Mulberry
Academy Bexhill

Position	**Head of KS4 Science**
Salary/Hours	**MPS/UPS + TLR2C (Currently £8,733) Full time plus recruitment bonus of up to £2,000 for the right candidate AND a relocation package of up to £2,000 if required**
Closing Date	**9am, Thursday 18 June 2026** Early applications are encouraged
Interview Date	**WB 22 June 2026** The Academy reserves the right to close the application early for the right candidate



Dear Candidate,

Thank you for your interest in joining us at Mulberry Academy Bexhill. We are a school that is proud to be part of our local community and we work hard to serve our local families. We are a happy and supportive team and we ensure that the well-being of all staff members is a priority.

Mulberry Academy Bexhill is part of the Mulberry Schools Trust. We are a larger than average secondary school with approximately 1500 students currently on roll. Bexhill is a beautiful seaside town and is best known for the De La Warr Pavilion and being the home to the first British motor race.

We have recently been judged as 'Good' in all areas by Ofsted (June 2025). The school has undergone significant improvement in the last few years and is now in an excellent position to take this improvement to the next level. We have a team of hardworking, dedicated, caring, passionate and talented staff that are committed to Mulberry Academy Bexhill being the best school it can possibly be. As a staff body we are aligned into providing the very best education and school experience for each and every one of our students. We have high standards throughout and ensure that there is clarity and purpose in everything that we do.

We offer a number of excellent staff benefits for our employees including a comprehensive Employee Assistance Programme (EAP) and a healthcare scheme. We are part of the Mulberry Schools Trust, which is a high performing Multi Academy Trust of schools that are based in London and East Sussex. This offers our staff excellent CPD opportunities and offers our students numerous exciting opportunities.

If you are an individual that will be committed to ensuring the best education and school experience for all students, then we would love to hear from you.

We look forward to meeting you.



Dr Craig Neal
Headteacher

Job Advert

Mulberry Academy Bexhill is looking for a dynamic and inspiring Head of KS4 Science, to drive the teaching, learning, and outcomes for our students.

Alongside your leadership potential, you must have excellent subject knowledge and evidence of impactful teaching practice. This post would suit an experienced teacher with an excellent understanding of both the curriculum and teaching and learning.
In return, we can offer an environment where you will gain whole school experience and learn much on your journey of career progression to senior leadership.

You must have excellent subject knowledge and be driven to deliver impactful teaching that secures high outcomes. This post would suit a new or an experienced teacher seeking a new challenge.

Our school is unique, exciting and innovative – our philosophy is inclusive and founded on respect. If you feel this fits with your own value set and you have a track record of leading change, raising standards and you strive for excellence, then this might be just the role for you.

We aim to recruit staff who:

- Love the processes of teaching and learning and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;
- Will subscribe to the ethos of the Academy and be committed to get the very best from our students;
- Take every opportunity, in and out of the classroom, to talk to students, model expected behaviours and build positive relationships;
- Remain at the forefront of pedagogy, educational research and debate.
- See themselves as having the potential to become senior school leaders of the future.

Pre-Application enquiries are encouraged. Please contact recruitment@bexhillacademy.org for more information.

Please see our website www.bexhillacademy.org under ‘about us’ and then ‘recruitment’ for more details and to access the application form.

Please note that we do not accept CVs or approaches from agencies. Completed Mulberry Academy Bexhill application forms should be sent to recruitment@bexhillacademy.org

Mulberry Academy Bexhill is committed to safeguarding and promoting the welfare of children and young children, therefore all positions are subject to an Enhanced Disclosure and Barring Service check (DBS).

Teaching and Supporting at Mulberry Academy Bexhill

Teachers and support staff at Mulberry Academy Bexhill make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.

Post: Head of KS4 Science

Accountable to: Director of Science

Principal Accountabilities:

- Lead the design and implementation of a challenging and ambitious curriculum in
- KS4 Science that secures strong outcomes for pupils
- Lead the team of KS4 Science teachers with vision and purpose, driving staff to
- continually improve and secure strong outcomes
- Create high quality and effective assessments for KS4 Science that track, monitor
- and provide valid data for student progress
- Through precise analysis of data ensure that student intervention is targeted,
- impactful and secures strong outcome
- Lead by example, with the highest professional and personal standards and
- classroom management
- Ensure that classroom teaching of all teachers in KS4 Science is of the highest
- quality

Lead the growth and development of subject knowledge and pedagogical improvements in the team of Science teachers

