



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
Teacher of Science.

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 Students 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 Laura Goodall, at hrrhub2@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 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 Students and employing over 1000 staff across three counties, Students, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity 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

Students

Employing over

1,650

members of staff

3

counties

22

academies

About Joyce Frankland Academy



It is with great pride and excitement that I welcome you to Joyce Frankland Academy, Newport.

Our academy is a community focused school, rooted in a rich and inspiring history. The school was founded in 1588 by Dame Joyce Frankland, a visionary whose love for learning continues to shape our culture today. Her words, “the love I bear learning”, remain at the heart of our mission, reminding us that education is not only about achievement but also about nurturing curiosity, character, and lifelong growth.

Our school is built on the values of **Aspiration, Respect, and Responsibility**. These values guide everything we do. We believe that every young person deserves to be known, valued, and to achieve success. That's why we work tirelessly to understand each student's unique strengths and areas of development, helping them to unlock their potential and pursue their dreams and aspirations with confidence.

We are proud of our culture that celebrates achievement in all its forms- academic, creative, personal and social. Whether it's through academic outcomes, acts of kindness, leadership in the community, or resilience in the face of challenge, we recognise and honour the many ways our students develop and succeed.

We work in partnership with our families and wider community to continue building a school where every child thrives. Together, we ensure that Dame-Joyce Frankland's legacy lives on, inspiring generations to come with a love of learning and a belief in their ability to shape a better future and make a difference in the world..

Mrs D. Warwick BSC (Hons) NPQEL
Academy Principal

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 range 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 Laura Goodall, at hrrhub2@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



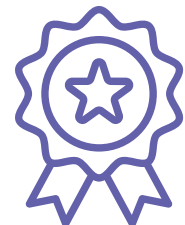
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for Students and to support a designated curriculum area as appropriate
- To monitor and support the overall progress and development of Students
- To facilitate and encourage a learning experience which provides Students 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

SALARY:	Main PayScale point 1 (£32,916 FTE) - Point 6 (£45,352 FTE)
HOURS:	Full time/ Part time 2 positions available
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS <plus Barred List Checks>
LOCATION:	The post holder will be based at Joyce Frankland Academy but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Head of Science

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

Curriculum provision

- To assist the Head of Department and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives

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

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

Management information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for the MIS system, registers, etc.
- To complete the relevant documentation/online records to assist in the tracking of Students
- To track pupil progress and use information to inform teaching and learning
- To ensure the security and confidentiality of all such information

Communications

- To communicate effectively with the parents of Students as appropriate
- Where appropriate, to communicate and co-operate with persons or bodies outside the school
- To follow agreed policies for communications in 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

Management of resources

- To contribute to the process of the ordering and allocation of equipment and materials
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the Students

Qualifications, Experience, Skills and Knowledge

Essential:

- Good honours degree in a relevant subject
- Qualified Teacher Status (or pending for ECT applicants)
- GCSE grade C+/4+ or equivalent in Maths and English
- Recent experience of teaching English or a related subject to at least GCSE or equivalent level (or evidence of teaching a range of classes if ECT applicant)
- An excellent communicator who is able to work effectively with Students, parents, colleagues and outside agencies
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate Students
- Ability to establish productive working relationships and work well in a team
- Has excellent subject knowledge and is aware of best practice in teaching, including effective use of AfL
- An excellent communicator, both orally and in writing

- Commitment to equality of opportunity and high aspirations for the achievement of all Students ,including those coming from disadvantaged backgrounds.
- Evidence of a commitment to the safeguarding of all young people
- Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes
- Excellent use of AfL strategies in teaching and learning within the classroom
- A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes

Desirable:

- Experience of involvement in extracurricular English activities
- Evidence of the successful use of ICT within teaching and learning
- Evidence of ability to develop positive and effective relationships with Students, staff, governors, parents/carers and other stakeholders
- An awareness of new technologies, their use and impact

Personal Qualities

- Enthusiasm, energy and personal dynamism
- Approachable, friendly and patient
- Artistic, creative and passionate about their subject
- Able to prioritise and meet deadlines
- A liking and respect for young people
- Appropriate professional relationship with colleagues, parents and children
- High level of integrity, honesty and fairness **12**

How to apply

Dates

CLOSING DATE: Monday 11th May 2026

INTERVIEW DATES: Monday 18th May 2026

START DATE: September 2026

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!

If you are passionate about Teacher of Science and meet the person specification we invite you to apply for this exciting opportunity via https://ce0976li.webitrent.com/ce0976li_webrecruitment/wrd/run/ETREC179GF.open?WVID=6122900071

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via hrhub2@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.

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 Students attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



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