



# Welcome to our Trust

Teacher of Science  
Recruitment Pack



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# Welcome to Anglian Learning



Thank you for your interest in the position of Science Teacher.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Joanna Handsley, HR Officer at [hrrhub1@anglianlearning.org](mailto:hrrhub1@anglianlearning.org)

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

**Jonathan Culpin**  
**CEO, Anglian Learning**



# Our Values:

## Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



## Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



## Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively



## Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds





# About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties and eighteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.



In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than

**11,100**

pupils

Employing over

**1,650**

members of staff

**3**

counties

**22**

academies

# About Bassingbourn Village College



Bassingbourn Village College has just celebrated its 70th Birthday, being established as part of the Village College movement, opening in 1954. We are proud of this rich academic tradition but are now looking to become a high performing, happy and successful college, with a strategic plan to achieve this ambition by our 75th Birthday in 2029. To achieve this, we will need excellent, passionate leaders who believe in our potential to be a truly inclusive, community centred school that demands the best outcomes for all.

Bassingbourn Village College is an 11-16 mixed comprehensive school with a growing student body, currently 670. This enables us to know our students as individuals and foster our core values of respect, responsibility and residence. With a new Principal starting in September 2024, Bassingbourn is looking to build on its strong foundations and develop a rich and inspiring curriculum led by passionate and high quality staff.

Our close-knit Senior Leadership Team combines diverse professional expertise, hands-on experience, and a shared passion for education. We work collaboratively to set strategic goals, drive key initiatives, and foster a high-performance culture that inspires both students and colleagues within the school and across the Trust. Together, we are dedicated to shaping an environment of excellence and continuous growth.



# Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

## Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a myriad of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Rosie Holland, HR Officer, on [hrrhub1@anglianlearning.org](mailto:hrrhub1@anglianlearning.org).

# Benefits

Other benefits and support available to all Trust employees include:



Career Average  
Revalued Earnings  
Pension Scheme  
(CARE)



Cycle to Work Salary  
Sacrifice Scheme



Free membership to all  
Anglian Learning Sports  
Centres



20% discount on  
Anglian Learning Adult  
Education Courses



Professional Development  
Scheme Policy



Employee Assistance  
Programme



Specsavers VDU Vouchers



Boots Flu Vouchers



Perkbox – a benefit, reward and  
recognition platform offering a  
wide range of discounts on high  
street and online shopping





# Role Summary

## CORE PURPOSE

- To teach all Sciences in line with the curriculum.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of pupils.
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- To contribute to raising standards of pupil attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

## VISION AND EXPECTATIONS

We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence. Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust.

<b>SALARY:</b>	<b>Main Pay Scale, Points 1 (32,916 FTE) to Upper Pay Scale 3 (£51,048 FTE)</b>
<b>HOURS:</b>	<b>Full time/Part Time</b>
<b>PENSION:</b>	<b>Teachers Pension Scheme</b>
<b>DISCLOSURE LEVEL:</b>	<b>Enhanced DBS plus Barred List Checks</b>
<b>LOCATION:</b>	<b>The post holder will be based at Bassingbourn Village College but will be expected to work across the Trust and to travel between sites.</b>
<b>RESPONSIBLE TO:</b>	<b>Head of Department</b>

#### MAIN RESPONSIBILITIES

##### Operational/Strategic Planning

- To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work.
- To contribute to the curriculum area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning.

##### Pupil Progress

- Ensure that individual student targets and anticipated grades are standardised and up-to-date.
- Set and monitor targets for the performance of each class.
- Develop a clear intervention process, outlining the actions that will occur if a pupil falls beneath their target grades.
- Scrutinise assessment data in the contexts of the performance of individuals, classes, and departments, intervening as required. Arrange the monitoring/mentoring of individual pupils, involving parents at all stages of the process.

