



# 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 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 HR team at [hrrhub2@anglianlearning.org](mailto: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 pupils and employing over 1000 staff across three counties, pupils, 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**

pupils

Employing over

**1,650**

members of staff

**3**

counties

**22**

academies

# About Sawston Village College



Thank you very much for your interest in a position at Sawston Village College. We hope the information in this pack will encourage you to apply.

Sawston Village College is a highly successful and welcoming 11–16 academy where pupils are at the centre of all that we do. We work collaboratively to provide a positive, safe and calm learning environment in which all pupils can thrive.

The College was named the State 11–16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024). Our focus is the achievement and wellbeing of our 1,198 pupils within a culture based on community, ambition, respect and endeavour.

In 2025, the College achieved outcomes above national averages, including 61% gaining grade 5+ in English and Maths, 37% at grade 7 or above across all subjects and a positive P8 score, with pupils progressing successfully to their preferred post-16 pathways.

This success is based on a firm belief that all pupils, whatever their background or ability, can achieve their potential. We are determined to recruit, develop and retain excellent staff through high-quality professional development and a caring, supportive culture. As noted by our Ofsted report in May 2023, Sawston Village College is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach.

Thank you, in anticipation, for the time you will give to your application.

**Mr Jonathan Russell**  
**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 HR team at [hrhub2@anglianlearning.org](mailto:hrhub2@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



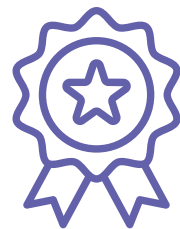
Employee Assistance Programme offering a range of services to staff and their families



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

We are seeking to appoint a Teacher of Science, to join our successful Science Faculty at Sawston Village College from September 2026. This is a full-time position; however, we welcome applications from candidates seeking part-time hours and are happy to discuss flexible working arrangements.

The role will involve teaching Science at Key Stages 3 and 4; the ability to teach Physics at Key Stage 4 would be advantageous.

Our Science Faculty is well-equipped, well-resourced, and highly organised, with a strong commitment to inspiring a passion for Science through a broad, engaging curriculum and a rich extra-curricular programme. This role offers excellent opportunities for professional development and career progression within a supportive and ambitious team.

We welcome applications from both experienced teachers seeking their next opportunity and Early Career Teachers (ECTs).

## The Science Department

### The Team

The faculty consists of a team of teachers and technicians who are committed, dynamic and innovative. There are currently eleven members of teaching staff, along with three technicians. There are two specialist teaching assistants linked to Science. Within the faculty, the management roles comprise the Head of Science, the Deputy Head of Science and a KS3 Coordinator. There is an expectation upon each member of the team to take on a wider role within the department in order to further develop both themselves and the performance of the faculty.

There is a supportive and positive atmosphere amongst colleagues, and a genuine sense of teamwork and togetherness, which continues to drive our success. Experimentation and sharing new pedagogies and resources is encouraged.



## Science Department Continued...

### Examination Success

The department regularly achieves excellent examination results and continues to strive for further improvement.

In the separate sciences, for 66 pupils, results in 2024 were as follows: Biology 7+ 83% and 5+ 100%; Chemistry 7+ 83% and 5+ 100%; Physics 7+ 83% and 5+ 98%. In Combined Science, for 136 pupils, 80% achieved 4/4+, 60% achieved 5/5+ and 26% achieved 7/7+.

### Accommodation and Resources

The Science faculty is based in a superb single-storey wing with nine spacious laboratories, widely admired by visiting colleagues. Most teachers are allocated their own laboratory, and there is a large preparation area and a Science staff room/work room.

Each laboratory is designed for group interaction and practical work, and we are well resourced to deliver required practical content, which is integral to our philosophy of teaching Science. All laboratories are equipped with LCD touch-screen whiteboards.

We use G-Suite applications for setting homework to support revision and reduce marking workload, alongside online platforms such as Educake.

### Curriculum

Pupils complete a two-year KS3 course developed within the department, designed to feed into the AQA GCSE Science course. The course is fully resourced with lesson presentations, printed materials and embedded web links.

The GCSE course is similarly resourced, with each teacher taking responsibility for specific units and contributing to ongoing resource development. We teach the AQA Trilogy course for Combined Science and the Separate Sciences (Triple) course for the most able pupils.

### Enrichment

The Science faculty runs a popular weekly STEM club. Junior STEM is attended by around 15 Year 7/8 pupils working towards a Crest Award, while Senior STEM attracts 10–15 committed Year 9–11 pupils.

The department also organises a range of trips and enrichment activities, including regional STEM events, national exhibitions and competitions.

