

Samuel Ward Academy
Science - TLR Post-holder
Biology, Chemistry or Physics Specialist

Recruitment Pack



Start Date: September 2025

Pay-scale: MPS/UPS plus TLR (amount and responsible area negotiable subject to experience)

*We ensure that our students **aspire** to be their very best, tackle challenges **bravely** and work together with **compassion** to build an inclusive community in which each individual can flourish.*

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UNITY SCHOOLS PARTNERSHIP

The vision of Unity Schools Partnership is to achieve the highest standards of education in its primary, secondary and special schools.

- It is our intention that all trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.
- Our work is fostered by geographical hubs of schools in close proximity that understand their specific communities.

The trust expects its work to be characterised by:

- Integrity
- Inclusion
- Kindness

<https://www.unitysp-careers.co.uk/our-aims/>

Are you ready for a stepping-stone into an SLT position?

Dear Prospective Applicant,

Thank you for showing an interest in this important leadership post at Samuel Ward Academy. We are looking to appoint a well-qualified and experienced professional as a TLR post-holder in Science, to lead the department alongside the Head of Science and team of dedicated specialists. This post would be an exceptional opportunity to make a contribution to the development of teaching and learning, curriculum and overall management of the department in preparation for a Head of Department role in due course. The post-holder will benefit from CPD, coaching and development in order to ensure they are a success. You will be a successful GCSE teacher (essential) and possibly already have A Level experience or be will to develop in this area. You will be ambitious for your students and department, and ready to make an impact across the student body. The Science department is well-organised and has a clear vision for future successes, supported excellently through senior line-management. Both single and combined sciences are offered at GCSE and all three sciences disciplines at A Level. The successful candidate will join a vibrant and engaged Middle Leadership Team who are squarely focused on improving student outcomes and a positive culture of behaviour, teaching and learning. We have clear values by which we work, and if you share a commitment to inclusive education, so that all students can develop to reach their full potential, make a positive contribution to society and are given excellent foundations to lead enriching and interesting lives, then this could be the role for you!

We are a member of Unity Schools Partnership, working closely with colleagues in other schools in Haverhill and across the region to share best practice and develop innovative approaches supported by an experienced and well-resourced central team. There will be the opportunity for the successful candidate to work alongside colleagues in the other Trust schools including other secondaries and Sixth Form provisions. By working together, we will be able to ensure smoother transitions, greater access to resources, more opportunities to develop the curriculum, greater sharing of expertise and a common approach to supporting all of our students to achieve. Together, our commitment is to provide excellent education, excellent care and excellent opportunities as part of an 'all-through' education; from early years to A-Levels.

Our staff and students are our biggest assets. Staff care deeply for their students, drive standards in teaching and learning (for example, through the newly established 'Pedagogical Leadership Team') and work together to create a culture in which everyone feels like they belong. Students are engaging, strive to achieve and take pride in belonging to their school. They are a joy to teach and motivated by the strong pastoral and academic life of the school. Students enjoy their learning, behaviour around the school is good, and parents support the aims and ambitions of the school. In fact, feedback from a parent recently was a joy to read:

My two children (Y7 and Y9) are thoroughly enjoying school. They are animated when talking about it, they tell me about lessons and what they are doing and they are forming some meaningful teacher-pupil relationships which are helping them to feel settled and valued at school. They are also energised by the rewards system - they love the golden tickets... It's lovely to get messages and phone calls home and they are super proud when I tell them. I would like to say thank you for that... Please pass this on to all your staff - it takes team effort and continued commitment, and everyone pulling in the same direction to make system and culture changes work but from our point of view, it is certainly working and I can't thank you all enough.

(Parent, December 2024)

Finally, if you are passionate about working with young people and really believe you can join our team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

If you would like more information, or to visit, please do not hesitate to contact us and I will be more than happy to accommodate your request.