##### Pupil Behaviour

- To ensure that behaviour for Learning principles and behaviour policy are presented and applied across the faculty.
- Lead behaviour for Learning within the faculty.
- Establishing clear discipline standards and craft skills to effectively manage behaviour.
- Maintaining a clear stepped approach towards managing challenging behaviour.
- Developing a faculty response to behavioural incidents, including the contacting of parents, Heads of Learning and Form Tutors. Liaise with in-house inclusion provision and external agencies as appropriate.
- Managing systems to record and monitor behavioural incidents.
- Discussing individual pupils with CLT line managers.
- Sharing good practice within the faculty.
- Share successful practices with other Heads of Faculty at regular meetings.

## **Pupil Guidance and Support**

- Provide information to pupils and parents regarding option choices and further education opportunities at 16+.

## **Staffing**

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.

## **Staff Development**

- To continue personal development in the relevant areas including subject knowledge and teaching methods.

## **Recruitment/Deployment of Staff**

- To engage actively in the Performance Management process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

## **Communication**

- To communicate effectively with the parents of pupils as appropriate where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

## **Quality Assurance**

- To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy.
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

## **Marketing and Liaison**

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

## **OTHER DUTIES AND RESPONSIBILITIES**

- Encourage a range of activities which will help to motivate and inspire pupils in your faculty area e.g. trips or visiting speakers.
- Take every opportunity to celebrate successes within your faculty.
- Facilitate the development and upkeep of faculty information shared via the school website and home/school communications.
- Take part in and help organise open evenings.
- Ensure that all communications with parents take place through the main school office. Fulfil the obligation self- evaluation as outlined in the College Self Evaluation
- Any other duty as requested by the Principal or nominated deputy which is commensurate with the post and appropriate to the seniority and professional experience of the post holder.

# Person Specification

Teacher of Science  
Bassingbourn Village College



## Qualifications and Training

### Essential:

- Degree in Science or related subject
- QTS GCSE grade C+/4+ or equivalent in Maths and English

### Desirable:

- Further qualification & evidence of continuing professional development.

## Experience

### Essential:

- Successful teaching experience during ITT placements and/or as a fully qualified teacher.
- Evidence of teaching Biology, Chemistry and Physics at KS3 and KS4 level.
- Experience maintaining a positive learning environment.
- Evidence of strategies successfully used to manage challenging behaviour.
- Demonstrable impact on student achievement and progress.
- Experience using data to inform teaching and improve outcomes.

### Desirable:

- Experience in fully comprehensive school across the spectrum.
- Extra-Curricular or Wider School Involvement.
- Experience using digital tools or virtual platforms, e.g. Google Classroom



# Person Specification

Teacher of Science  
Bassingbourn Village College



## Skills and Knowledge

### Essential:

- Awareness of pedagogical approaches to mixed-ability teaching.
- Able to work collaboratively with others;
- Able to form good relationships with students.
- Able to motivate students.
- Energy and enthusiasm.
- Excellent communication and interpersonal skills.
- Expertise in the teaching of the relevant subject including evidence of excellence in own work as a practitioner.
- Good knowledge and understanding of current issues in learning and teaching.
- Knowledge of subject specific health and safety procedures.
- Able to follow school level health and safety policies.
- A reflective practitioner.

### Desirable:

- Understanding of current curriculum developments in KS3 and KS4 Science.
- Interest in or knowledge of STEM enrichment.
- Proficiency in using technology to enhance learning.

## Personal Attributes

### Essential:

- Be a team player.
- Highest levels of integrity and probity and a commitment to highest levels of effort, endeavour and focus on standards.
- High standards of behaviour in the professional role.
- Commitment to form and maintain appropriate relationships and personal boundaries with young people.
- Commitment to safeguarding and promoting the welfare of young people.
- Satisfactory DBS check, Medical Clearance and Reference.

# How to apply

## Dates

<b>CLOSING DATE:</b>	<b>13th April 2026</b>
<b>INTERVIEW DATES:</b>	<b>TBC</b>
<b>START DATE:</b>	<b>September 2026</b>

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via [HRHub1@anglianlearning.org](mailto:HRHub1@anglianlearning.org)

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org).

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



# Get in touch

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