- Set high expectations, which inspire, motivate and challenge pupils
- Establish a safe and stimulating environment for pupils of all abilities, needs and
- ages, rooted in and encouraging mutual respect that significantly develops learning
- Set goals and targets based on an in-depth knowledge of individual and groups of
- pupils that enthuse, motivate and challenge all pupils
- Effectively promote and demonstrate the positive attitudes, values and behaviour

- which are expected of pupils.
- Promote good progress and outcomes by pupils
- Be accountable for continuously high levels of pupils' attainment, progress and
- outcomes
- Demonstrate a clear knowledge of pupils' individual capabilities and their prior
- knowledge and plan teaching to build on these. Create opportunities for pupils to
- reflect on the progress they have made and enable them to set individual targets to
- significantly develop their performance
- Demonstrate excellent knowledge and understanding of how pupils learn and how
- this impacts on teaching, implementing this in classroom teaching and sharing this
- with other staff

Staffing:

Staff Development: Recruitment / Deployment of Staff:

- To take part in the academy's staff development programme
- To work as a member of a designated team and to contribute positively to the team ethos.

Quality Assurance:

To contribute to the quality assurance procedures and policies of the academy.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to- date information as appropriate for teaching colleagues/parents and carers and external agencies.
- To be responsible for developing and maintaining personal development records

Communications:

- To communicate effectively with colleagues, the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside of the school
- To follow agreed policies for communications in the academy

Management of Resources:

- To contribute to the process of the ordering department supplies through the appropriate channel.

Other Specific Duties:

- To play a full part in the life of the academy, to support its distinctive aim and to encourage staff and students to follow this example
- To continue personal development as agreed
- To comply with the academy's health and safety policy and undertake risk assessment as appropriate

Whilst every effort has been made to explain the main 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 a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The job description is current at the date shown, but following consultation with you, may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be subject to an Enhanced DBS check.

Person Specification

Criteria	Essential	Desirable
Education	A broad and balanced educational background at level equivalence of level 4 or 5 as a minimum requirement A good degree	A degree in Science Higher level education in Science
Qualifications	Qualified Teacher Status A good Degree.	Appropriate additional qualifications (e.g. NPQ)
Experience	Experience of teaching to Key Stage 3 and 4 students	Experience of teaching to Key Stage 5 students Exam board marking Leadership experience, ideally within a school setting

Knowledge, Skills and Abilities	Excellent subject knowledge Excellent knowledge of the GCSE Science specification and the mark schemes	
Skills & Abilities	Ability to successfully lead a team Good ICT skills and application of supporting teaching. To be organised and able to maintain accurate records. To be able to think and plan strategically and manage the department To be aware of educational developments in and around the subject To have the ability to reflect on your own practice	
Personal Qualities	Motivated and committed to the goals of the academy	An ambition to become a senior leader in school

Our School

Creating the Best Opportunities for All

At Mulberry Academy Bexhill, we strive to create equal opportunities for all our students, ensuring that they have access to the best resources and support to thrive academically and personally. Our inclusive approach celebrates diversity, fostering an environment where students from all backgrounds can learn from one another and develop essential life skills such as empathy, tolerance, and respect. We provide a variety of academic pathways and personalized support systems, tailoring our educational approach to meet the unique needs and aspirations of each student. By nurturing their individual strengths and talents, we equip our students with the skills and knowledge needed to succeed in an ever-changing world.

It's important for us to recognise that the little things matter. Smart uniform, manners, kindness, and punctuality are something we promote within our academy as we feel this embeds a deep sense of pride and self-respect within our students.

In conclusion, Mulberry Academy Bexhill is dedicated to providing an exceptional educational experience that combines academic excellence, personal growth, and a supportive community. We foster a culture of aspiration, challenge our students to reach their full potential, and create equal opportunities for all. Join us at Mulberry Academy Bexhill, where we believe in the power of education to transform lives and shape a brighter future.

Wellbeing

We understand that well-being is paramount to academic success. Our school offers a comprehensive well-being program for staff and students that focuses on building resilience, promoting a healthy lifestyle, and equipping us all with the tools to manage stress and

navigate challenges. Through a range of extra-curricular activities, student leadership opportunities, and community service initiatives, we actively encourage personal growth, self-discovery, and the development of essential life skills. Our dedicated well-being team provides guidance and support, ensuring that staff and students have access to the resources they need to flourish both inside and outside of the academy.