



# Candidate Application Pack Pioneer Secondary Academy



## Teacher of Science

# Headteacher welcome

Dear Applicant

Thank you for your interest in joining Pioneer Secondary Academy. We are a school driven by high expectations, academic ambition, and a deep commitment to the personal development of every student.

At the heart of our ethos is our motto: "Mann Jeetay Jagg Jeet" – "Conquer your mind, conquer the world." This philosophy underpins our unwavering focus on excellence in all areas of school life. Our students are respectful, eager to learn, and ambitious for their futures, qualities reflected in our recent Ofsted report, which praised the calm, purposeful environment and strong relationships that define our community.

We set and uphold high standards of behaviour and mutual respect across the school. Our culture is one where every student is known, supported, and expected to contribute positively to our community, allowing learning to flourish in every classroom.

We are proud of the progress we have made and are unapologetically ambitious for our next phase of development. Staff at Pioneer benefit from a supportive leadership team, a culture of professional growth, and a shared commitment to raising standards through high-quality teaching and a strong, well-sequenced curriculum.

As a Sikh ethos school, we promote the values of **Respect, Aspiration, Integrity, Seva (selfless service), and Equality**, welcoming staff and students of all backgrounds and beliefs to thrive in a culture of inclusion and high achievement.

We look forward to receiving your application and to the possibility of you joining us on our exciting journey of improvement and excellence.

Shilain Keshani  
Headteacher



# About us

Pioneer Secondary Academy is a vibrant and ambitious school with a strong reputation for academic achievement and personal development. As part of the Sikh Academies Trust, we are rooted in Sikh values but proudly inclusive, welcoming staff and students of all faiths and none.

Our ethos promotes selfless service, respect, equality, and aspiration - values that shape our inclusive and respectful school culture. As a result of our strong values and sustained improvement, we are now an oversubscribed school, reflecting the trust our community places in us.

At Pioneer, we have high expectations for behaviour, learning, and personal conduct. Our RAISE values - Respect, Aspiration, Integrity, Seva, and Equality - underpin everything we do and create a calm, purposeful learning environment.

## What Ofsted says

Inspectors praise our “calm and purposeful” atmosphere, strong relationships, and pupils’ positive attitudes to learning. Inspectors commend our welcoming and respectful culture, noting that pupils “live and breathe the school’s values.”

Behaviour is described as exemplary, with pupils showing genuine care and respect for one another, and sixth formers acting as outstanding role models.

Our curriculum is recognised as broad and balanced, with effective support in place for pupils with special educational needs and/or disabilities (SEND). Ofsted also praises our strong personal development programme and high-quality careers guidance, which ensure pupils are well-prepared for their next steps. Parents are overwhelmingly positive, highlighting the school’s significant improvements and how happy their children are to attend.



# The role

## **Role: Teacher of Science**

**Apply by:** Friday 22 May

**Start date:** 1 September 2026

We are seeking an enthusiastic and committed Teacher of Science to join our supportive Science Department. The successful candidate will be passionate about their subject and dedicated to delivering high-quality teaching that promotes curiosity, engagement, and strong academic outcomes.

You will plan and deliver engaging lessons across Key Stages 3 and 4 (and Key Stage 5 where appropriate), ensuring all students are supported and challenged to reach their full potential. You will contribute to an ambitious Science curriculum that develops students' knowledge, practical skills, and understanding of the world around them.

You will use a range of assessment methods to track progress, provide effective feedback, and adapt teaching to meet the needs of all learners, including those with SEND and those who are more able. You will maintain high expectations for behaviour and learning, contributing to a calm and purposeful environment.

You will work collaboratively within the Science team, sharing best practice and supporting departmental development. You will also contribute to the wider life of the school, supporting enrichment opportunities and promoting the school's values of Respect, Aspiration, Integrity, Seva, and Equality.

This role offers an excellent opportunity to develop your practice within a supportive and forward-thinking environment, with access to high-quality professional development and opportunities for career progression.

