvement  Identify usage of current good practice in formative assessment techniques, and the monitoring of pupil progress across all key stages	Evidence of effective leadership of physics at KS4 or KS5  Experience teaching A Level Physics
<b>Skills/Knowledge/Aptitude</b>	Demonstrate application of information and communication technology for development of learning and teaching in the subject  Ability to inspire, enthuse and motivate pupils and staff  Excellent classroom management to encourage positive behaviour  Demonstrate creative problem solving and good communication skills  Ability to work collaboratively or on own initiative;  The ability to analyse exam data to identify appropriate interventions  The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities  The ability to lead the department in the evaluation and development of Schemes of Learning for KS4 and KS5 Physics	Evidence of effective monitoring of behaviour and progress of identified sub-groups.
<b>Motivation</b>	Willingness to be flexible and to undertake further training  A commitment to equality principles and practices	
<b>Other</b>	Willingness to undertake risk assessment training;  Knowledge of relevant safeguarding/child protection legislation and best practice  Value and respect the views and needs of children and young people Appropriate DBS clearance (before the post is taken up)	

***Please note, while every effort has been made to explain the duties and responsibilities of the post, each individual task undertaken may not be identified.***

***Employees will be expected to comply with any reasonable request from the BEST Principals to undertake work of a similar level that is not specified in this job description.***

