Higham Lane School

Work Hard | Be Kind | Take Responsibility

Permanent Teacher of Science (Chemistry / Physics)

Full-time / Part-time

Salary: MPR / UPR

January 2027 start

PART OF THE
Central England Academy Trust
SERVING THE HEART OF ENGLAND



Welcome from the Headteacher

Dear Applicant,

Thank you for taking the time to consider Higham Lane School as your next school as Teacher of Science. Higham Lane is a heavily over-subscribed, 11-18 comprehensive academy with just under 1500 students, set on an attractive site on the Warwickshire-Leicestershire border, easily accessible due to excellent road, train and bus connections.

We are very proud to have been rated as Outstanding by Ofsted in our last Ofsted inspection in May 2025, one of only a small number of schools in England to have achieved the highest rating that year. Achievement in all its forms: artistic, academic, social, cultural and sporting is equally valued in our diverse, knowledge-rich curriculum. We are strongly committed to ensuring that all of the young people in our care make progress, and we take great pride in securing both impressive progress and high attainment for our students, whatever their starting points. Higham Lane is one of the highest-achieving non-selective comprehensive schools in Warwickshire with an Achievement 8 score of 50.85 in 2026, which is well-above national average. Whilst there is no official Progress 8 measure this year, SISRA indicates that our progress would have been the highest ever, demonstrating that our teaching and learning and student behaviour and engagement are excellent, and students excel at Higham Lane School.

We are also delighted to have achieved equally as exceptional A level results in our Sixth Form with 36.6% A*-A and 62% A*-B, an average grade of B- and the data indicates strongly that yet again ,we will have a very high, positive VA score making Higham Lane one of the top performing Sixth Forms in Warwickshire. We are part of the Central England Academy Trust, which operates a group of primary, secondary and specialist schools across the Midlands. These include Oak Wood School, Michael Drayton Junior School and the recently opened Higham Lane North Academy, which has opened a wide range of opportunities for collaboration, promotion, staff development, recruitment and retention.

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always over-subscribed. You will find a happy, caring and purposeful environment at Higham Lane School. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be", by working hard, being kind and taking responsibility.

At Higham Lane School, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing
- opportunities to work across the MAT in a successful and growing trust

The closing date for applications is **9.00am, Friday 27th November 2026**. (If you encounter a problem in meeting this deadline, please contact the school). If you are interested in applying for this post, please click on this link https://centralenglandacademytrust.face-ed.co.uk/vacancies and select the Teacher of Science position. Alternatively, please visit our school website (www.highamlaneschool.co.uk) and click on 'Job Vacancies'.

If you would like to have a chat about this post or arrange an informal visit to see our school, please contact Emma Huxley, Subject Leader for Science on 024 7638 8123.

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the school's vetting procedure.
We really look forward to reading your application!



Yours faithfully,

Michael Gannon
Headteacher

Be the best you can be!

Welcome from the CEO of Central England Academy Trust



Thank you for your interest in joining Central England Academy Trust. Our growing Trust currently consists of a diverse family of six schools in the Nuneaton area: a large junior school, a primary special school, a secondary special school, two mainstream secondary schools and a new 2 form entry primary school (opened in September 2026). We also have a primary special school in Birmingham, which has recently became part of our Trust.

Our Trust's core values summarise what is important to us and what we actively promote:

Collaboration: working together and with others to achieve the very best for the staff, pupils and families that we serve.

Equity: recognising the individuality and uniqueness of our staff and pupils, and that we do not all start from the same place. We strive to provide all of our staff and pupils with what they need in order to have equal access to opportunities, to thrive and to succeed.

Aspiration: to be ambitious for all of our staff and pupils and have the highest expectations of them, supporting them to achieve to the very best of their potential.

Trust: ensuring that everyone in our MAT feels safe and supported in all that they do.

I hope this application pack provides you with the information needed to consider applying for this position, and I wish you every success with your application.

Best wishes

Andrew Dickinson
Chief Executive Officer

Employee Benefits of working at Central England Academy Trust

We strive to be an employer of choice, and are committed to ensuring our employees feel valued, appreciated and at the heart of what we do.

We have a number of core benefits which include:

Professional Development

- We support all our schools and services to offer professional development that is rooted in the evidence of what improves teaching and learning
- We listen to what your career aspirations are and how we can support you within your role
- We provide Trust-wide CPD in key areas, including SEND, behaviour and teaching and learning
- We support staff in accessing a wide range of qualifications, including Diplomas, Masters and National Professional Qualifications (NPQs)

Appraisal

- Our staff appraisal focuses on supporting our employees to be the very best they can be. There is no performance-related pay in our Trust, and we put staff at the heart of what we do so they can put children at the heart of what they do

Apprenticeship Levy

- As a large employer we pay into the Apprenticeship Levy Fund and are therefore able to offer a wide range of apprenticeships to both new and existing staff.

Pension Schemes

- A contributory pension scheme relevant to your role: Teachers' Pension Scheme for teaching staff, and the Local Government Pension Scheme for non-teaching staff.