# Person specification

| Criteria             | Essential  | Desirable   |
|----------------------|--|---|
| Qualifications       | <p>Qualified Teacher Status (QTS).</p> <p>Honours Degree in a Science subject (Biology, Chemistry, or Physics).</p>  | Postgraduate qualification in a Science-related field.  |
| Experience           | <p>Successful teaching experience.</p> <p>Experience teaching across Key Stages 3 and 4</p>  | Experience teaching Key Stage 5 (A-Level).              |
| Skills and Abilities | <p>Highly competent in all elements of the Teachers' Standards.</p> <p>Ability to design creative, sequenced learning across the curriculum.</p> <p>Strong ICT skills to support learning</p> <p>Ability to adapt teaching for all needs (SEND/EAL/HPA).</p>             |   |
| Knowledge            | <p>Excellent knowledge of the National Curriculum for Science.</p> <p>Deep understanding of effective pedagogy and how children learn.</p> <p>Extensive knowledge of safeguarding (KCSIE) and equality guidance.</p> <p>Strong grasp of health and safety in the lab</p> | Knowledge of the latest developments in STEM education. |

|                    |   |   |
|--------------------|---|---|
| Personal Qualities | Commitment to the school's ethos, values, and safeguarding.<br><br>High expectations for attainment and progress.<br><br>Ability to work under pressure and prioritise effectively.<br><br>Reliable, punctual, and flexible in a busy department. | A passion for your subject that inspires curiosity in students. |
|--------------------|---|---|

## How to apply

Visits to the school are encouraged to meet the team and get a sense of our wonderful school. Applicants are encouraged to apply promptly, as we reserve the right to close this vacancy early if a suitable candidate is appointed before the deadline.

Please apply through the My New Term Portal or the DfE Teaching Vacancies website. To visit the school, please email [office@psa-bucks.com](mailto:office@psa-bucks.com) with your request.

# Our values

Students at PSA are taught our core values of Respect, Aspire, Integrity, Seva and Equality. Our values are represented in the word 'RAISE' and consist of the characteristics that we believe underpin the development of our students.



## Our Values Pioneer Secondary Academy

### Respect

Show tolerance and empathy towards others.



### Aspire

Set ambitious goals.  
Have no limit.



### Integrity

Always do what is right.  
Be honest and trustworthy.



### Seva

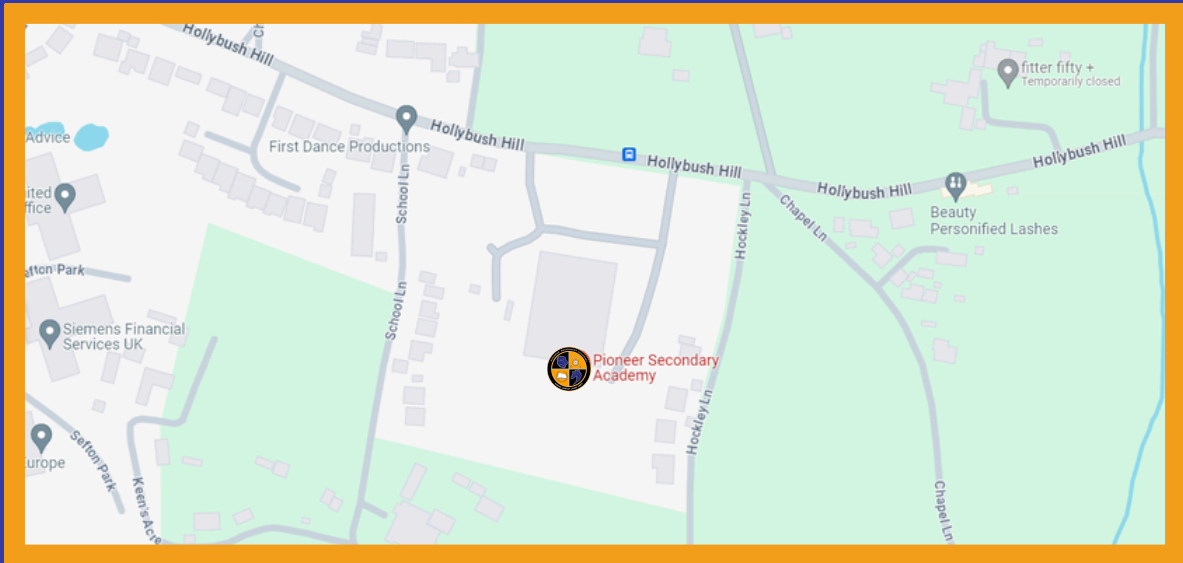
Always seek to help others.  
Be selfless.



### Equality

Embrace our differences.  
Treat everyone fairly.





We are located in Stoke Poges, with transport links to Slough (106 and 107 bus). We are close to the A40 and M4 motorway. Heathrow airport is approximately 25 mins away by car.

### Contact us:

Pioneer House, Hollybush Hill,  
Stoke Poges, SL2 4QB

01753 662 009

[office@psa-bucks.com](mailto:office@psa-bucks.com)

