

Hartsdown Academy



➤ Science Teacher

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## Appointment Details

**Job Title:**  
Teacher of Science

**Reporting to:**  
Head of Science

**Employment Status:**  
Full Time / Permanent  
Teachers Main Pay Scale

**Job Location:**  
Hartsdown Margate

**Closing Date:**  
20th April midday

**Interviews:**  
6th May 2026

**Start Date:**  
September 2026

## The School

### Our Just Cause

At Hartsdown we are on a mission to provide an 'Education for an amazing life'. Every day, we embody our STRIVE values - Scholarship, Teamwork, Resilience, Integrity, Vision, and Excellence - we use these values to guide us. We ensure that, no matter what, we help our students to pursue their ambitions.

We are a school that places the individual needs of our students at the heart of every decision. This commitment shapes our culture, curriculum, pedagogy and decision making every day; ensuring that every member of our community has the opportunity to thrive and make a meaningful impact: locally, nationally, and globally.

Being part of the Hartsdown family means joining a mission to create a better and more peaceful world; one where education is about academic success, alongside developing compassionate, kind, purposeful individuals who are ready to make a difference in the world.

## Our Pillars

Academic Ambition	Opportunity	Culture
We challenge every student to achieve excellence through a rich curriculum, expert teaching, and a focus on curiosity, resilience, and continual progress. We give our students the keys to their next steps.	We provide all of our students with enriching experiences beyond the classroom that develop confidence, character, leadership, and real-world readiness.	Our culture is built on strong relationships, kindness, and care. Our students matter and our actions reflect this. Our high expectations and strong routines help every student succeed.
Outcomes / Progress Teaching & Learning Curriculum 6th Form GCSE / Vocational MYP Destinations	Student Leadership The Arts / Drama Sport House activities Careers Trips Enrichment	Hartsdown Culture - Relationships STRIVE Values Safeguarding SEN Routines High Expectations Celebration Attendance



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## The Role

We are looking for a highly driven and inspirational teacher of science who would relish the opportunity to become part of our successful science department. If this describes you, we will give you great training and opportunities to develop and progress.

The ideal candidate will have high expectations of young people and want to progress in their career. They will have a commitment to ensuring that children can achieve their full educational potential. They will hold positive values and attitudes and adopt high standards of behaviour in their professional role.

## The Department

The Science department is well established and plays a prominent role in the life of Hartsdown. The department has developed rapidly in recent years with greatly improving results, strong teaching across the department and a high level of engagement from students.

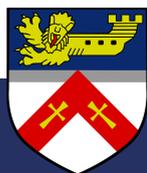
The department has dedicated teaching spaces which allow students to engage fully in practical science; this process is further supported by a full time science technician, ensuring that lessons are well resourced and supported.

In KS3 we follow the IB Middle Years programme which enables students to develop an inquiry based approach to their learning with a focus on practical skills and wider scientific understanding in addition to foundational scientific knowledge. At Key Stage 4 students follow either AQA Separate Sciences or the AQA Trilogy Combined Science course. At Key Stage 5 we currently offer BTEC Applied Science (Level 3) as part of their IBCP Course but are expanding this further next year to include AAQs in Medical Science and IB Environmental Systems and Societies.

Potential candidates would need to be able to support students throughout the key stages in terms of preparation for future steps and in their love of science. We are keen to see the continued growth of extra-curricular opportunities to build on what already exists in terms of science clubs and student and parental engagement with the department throughout the school year.

## Benefits

- An exciting environment where you can really make a difference
- Being part of a small local trust that is totally committed to its staff and children
- Significant opportunities for CPD and development within the school and trust
- Leadership training and pathways exist within the trust
- Teacher Pension Scheme
- Use of school gym
- Annual flu vaccination
- IT and cycle scheme



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## Job Description

### General Description

This job description should be read in conjunction with General Duties and Responsibilities of a professional school teacher as contained in the School teachers' Pay and Conditions Document.

Alongside the Headteacher, Deputy Headteachers and Governors, the Assistant Headteacher will play a central role in maintaining and developing a safe, open and vibrant learning Community.