Employee Support Schemes

- Subsidised eye care for extended VDU users
- A Gym Membership Scheme
- A Cycle to Work Scheme
- An Employee Assistance Programme, providing practical and emotional support.
- An Employee Benefits Scheme, offering discounts on everyday essentials
- A Health Cash Plan benefit, providing reimbursements for various health-related expenses, including dental treatments, optical care, physiotherapy and more



How to apply

Please apply by clicking https://centralenglandacademytrust.face-ed.co.uk/vacancies Alternatively please visit our school website (www.highamlaneschool.co.uk) and click on 'Job Vacancies'. The deadline is **9.00am, Friday 27th November 2026.**

If you would like to have a chat about this post or arrange an informal visit to see our school, please contact Emma Huxley, Subject Leader for Science on 024 7638 8123.

Dates: selection activities and interviews for shortlisted candidates are likely to take place later that week. **Please note that the school reserves the right to close the application process early if we identify suitable candidates. To avoid disappointment, please submit your application as soon as possible.**

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure.

Why work for Higham Lane School?

Excellent Continuous Professional Development (CPD)

- we are passionate about teaching and learning, always developing our practice and learning from each other.
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques.
- we provide bespoke career stage training such as NPQLT, NPQLTD, NPQSL, NPQML and NPQH to ensure professional development is continuous.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches.
- we are local delivery partners for the Early Career Teacher and Mentor Induction programmes.

Reducing Workload

- we are committed to reducing teacher workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively.
- we value our staff as experts in their subjects.
- staff work very effectively in their subject teams to produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use Knowledge Organisers for revision during homework and peer-assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.

Behaviour for learning that empowers staff

- we empower teachers to teach and students to learn.
- students' behaviour is excellent.
- our SLT and Progress Leaders move around our site during every lesson to visit lessons, support teachers and uphold our ethos.

Staff Wellbeing

- Staff wellbeing is very important to us. We care about each other.
- We ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- We ensure emails are used sparingly and only at agreed times.
- We support staff to look after themselves, for example through our health awareness events.
- We get on well together and celebrate our many achievements in a range of social events.

Serving our community

- Students play an active part in the running of our school and student voice is important to us.
- We have excellent relationships with parents/carers and value their feedback.
- We actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank and Edward Street Food Kitchen.

What are we looking for?

Job Title:
Permanent Teacher of Science (Chemistry / Physics)

BROAD DESCRIPTION:

Applications are invited from suitably-qualified, experienced and enthusiastic teachers to teach Chemistry or Physics at Key Stage 3 and Key Stage 4.

General Duties and Responsibilities

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers'
Standards, which can be found at: https://www.gov.uk/government/publications/teachers-standards
Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reports and liaison with other staff as necessary.
Please note our clear expectations regarding personal and professional conduct of staff and the safeguarding of students:

•To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.

•To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.

•To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Key Responsibilities

Person Specification for Permanent Teacher of Science (Chemistry/Physics) (full-time or part-time)

1= application form; 2= selection day activities; 3=documentary evidence.

Category	E/D	Criteria Indicated E (Essential) or D (Desirable)	How Identified
Qualifications	E	Degree level qualification. Qualified Teacher Status.	1,3
Experience	E	Experience of teaching Key Stage 3 Science and Key Stage 4 Chemistry/ Physics.	1
	D	Experience of teaching A-level Chemistry.	1
Knowledge and understanding	E	Of exam board specifications for GCSE Chemistry/Physics.	1,2
	D	Of exam board specifications for A-level Chemistry.	
	E	Of a range of effective, differentiated teaching and learning, assessment for learning and marking and feedback techniques.	
	E	Of how to make secure judgements relating to student progress and performance.	
	E	Of how to use ICT to enhance teaching and learning and raise standards.	
Professional Skills and Attributes	E	The ability to motivate, influence and challenge all students to achieve their best performance. The ability to consistently deliver 'good' or 'outstanding' lessons. The ability to assess students' work and offer them feedback in line with the School's Marking and Feedback Policy. The ability to ensure excellent Behaviour for Learning of students. The ability to be well-organised, keep efficient records and meet deadlines. The ability to communicate effectively. The ability to work effectively as a member of a team. The ability to take responsibility for your own professional learning. Energy, enthusiasm, commitment and perseverance.	1,2
Health and Attendance	E	A good health and attendance record.	3

Safeguarding

Please note our clear expectations regarding personal and professional conduct of staff and the safeguarding of our students:

- To have total regard for the need to safeguard students' wellbeing, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

We are committed to safeguarding and promoting the welfare of the children and young people and expect all staff to share this commitment.

All successful applicants will be subject to an enhanced DBS check and will also be taken through the school's vetting procedure.

Higham Lane School is also strongly committed to protecting personal data. Our Privacy Notice, which can be found under the GDPR section on the School website, describes why and how we collect and use personal data and provides information about individuals'' rights.



How to find us



Higham Lane School
Shanklin Drive, Nuneaton, CV10 0BJ

contactus@highamlaneschool.co.uk
www.highamlaneschool.co.uk
Telephone: 02476388123