



Head of Science
Permanent full time contract
RECRUITMENT PACK

Proud to be part of the



Forest of
Dean Trust

Introduction



Dear Candidate,

Firstly, I would like to take this opportunity to thank you for taking an interest in joining our team at Dene Magna School.

As you explore the information in this pack and consider a visit to our school, we hope you'll see why Dene Magna is such a remarkable place to learn and work. Our school is committed to the goal that "each and every learner shall achieve their maximum potential and enjoy the process," and we take immense pride in our community.

As an outstanding, successful, oversubscribed, and high-achieving inclusive school for students aged 11-18, Dene Magna is full of character, personality, and soul. We are a proud member of the Forest of Dean Trust, which also includes Drybrook Primary School and Forest View Primary School. Nestled in a picturesque setting, our location offers an easy commute from Cheltenham, Gloucester, Hereford, Bristol, and the surrounding cities.

We warmly invite you to arrange a visit to our school for a chat before you apply. Please contact us at 01594 546030 or email vacancies@denemagna.co.uk to set up an appointment. To apply, download our application form from the vacancies page on our website, and send it along with a cover letter detailing why you are the ideal candidate to vacancies@denemagna.co.uk by the closing date. Interviews will be scheduled based on suitability and availability.

This is a wonderful opportunity, and we look forward to hearing from you!

Best regards,

A handwritten signature in black ink, appearing to read 'Declan Mooney', is positioned below the 'Best regards,' text.

Declan Mooney
Head Teacher



About the Trust



Who are we?

The Forest of Dean Trust is built on collaboration, challenge and support. We are passionate about achieving the best possible outcomes for the students and communities we serve.

We are three schools situated in the Forest of Dean, Gloucestershire. Our Schools include Dene Magna (a secondary and sixth form), Drybrook Primary and Forest View Primary schools. All our schools have been graded Good or Outstanding by OfSTED in their most recent inspections.

We are ambitious and want our trust to continue to grow, but we are mindful that this growth should be done at the right pace and for the right reasons.



About Dene Magna School

Dene Magna is a Secondary and Sixth form school based across two sites in Micheldean and Cinderford. We have around 1,200 students in KS3, 4 and 5.

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

*Each and Every Learner Shall
Achieve their Maximum Potential & Enjoy the Process*

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



HeadTeacher - Mr Mooney

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Introduction to our Science Department



We are seeking an inspirational and strategic leader to head our Science Department. This is a pivotal role for an outstanding practitioner who possesses the vision to build upon our established success and the drive to champion Sciences across the school and the Forest of Dean Trust.

You will lead a talented, dedicated, and exceptionally supportive team. The department is structured for success, featuring three Lead Teachers (Biology, Chemistry, and Physics) who drive bespoke CPD and subject-specific development.

We pride ourselves on a culture of collective responsibility. All members of the department contribute to:

- The evolution of our Schemes of Learning.
- Peer-led learning walks and collaborative book scrutiny.
- A "team-first" approach that ensures high-level outcomes through mutual support.

Our curriculum is designed to be inclusive and challenging. We introduce GCSE Science in Year 9 within a mixed-ability environment, a philosophy we believe is vital for student confidence and parity of opportunity.

- Specifications: We deliver Edexcel at both GCSE and A-Level.
- Pathways: We offer a diverse range of pathways including Combined Science, Triple Science for high-attaining cohorts, and Entry Level Certificates to ensure no student is left behind. At A Level we offer Physics, Biology, Chemistry, Environmental Science and an AAQ in Medical Science.

This is an incredibly exciting time for the department. Following the establishment of the Forest of Dean Trust, we are moving beyond traditional liaison to deep, integrated work with Drybrook and Forest View Primary Schools. As HoD, you will have the unique opportunity to shape the "all-through" science experience and influence the transition of young scientists into the secondary phase.

We provide a high-spec environment to bring science to life:

- 8 modern laboratories, 1 theory classroom, and versatile breakout spaces.
- High-spec ICT in all labs and a dedicated class set of Chromebooks.

We are looking for a "team player" who leads by example. You should possess:

- High-level subject expertise and the ability to teach across all Key Stages.
- The ambition to mentor staff and elevate teaching standards.
- A commitment to ensuring every student achieves their maximum potential and enjoys the process.

Our team

Our current Head of Department, Adele Clark, is moving to become the school SENCo.

We have A Level specialists for all subjects. At KS3 and KS4 all teachers deliver the Science curriculum. We currently follow the Edexcel GCSE curriculum.