### Specific Responsibilities

#### a) Curriculum Organisation and Delivery

- To plan and deliver outstanding lessons that engage and excite children and ensure that all students make good and better progress
- To develop and review, along with appropriate colleagues, syllabuses and schemes of work designed to meet the needs of all students and establish the school's ethos and values.
- To monitor the progress of all students taught, ensuring high standards of work with reports to Subject Leaders/line manager when agreed
- To ensure effective liaison with student services, inclusion for students with special educational needs and external agencies as required.
- To follow the school policies on setting home learning

#### b) Assessment and Monitoring

- To follow the agreed whole school policy on assessment and monitoring
- To communicate with parents about students' progress through reports, parents' evenings etc.
- To follow the guidelines on rewarding achievement
- To participate in public and internal examination and assessment arrangements

#### c) Staff Development

- To participate in appropriate arrangements for in service training and contemporary professional development
- To participate in arrangements made for appraisal including observations and lesson 'drop ins'
- To participate in meetings regarding performance



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## Job Description continued

### d) Management

- To implement agreed whole school and subject policies
- To take part in scheduled meetings with colleagues and parents in accordance with the school's programme
- To keep records through the schools management systems of attendance at every lesson, together with class and home learning set
- To maintain good order and behaviour in the classroom
- To be responsible for maintaining teaching rooms in a clean and tidy state and facilitating the display of students' work
- To be responsible for the best use of resources, including ICT
- To be aware of and adhere to all school Health and Safety procedures
- To share in supervisory duties in accordance with the school's published rotas
- To share in cover for absent colleagues
- To keep up to date with all school information e.g. annual calendar, intranet, staff briefing etc

### e) Tutor

- To share in the corporate responsibility for the development, education and wellbeing of students in accord with the school's policies
- To carry out the role of a tutor, including pastoral support, communicating with parents, and identifying and addressing, with colleagues, issues that are likely to result in underachievement.

### f) Other Specific Duties

- To develop and run an after school club
- To work to ensure that attendance is high
- To monitor attendance and take action with the Head of Year and other colleagues where attendance falls
- To enable the tutor group to celebrate life events such as birthdays
- To continue personal professional development as agreed.
- To engage actively in the appraisal process.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level. The duties contained in this JD will change over time and the job-holder will be expected to cooperate where such changes are reasonable



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## Person Specification

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

Qualifications and Training	Essential	Desirable
QTS or Equivalent	•	
Relevant Degree	•	
2:1 or better		•
Postgraduate Degree		•
Commitment to continuing professional development activities		•
Professional Attributes		
A commitment to “go the extra mile” to ensure the best outcomes for every child	•	
Have high expectations of young people including a commitment to ensuring that they achieve their full educational potential	•	
Hold positive values and attitudes and adopt high standards of behaviour in their professional role	•	
Excellent communication skills (verbal and written)	•	
Commitment to professional development and collaborative working	•	
Professional Knowledge and Understanding		
Have a good, up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential	•	
Have the knowledge and skills to teach a second subject	•	
Know the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to public examinations and qualifications	•	
Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities	•	
Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people	•	
Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential		•



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## Person Specification Continued

Professional Skills		
Plan for progression across the secondary age and ability range, designing effective learning sequences within lessons and across series of lessons informed by secure subject and curriculum knowledge	•	
Design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within the secondary phase and context	•	
Plan, set and assess homework, other out-of-class assignments and coursework for examinations, where appropriate, to sustain learners' progress and to extend and consolidate their learning	•	
Teach challenging, well organised lessons and sequences of lessons across the secondary age and ability range	•	
Use an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and take practical account of diversity and promote equality and inclusion	•	
Use assessment as part of the teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching	•	
Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy	•	
Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge		•
Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback		•



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Hartsdown Academy, alongside Dane Court Grammar School, King Ethelbert School, The Royal Harbour Academy, Newington Community Primary School and Cliftonville Primary & Pre-School, is a proud member of the Coastal Academies Trust, a family of schools committed to raising aspirations, transforming outcomes and lives across Thanet.

Being part of CAT gives our students and staff access to exceptional collaboration, shared expertise, and a strong culture of mutual support. Through trust-wide professional development, joint curriculum innovation, and a collective drive for excellence, we benefit from the strength of working together to ensure every young person thrives.

<https://www.coastalacademiestrust.co.uk/>



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