



CANDIDATE PACK

Science Teacher



Start date:
ASAP

Location:
Old Homesdale
Road, Bromley
BR2 9LJ



About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Bromley campus (BBAB), we cater for 14-19 year olds with a focus on embedding core skills in addition to vocational qualifications including, Music, Food Studies, Construction and Motor Bike.

**BROMLEY
BEACON
ACADEMY**





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Values

Relationship

Integrity

honesty

Trust

Teamwork

BROMLEY
BEACON
ACADEMY



Job Description

Job title: Science Teacher

Salary: MPS1-MPS6 on the Outer London Payscale plus SEN 1 Allowance

Contractual Hours: 25 Hours

Position Status: Permanent

Reporting to: Headteacher and Assistant Headteacher

About our Vacancy:

The postholder will plan, deliver, and assess high-quality Science lessons that are accessible, engaging, and inclusive for SEND pupils.

The Science Teacher will support pupils in developing scientific knowledge, enquiry skills, curiosity, and understanding of the world through a broad, differentiated and adapted science curriculum. The role promotes independence, confidence, critical thinking, and preparation for further learning and life beyond school

Bromley Beacon Academy is an all through Social, Emotional and Mental Health School (SEMH) in Bromley, offering a specialist educational provision to pupils in Key Stages 1 to 5 who have an EHCP or Statement for SEMH as their primary need. The school converted to an academy in February 2016 and joined London South East Academies Trust. London South East Academies Trust, part of the Elevare Group, is a thriving multi-academy Trust consisting of schools offering special, mainstream and alternative provision.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels.



Job Description

Duties and Responsibilities:

Teaching and Learning:

- Plan and deliver creative, adaptive Science lessons that meet the diverse needs of pupils with SEND.
- Adapt teaching methods, resources, practical activities, and investigations to ensure all pupils can access and enjoy Science.
- Develop pupils' scientific knowledge, enquiry skills, observation, investigation, problem-solving, and critical thinking skills.
- Create a safe, positive, and stimulating learning environment, including the safe use of laboratory equipment and materials.
- Monitor, assess, and record pupil progress in line with school policies.
- Use assessment data to inform planning and set appropriate learning targets.
- Support pupils in developing independence, resilience, and positive attitudes towards learning Science.
- Promote curiosity, scientific literacy, and an understanding of how Science relates to everyday life.



SEND and Inclusion:

- Understand and respond effectively to a range of needs, including Autism Spectrum Condition (ASC), ADHD, Social, Emotional and Mental Health (SEMH) needs.
- Implement Education, Health and Care Plans (EHCPs) and individual learning strategies within Science lessons.
- Work closely with teaching assistants and therapists to support individual pupil needs.
- Ensure reasonable adjustments are made to maximise participation and achievement in Science.

Safeguarding and Wellbeing:

- Maintain responsibility for the safeguarding and welfare of all pupils.
- Follow school safeguarding procedures and report concerns promptly.
- Promote positive behaviour management strategies in line with school policies.
- Support pupils' emotional wellbeing through positive relationships and encouragement.

Communication and Partnership Working:

- Work collaboratively with parents, carers, therapists, and external professionals to support pupil development.
- Contribute to Annual Reviews, EHCP reviews, and multi-agency meetings as required.
- Provide clear and accurate reports on pupil progress and achievement.
- Attend staff meetings, training sessions, and professional development activities

Wider School Contribution

- Organise and support Science enrichment activities, STEM events, competitions, and educational visits as appropriate.
- Contribute to the development of the Science curriculum and whole-school improvement initiatives.
- Support educational visits and outdoor learning opportunities.
- Participate fully in the wider life of the school.

General Requirements:

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the academy change over time.

Person Specification

Education and Qualifications	Essential	Desireable
Qualified Teacher Status, or equivalent teaching qualification	√	
Degree in Science or a related scientific discipline	√	
Knowledge and Experience	Essential	Desireable
Experience of teaching Science	√	
Knowledge of SEND and inclusive teaching practices	√	
Understanding of safeguarding and child protection responsibilities	√	
Experience adapting lessons to meet a wide range of learning needs	√	
Ability to manage behaviour positively and effectively	√	
Experience working in a special school or alternative provision setting.		√
Trained in ADHD, PRICE training, Positive Behaviour Support, or related SEND approaches		√
Experience delivering practical Science investigations and adapting experiments for SEND learners		√

Skills and Competencies	Essential	Desireable
Excellent communication and interpersonal skills.	√	
Strong classroom and behaviour management skills	√	
Ability to motivate and engage pupils with diverse needs	√	
Good organisational and planning skills	√	
Ability to work effectively as part of a multidisciplinary team.	√	
Commitment to inclusive education and pupil-centred practice	√	
First Aid qualification		√

Safeguarding Statement

Bromley Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful applicant will be subject to an enhanced DBS check, reference checks, and all other safer recruitment requirements.

Equal Opportunities

Bromley Beacon Academy is committed to equality, diversity, and inclusion and welcomes applications from all suitably qualified individuals regardless of age, disability, gender identity, race, religion or belief, sex, or sexual orientation.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.



How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