Our team comprises of:

- Adele Clark - Head of Science (current)
- Elizabeth Hammond - Subject Lead for Chemistry
- Amanda Salisbury - Subject Lead for Biology
- Matt Bullivant - A Level Subject Lead for Physics
- Gary Greenslade
- Anthony Tolley
- Kathryn Brown
- Catherine Aldred
- Tom Derrick

Teachers are supported by Science Technicians:

- Jo Babij
- Leighann Shuttleworth



Job Description

Head of Science

Full time, permanent contract, TLR 1A, start date 1st September 2026

Main purpose of the role

- Lead and manage the Science department, ensuring high standards of teaching and learning across all key stages
- Develop and implement an engaging, ambitious Science curriculum that meets the needs of all learners and prepares students for further study and future careers
- Support, coach and develop Science teachers to deliver outstanding teaching and learning
- Monitor and evaluate student progress, using data to drive continuous improvement and close achievement gaps
- Promote a culture of high expectations, aspiration and achievement within the department

Duties and responsibilities

- Provide strategic leadership for the Science department, including curriculum planning, assessment and quality assurance
- Line manage and support all staff in the Science department, including performance management and professional development
- Lead on the implementation of schemes of work, assessment policies, and differentiated teaching strategies
- Oversee and develop extracurricular Science activities, trips and enrichment opportunities
- Ensure the effective use and management of departmental resources, including budget management
- Maintain up-to-date knowledge of developments in Science education and share best practice with colleagues
- Foster a safe, inclusive learning environment that promotes the welfare and safeguarding of all students
- Work collaboratively with other middle and senior leaders to support whole-school priorities and initiatives



Skills and Experience

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> A good honours degree Qualified teacher status 	<ul style="list-style-type: none"> Masters degree
Experience	<ul style="list-style-type: none"> Experience of teaching 11 - 18 year olds Feedback confirming excellent teaching A track record demonstrating a commitment to high standards, continuous improvement and quality assurance A track record of effectively leading/motivating students and developing team approaches Experience of managing or supporting colleagues 	<ul style="list-style-type: none"> Experience of leading or contributing to curriculum development Experience of exam marking
Professional development	<ul style="list-style-type: none"> Evidence of commitment to own professional development Evidence of keeping up to date with educational thinking and knowledge A strong commitment to the quality professional development of staff Evidence of ongoing professional development relevant to science education and/or leadership 	
Knowledge	<ul style="list-style-type: none"> Thorough knowledge of the KS3, KS4 & KS5 Science curriculum A good understanding of the use of target setting and tracking data Strong understanding of effective teaching, learning and assessment strategies An understanding of the use and potential of ICT to develop learning 	<ul style="list-style-type: none"> Future changes to qualifications
Practical and intellectual skills	<ul style="list-style-type: none"> A commitment to placing teaching and learning at the heart of your work A commitment to promoting the ethos of Dene Magna with accent on high achievement for all Ability to empathise with the needs of students and to be firm but fair and effective Ability to prioritise and manage time effectively An effective communicator and motivator of students A team player with the ability to establish good working relationships with staff, students and parents The ability to set clear expectations and parameters and to hold other accountable for their performance The ability to challenge underperformance A commitment to safeguarding the needs of young people 	
Personal qualities	<ul style="list-style-type: none"> A positive attitude to continuous improvement A commitment to ensure each student maximises their potential and enjoys the process A positive role model to students A sense of humour An ability to communicate and work with a range of adults Hardworking and a team player A reflective practitioner who wants to continue learning 	



Benefits

We believe that to provide the best teaching and learning experience to our students we should invest in our staff, and insure they are supported in delivering great experiences, that will shape our students growth.

Supported by the Trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of all staff, including work-life balance.

Pension Scheme

At the trust, we value your future. That's why we offer membership to the Teachers' Pension Scheme (TPS) to all teaching staff. The TPS provides you with a secure and reliable income in retirement, employer contributions, and a range of valuable benefits for you and your family.

Other staff benefits

- Competitive, benchmarked salary
- At least 5 INSET days a year
- Protected CPL time
- Supported professional development pathways for all staff
- Family-friendly policies
- Flexible working for appropriate roles
- Membership to industry benefit scheme - Blue Lights, offering discount
- Free access to the Gym out of hours at Dene Magna School
- Qualified Level 5 or 7 coaching for employees
- Access to our Employee Benefits Package - Perkbox, which includes access to discount codes, medical appointments online and celebration system



Are you interested?



Application

To apply for this position, please complete an application form which can be found at <https://www.denemagna.co.uk/page/?title=Vacancies&pid=109>

Please send this application form to vacancies@denemagna.co.uk along with a covering letter explaining why you think you would be a great fit for the position.

Applications must be received no later than 9:00pm Wednesday 25th March 2026. Applications received after this date will not be considered. The start date for the position is 1st September 2026.

If you have any questions about the role, the recruitment process or would like to have a visit of our school and Science department, please contact us on HR@fodt.co.uk.

Interview Process

Interviews will be held w/c 13th April 2026. Shortlisted candidates will be invited by email to attend an interview.

References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification - this will be confirmed when we send you an interview schedule nearer the date, along with any prior preparation you can complete.

Safeguarding

Forest of Dean Trust and its Schools are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

- We have DSL's trained to an enhanced level.
- All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.
- We will conduct online searches (including social media) for all shortlisted candidates.
- Our Child Protection Policy can be found on our website under Policies.

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