



Yate Academy



YATE ACADEMY

RECRUITMENT PACK



Proud to be part of the

GREENSHAW
LEARNING TRUST

Yate Academy,
Sundridge Park
Yate
BS37 4DX

Telephone: 01454 333560

Email: info@yateacademy.co.uk



Dear Candidate

Thank you for your interest in the role of Head of Science at Yate Academy. We are looking for an enthusiastic subject specialist to join & lead our Science Department whilst the current Head of Science is on maternity leave.

Our Science department offers a fantastic curriculum from Year 7 to Year 13, with Biology, Chemistry and Physics offered at A Level in our brand new Sixth Form. We share resources and work together to ensure our curriculum is engaging, full of powerful knowledge (which is structured around our Big Ideas) and increasingly challenging. We have a full time Science technician who supports the team in meeting these ambitious aims.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. At Yate Academy we firmly believe in disruption free learning and in fostering an environment where all children are able to learn and all teachers are able to teach. We believe our students deserve the highest expectations and high quality teaching is central to everything we do. As such all staff have dedicated intellectual preparation time as part of their allocated contact time. This deliberately facilitates the sharing of knowledge, best practice and planning.

We also understand the pressures on school staff and the lack of flexible working options in many schools compared to other industries. We offer every member of staff an allocated afternoon every two weeks (pro rata) as flexible working time. If you are a diligent professional with high standards who values exceptional student behaviour and a workplace which truly prioritises learning, we want to hear from you.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we

serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Yate Academy is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Kariann Pickford: KPickford@yateacademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Eddie Rakshi, Headteacher

ABOUT OUR SCHOOL

At Yate Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Yate Academy a better chance of success than if they attended any other school in the country.

Resilience, leadership and citizenship run through all aspects of school life.

Resilience

We set a high standard, we set the standards for others. We lead by example; we lead the way.

Leadership

We work hard. We never give up , we keep going and never give up.

Citizenship

We are kind, polite and honest. We make a positive impact on others. We make a positive contribution to our school community.

TERMS AND CONDITIONS

CONTRACT

Temporary to cover Maternity Leave from 19 January 2026 until December 2026, or earlier, subject to the return of the substantive postholder

SALARY

Salary calculated in line with the Main and Upper Pay Scales.

MP1 (£32,916) - MP6 (£45,352)

UP1 (£47,472) - UP3 (£51,048)

Plus TLR1 allowance £10,173

HOURS OF WORK

32.5 per week

PLACE OF WORK

Yate Academy, Sundridge Park, Yate, BS37 4DX.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Head of Science - Maternity Cover
Responsible to:	Assistant Headteacher
Responsible for:	Not applicable

ROLE OVERVIEW

We are looking for an enthusiastic subject specialist to become Head of our Science Department. The successful candidate will motivate, challenge, support and inspire our students. They must also have relevant experience in a similar role with a proven track record.

As the Head of Science you will have excellent subject knowledge and will facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. You will also implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate.

Main purpose of the role

- Oversee/organise curriculum delivery within the Science Department.
- Make available full, up-to-date schemes of work, for the subject within the Learning Area.
- Encouraging the selection of suitable teaching and learning styles and subject matter in providing a differentiated approach to students.
- Monitor and analyse the academic performance of students on an ongoing basis and provide relevant reports when requested.
- Devise and implement appropriate intervention strategies.
- Complete self-evaluation documentation, in particular data analysis of student performance Post-16.

Duties and responsibilities

- To lead, develop and enhance the teaching practice of others, including participation in Performance Management/appraisal arrangements.
- To impact on the educational progress of students.
- To contribute to curriculum planning and delivery as applicable.
- To monitor teaching and learning as part of the Trusts DDI process.

Modelling best practice for teachers

- Demonstrate excellent performance against all of the teacher's standards and the Greenshaw Principles of Teaching.
- Contribute to the development of the Greenshaw Learning Trust by sharing effective practice, working in partnership with other schools and promoting innovation.

Staff Development

- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- To participate in whole school CPD programmes
- To take part in the staff development programme by participating in arrangements for further training and professional development

Safeguarding

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons

Generic:

- To participate in school initiatives where every person is expected to contribute to the learner's progress.
- To participate in the school's professional learning programme as agreed.
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.
- Such other duties may be reasonably allocated by your line manager or Academy Principal teacher.

The duties and responsibilities in this job description are not restrictive and the post holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Good Hons. Degree.	x	
Qualified Teacher Status.	x	
Willingness to undertake further CPD.	x	
Relevant postgraduate studies.	x	
Evidence of wider professional development		x
Skills and experience		
Previous experience as a subject Head		x
Using evidence-based information about effective learning and assessment methods	x	
Successful teaching experience in Science at Key Stage 5	x	
Understanding of Exam Board specifications	x	
An outstanding classroom practitioner	x	
Able to identify strengths and weaknesses in students and act appropriately	x	
Outstanding organisational skills to ensure efficient and effective implementation of the role	x	
Knowledge of strategies to recognise and reward efforts and achievements and the ability to encourage students to become self-reliant and independent learners	x	
Personal attributes		
Able to establish good working relationships with a wide range of people - students, colleagues and parents	x	
Ability to self-evaluate to inform improved outcomes	x	
Ability and desire to make a significant contribution to the Academy as a whole	x	
Commitment to high standards and expectations	x	
High levels of professional integrity	x	
Flexibility to undertake any role within the department	x	

Committed to the safeguarding of children	x	
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THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **9am on 22 October 2025**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held shortly after the closing date. Shortlisted applicants 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.

TAKING UP POST

The successful applicant will take up the post on 19 January 2026.



GREENSHAW
LEARNING TRUST



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