



Pix Brook Academy Application Pack

Head of Science





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INTRODUCTION

Welcome to Pix Brook 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:

Charlotte Linehan

Principal

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Tel: 01462 416243

Pix Brook Academy

Arlesey Road, Stotfold, Bedfordshire SG5 4HB

www.pixbrookacademy.co.uk



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 trusts in the county. We now educate 8,000 children across the area, from nursery age to advanced level study, and have over 1,000 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

The formative years of BEST have been a real success story – and we are looking forward to an exciting future, too.



ABOUT PIX BROOK ACADEMY

Pix Brook Academy is an extended secondary school with approximately 1000 pupils located on the edge of the town of Stotfold.

We opened as a new free school in September 2019, and currently have cohorts from Year 5 up to Year 11. At our core is the moral purpose to educate the socially responsible citizens of the future.

Working at Pix Brook Academy is an unprecedented opportunity to be involved in a genuinely exciting and innovative growth programme and have real influence and input into shaping the future development and success of this creative and rural community school. Visits to the school are welcomed.

We understand the hard work associated with working at a new school. In recognition of this, we are committed to providing all staff with the support and resources to deliver outstanding lessons and develop your career, including:

- Fantastic learning environment in new facilities
- All classrooms have 21st century technology including Clevertouch interactive screens. All teachers receive a lap top
- Supportive parents and fantastically well-behaved pupils allowing you to focus on teaching and learning
- Supportive, experienced team with fully planned and resourced curriculum
- Opportunity to join a growing school and influence the culture and ethos of a new school with associated career progression
- Rural location with extensive parking yet only 35 minutes from London King's Cross



HOW TO APPLY

We use an application form, rather than asking for CVs, for most 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 before the closing date.

Closing date: Midnight, Sunday 4th October 2026.

Interview date: W/b Monday 5th October 2026

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

Job Title	Head of Science
Based at	Pix Brook Academy
Salary/Grade Range	UPS/MPS + TLR 1A (£10,531)
Responsible to	Assistant or Vice Principal
Hours	Full-time

Purpose of Role

To provide strategic leadership for the Science department, ensuring high standards of teaching, learning, student progress and health & safety across all key stages.

Duties & Responsibilities

Academic & Strategic Leadership

Curriculum Design: Lead the design and delivery of an ambitious, knowledge-rich, and sequenced Science curriculum (KS3–KS4, and KS2). Ensure full alignment with National Curriculum requirements and exam board specifications.

Quality Assurance: Regularly evaluate the quality of education within the department through structured learning walks, book scrutinies, lesson observations, and student voice.

Assessment & Tracking: Establish robust formative and summative assessment processes to track student progress. Use data analysis to identify performance gaps and implement targeted intervention strategies.

Reporting: Compile comprehensive subject self-evaluation information and departmental action plans. Provide impact reports on predicted and actual outcomes to the Senior Leadership Team and Governors.

Homework & Retention: Implement departmental policies for retrieval practice and independent learning to support long-term memory retention.

Departmental Operations & Health and Safety

Lab Safety & Compliance: Ensure full compliance with CLEAPSS guidelines, COSHH regulations, and school health and safety policies across all science rooms and the prep room. Oversee necessary risk assessments for practical work.



Resource & Budget Management: Effectively deploy, manage, and audit departmental resources, equipment, and chemical inventories. Manage the departmental budget prudently to maximise impact on student learning.

Technician Management: Line manage the Science Technician to ensure practical activities and laboratory equipment are prepared safely and efficiently.

Staff Development & Leadership

CPDL & Pedagogy: Stay informed of national developments in science pedagogy, curriculum changes, and assessment methods, disseminating best practice to the team.

Mentoring & Coaching: Line manage departmental staff, supporting Early Career Teachers (ECTs), trainees, non-specialists, and subject leads through instructional coaching and appraisal processes.

Enrichment & Ethos

Extra-Curricular Provision: Drive STEM initiatives, science clubs, national competitions and educational visits to enrich the student experience beyond the classroom.

Assembly & School Life: Deliver engaging assemblies and promote scientific literacy across the school community.

Please note, whilst 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.



PERSON SPECIFICATION

Job Title: Head of Science

Attributes	Essential	Desirable
Education and Qualifications	• Qualified Teacher Status (QTS). • Good Honours Degree in a science discipline	• Middle Leadership qualification (NPQML/NPQSL). • Relevant Master's degree
CPD	• Evidence of recent CPD in curriculum planning. • Specific exam board training or examiner experience	• Up-to-date CLEAPSS / Health & Safety training for Science Heads
Teaching	• Proven track record of excellent teaching in Science with strong outcomes at KS3 & KS4. • Clear understanding of quality data tracking, assessment and effective feedback strategies	
Leadership	• Experience leading a project or initiative that had a positive impact on student outcomes or school culture. • Experience conducting learning walks, book scrutinies, and giving constructive feedback • Experience organising internal enrichment opportunities, trips and visits. • Experience leading & developing staff including trainees and/or ECTs	• Experience managing a departmental budget.
Subject knowledge	• Deep knowledge of the Science National Curriculum, GCSE specifications, and practical assessment requirements • Strong awareness of lab safety standards (COSHH / CLEAPSS)	• Awareness of local STEM partnerships
Communication	• Ability to promote the Science department through school communication channels / social media • Outstanding public speaking skills. • Ability to have difficult conversations • Excellent verbal and written skills	
Organisation	• Highly organised with the ability to manage complex logistics • Experience leading a large scale science related trip or event.	



Personal Attributes	• Passionate about Science education and inspiring young people • Collaborative team player with high professional standards • Resilient, adaptable, and solution-focused	
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We are committed to the safeguarding and promotion of children's welfare and offers of employment are subject to DBS clearance.