Tom Johnston
Headteacher



SCIENCE AT SWA – SEPTEMBER 2025

Head of Science:	Nicola Bailey	Science Teacher:	Mike Inkson
Deputy Head of Science:	Hollie Neale	Science Teacher:	Connor Stiff
TLR Post-holder/ STEM Coordinator:	Vacancy	ECT Science Teacher:	Vacancy
Head of School:	Dr. Kev Geall	Science Instructor:	Jake Allen
Head of Year 11:	Jordan Tooke	Science Instructor/ Cover Supervisor:	Viv Hayes
Science Teacher:	Kit Sidlow	Lead Science Technician:	Emma Lawrence
Science Teacher:	Dr. Zoe Palmer	Science Technician:	Josh Wilkie
Science Teacher:	Danielle Miller	Science Technician:	Gordon Holyhead

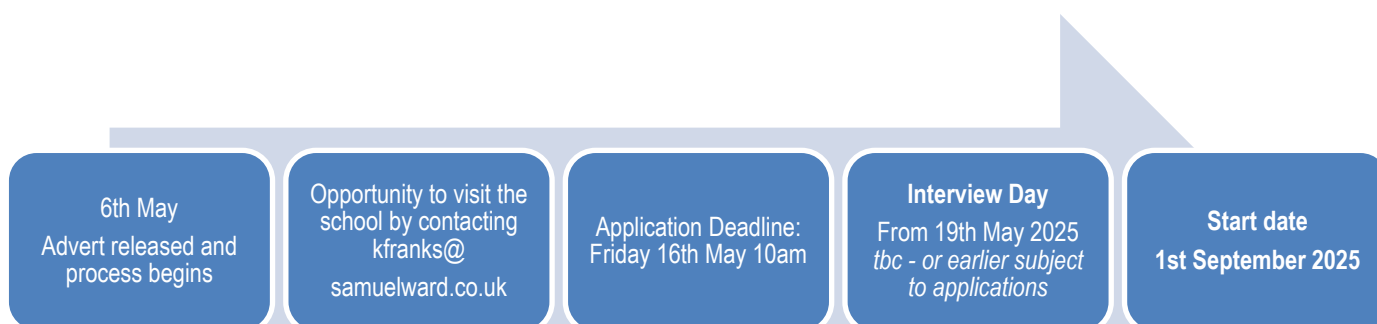
The Science Department believes that the purpose of education is to unlock the potential of all children and remove barriers so that all pupils can succeed, regardless of their background. Education should provide pupils with the choice to pursue their aspirations, opening doors to new opportunities by widening their understanding of the world around them. At Samuel Ward Academy, scientific knowledge in each of the Biology, Chemistry and Physics is delivered in science lessons across the 5 years and then into the Sixth Form at advanced level. Throughout Year 7-11, students will be exposed to a large breadth of scientific knowledge from learning about our own bodies to the interdependence of life on Earth, the chemical nature of our planet and how humans interact with and manipulate it, the laws of physics that govern us and our place within the Universe.

The subject is taught in state-of the art new facilities within our 'B Block' building with dedicated laboratories, extensive scientific resources, interactive whiteboards, office, iPads for all staff, online platforms and up to date schemes of learning, supported by booklets designed in-house to support the curriculum. The department further benefits from the guidance of Chris Allen, Trust Science Leader, Phil Butterworth (DHT) as senior line-manager and a range of contacts of other science teachers from across the Trust.

As with all schools in Unity Schools Partnership, we follow AQA at GCSE and also teach AQA A Level in the Sixth Form. For more information about Science at SWA, please visit www.samuelward.co.uk/science



THE RECRUITMENT PROCESS



Benefits, Wellbeing and Professional Development

Training opportunities are significant due to the presence of our own teaching school ([Suffolk Borders Teaching Alliance](#)) at the heart of the trust which is driving outstanding opportunities for professional development, research, teacher training and collaboration between schools and across phases. The three elements of the Teaching School's responsibility are effective school-to-school support, high quality initial teacher training and provision of evidence-informed continuing professional and leadership development.

Unity Schools Partnership also has a research school and through the various strands of Research School activity, Unity Schools Partnership has extended its reach and reputation for collaborative school improvement work with connections with the Department for Education, Chartered College of Teaching, Teaching School Council, Royal Society, Ofsted and UCL.

The Trust offers a wide range of Wellbeing, Staff Benefits and Professional Development. Full details can be found on the Unity Schools Partnership website: <https://www.unitysp-careers.co.uk/training-and-benefits.html>

SWA Vision:

We are an inclusive community committed to creating rich and fulfilling futures for each child. We do this through academic excellence, mutual respect, supportive relationships, high aspirations for all and by instilling strong values.



SWA Values: Aspirational, Brave, Compassionate

- A I am Aspirational - I seek opportunities and strive to develop my skills and knowledge.
- B I am Brave - I am willing to step out of my comfort zone and stand up for what is right at all times.
- C I am Compassionate - I treat everyone with respect and support others in need.