# Job Description

## Teacher of Science



**SALARY:** Classroom Teacher Pay Scale M1 (£32,916) to U2 (49,232)

**HOURS:** Full time , term-time

**PENSION:** Teachers Pension Scheme

**DISCLOSURE LEVEL:** Enhanced DBS plus Barred List Checks

**LOCATION:** Sawston Village College

**RESPONSIBLE TO:** Head of Department

### MAIN RESPONSIBILITIES

- Teach Science across Key Stages 3 and 4, ideally Physics.
- Plan and deliver a broad, balanced and engaging Science curriculum that meets the needs of all learners
- Monitor, assess and support the progress and development of pupils in Science
- Create a positive and inclusive learning environment that enables all pupils to achieve their full potential
- Contribute to raising standards of attainment and achievement in Science across the department
- Support the wider aims of the school, promoting pupils' personal development alongside academic success

### Teaching and Learning

- Deliver high-quality teaching of Science across Key Stages 3 and 4
- Plan lessons that meet the needs of all learners and support excellent progress
- Assess, record and report on pupil progress in line with school policies
- Provide clear and constructive feedback to support learning
- Use a range of teaching strategies to engage and challenge pupils
- Promote high standards of behaviour, effort and achievement
- Contribute to curriculum development and the preparation of teaching materials
- Support pupils' development of literacy, numeracy and digital skills within Science

### Curriculum and Development

- Contribute to the planning, development and review of the Science curriculum, including schemes of work and teaching resources
- Support the delivery of a broad, balanced and relevant Science curriculum
- Contribute to the department's development plan and improvement priorities
- Keep up to date with developments in Science education and curriculum changes
- Support enrichment opportunities, including extra-curricular activities where appropriate

# Job Description Continued...

## **Pupil Progress & Pastoral Care**

- Promote the academic progress and personal development of all pupils
- Contribute to a positive, inclusive and orderly school environment
- Undertake the role of form tutor or support a designated group of pupils as required
- Monitor attendance, punctuality and behaviour, taking appropriate action where necessary
- Build positive relationships with pupils to support their wellbeing and engagement

## **Assessment & Quality Assurance**

- Use assessment data effectively to inform planning and raise standards of attainment
- Contribute to departmental self-evaluation, monitoring and review processes
- Participate in lesson observations, work scrutiny and other quality assurance activities
- Reflect on and evaluate own teaching practice, implementing improvements where needed
- Support whole-school quality assurance procedures and expectations

## **Professional Responsibilities**

- Engage fully in the school's appraisal and performance management processes
- Take responsibility for ongoing professional development, including subject knowledge and pedagogy
- Work collaboratively as part of the Science Faculty and wider staff team
- Communicate effectively with parents/carers regarding pupil progress and wellbeing
- Contribute to whole-school events such as Open Evenings, Parents' Evenings and transition activities
- Support the effective deployment of support staff within the classroom

## **Safeguarding & Wider Contribution**

- Safeguard and promote the welfare of children and young people in line with school policies and statutory guidance
- Maintain high standards of professionalism, confidentiality and conduct
- Undertake duties as required, including break/lunch supervision
- Contribute positively to the wider life and ethos of the school
- Promote and uphold the school's values and expectations
- Comply with all relevant policies, including safeguarding, health and safety, and data protection
- Undertake any other duties appropriate to the role, in line with the School Teachers' Pay and Conditions Document (STPCD)

### Qualifications and Training

Essential:

- Qualified Teacher Status (QTS)
- Good honours degree in related subject
- GCSE grade C/4 or higher in Maths and English

Desirable:

- Evidence of further professional development or leadership training

### Experience

Essential:

- Recent experience of teaching Science at Key Stages 3 and 4, with the ability to teach Physics to at least GCSE (or equivalent) level preferred
- Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders

Desirable:

- Experience of involvement in extracurricular activities, for example residential and field trips or STEM club
- Evidence of the successful use of ICT within teaching and learning

### Personal Qualities

Essential:

- Demonstrates personal enthusiasm for the learning process
- Able to prioritise and meet deadlines
- High level of integrity, honesty and fairness
- A liking and respect for young people
- Approachable, friendly and patient

Desirable:

- Good sense of humour

## Skills and Knowledge

### Essential

- Excellent subject knowledge and awareness of best practice in Science teaching, ideally with a specialism in Physics.
- An excellent communicator who is able to work effectively with pupils, parents, colleagues and outside agencies
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils
- 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
- Commitment to equality of opportunity and high aspirations for the achievement of all pupils, including those coming from disadvantaged backgrounds
- Evidence of a commitment to the safeguarding of all young people
- Excellent knowledge of Health and Safety procedures in the Science laboratory
- A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupils' outcomes

### Desirable

- Ability to teach other STEM subjects at KS3
- An awareness of new technologies, their use and impact

# How to apply

## Dates

**CLOSING DATE:** Tuesday, 12<sup>th</sup> May 2026 at midnight

**INTERVIEW DATES:** Wednesday, 20<sup>th</sup> May 2026

**START DATE:** 1<sup>st</sup> 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 Physics role and meet the person specification we invite you to apply for this exciting opportunity via our [Recruitment Link](#)

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](mailto: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](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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