THE ADVERT

TLR Post-holder in Science (role negotiable subject to experience)

Salary: MPS/ UPS plus TLR2 (negotiable subject to experience)

Contract: Full-time, Permanent.

Start Date: September 2025, or by negotiation

Samuel Ward Academy is looking to appoint a well-qualified, optimistic, and successful leader to join our friendly and professional Science department. Alongside teaching GCSE and A Level Sciences, the successful candidate will assist the Head of Science in aspects of department leadership, or have specific responsibilities such as STEM, KS2 liaison, enrichment and so forth. There will be the opportunity to bring a fresh perspective and to become involved in a range of initiatives and school development as we undertake to challenge ourselves to provide the very best education for our students and the community. There will also be the opportunity to make connections and find support from other leaders and teachers of Science across the Unity Schools Partnership which includes secondary, special and primary schools. This is an excellent opportunity for an inspiring or experienced scientist with a passion for ensuring that each student can flourish and succeed academically within an environment that also prioritises enrichment and 'whole-child' development.

We are a warm, welcoming school, at the heart of our community, committed to creating rich and fulfilling futures for each child. We ensure that our students aspire to be their very best, tackle challenges bravely and work together with compassion to build an inclusive community in which each individual can flourish. We are an Ofsted 'Good' school with the ambition to be a great school. You will join a staff dedicated to promoting a positive culture of tolerance, respect and excellence. The successful candidate will be a teacher of the highest calibre who has the ability to motivate, challenge and inspire our students. You will be a highly skilled, innovative and enthusiastic practitioner with a determination to achieve the highest outcomes. Already an excellent teacher, you will be ambitious to have an impact across the whole curriculum and possibly the Trust as well.

All staff at SWA benefit from close links with colleagues in the other secondary schools in the Unity Schools Partnership. You will join a highly visible and supportive SLT in a school with a sensible approach to workload and a calm, respectful working environment, alongside a professional and dedicated team of staff. Samuel Ward is a successful 11-18 co-educational academy. We are situated in pleasant surroundings on the western edge of Suffolk, within easy reach of Cambridge and Bury St Edmunds. We benefit from a modern building and excellent facilities.

Candidates are encouraged to visit our website to learn more about us and to see our Staff Well-being Charter. We encourage prospective applicants to come and visit us during the school day. Please contact Tom Johnston, Headteacher for more information, an informal conversation or to make a pre-application visit (email Kirsty Franks, Headteacher's PA on Kfranks@samuelward.co.uk)

Closing date: 16th May 2025 10:00am

Interviews: From 19th May 2025 (or earlier subject to applications)

For the Job Description, Person Specification and to [apply online](#), please visit the Unity Schools Partnership Careers Site:

<https://www.unitysp-careers.co.uk/job-search/>



WHY TEACH IN HAVERHILL?

Haverhill is superbly located in the centre of the east of England. We are a short drive from Cambridge, Sudbury and Bury St. Edmunds and also Bishop's Stortford and Braintree. We are close to the A11, which leads on to the M11 and some of our staff commute from north London and further afield.

Haverhill is a rural town community in West Suffolk surrounded by beautiful countryside and small villages. It is an historic market town, offering a busy town centre with a range of shops and facilities including the markets on Fridays and Saturdays in the High Street and Market Square.

An economic and industrial centre, Haverhill is home to a large number of manufacturing, scientific and international companies. There is also a Research Park, which includes The EpiCentre innovation and conference centre alongside the bypass.

Haverhill has two football clubs, Haverhill Rovers F.C. and Haverhill Borough F.C., who both play in the Eastern Counties Football League which share the New Croft ground which is directly next to Samuel Ward Academy. The town also has a tennis club, baseball club, cricket club, a rugby club, and an angling club. There is a leisure centre (with swimming pool, gym and a children's soft play area, Kid City, an 18-hole golf course, a dance school and a skate park.

Haverhill Arts Centre is housed within the grade II listed town hall and features a cinema as well as hosting live music, drama, dance and comedy. There is also a separate 5-screen multiplex cinema complex. Additionally, Haverhill is within striking distance of Cambridge with the excellent range of resources, and opportunities that are on offer there.

Due to its location and easy access to a range of destinations, Haverhill is becoming a very desirable destination for commuters. The demand for housing is on the increase and there are a range of developments offering good quality housing at prices that look very favorable when compared to Cambridge or other towns in the region. There are excellent primary schools and childcare providers, most of which are part of Unity Schools Partnership.

