



Principal: Marcus Huntley
The Charter School Bermondsey,
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Second in Charge of Science

Salary: Inner London MPS/UPS +TLR 2b

Start date: 28th August 2025

Closing date: Friday 6th June, 12 pm

*The Trust reserves the right to interview and appoint a suitable candidate **before** the closing date.*

We seek to appoint a committed and enthusiastic teacher to lead our team. This is an excellent opportunity for an excellent teacher with a vision for their subject and a passion for delivering excellent student outcomes.

We believe that all pupils have the potential to flourish, through great teaching and providing the right environment and opportunities. Our core values of aspiration, integrity, exploration, and resilience underpin our mission and support our pupils to become happy, independent and confident young people. These drive all aspects of school life, from our high expectations for students, to exciting opportunities to explore the world around us.

If you are energised by the prospect of making a real difference in our community, we want to hear from you.

About The Charter School Bermondsey

We are a four-form entry, mixed, 11-16 school in a new state-of-the-art building just a stone's throw from Bermondsey Underground. DfE school performance tables show a headline Progress 8 score of +0.08 in 2024, having previously achieved +0.29 in 2023.

The school is a member of The Charter Schools Educational Trust; home to seven Good and Outstanding schools.

We support our staff with:

- Excellent opportunities for professional development including coaching and NPQs
- Providing a well-ordered working environment including centralised detentions so teachers can focus on teaching
- Regular opportunities for flexible working

NOTE: The Charters Schools Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. References will be sought, vetting undertaken and the successful applicant will need to undertake an enhanced Disclosure & Barring Service (DBS) check.

Role-specific role responsibilities

The 2iC will support the Head of Department and Lead Practitioner in ensuring excellent standards of teaching and learning are maintained across the department, with a particular focus on developing the KS3 curriculum. Other responsibilities will be determined based on the teacher's skills and experience.

Leader responsibilities

- Lead by example, providing inspiration and motivation, and embody the values of the school.
- Monitor pupils' outcomes robustly and act swiftly to address underachievement.
- Support the development of high-quality curricula and pedagogy throughout the department.
- Implement high-quality assessment for learning practices.
- Contribute to the development plan, identifying and prioritising needs within the department.
- Coach colleagues to support their development.
- Support the development of new and innovative working practices, using evidence-based research where appropriate to support new ideas.
- Build effective working relationships and share good practice.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the department.
- Challenge staff under-performance at all levels and ensure corrective action.
- Provide extra-curricular activities that enrich pupils' learning.

Team responsibilities

We expect all members of the school staff team to work together to:

- Support the school vision and objectives outlined in the school development plan.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Support the pastoral care of students.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of corporate responsibility for the outcomes of all students.
- Build a clear understanding of what outstanding provision looks like.
- Comply with and support at all times the school's policies and procedures on safeguarding of students.
- Contribute to the school's programme of enrichment activities.
- Work with the school's Health & Safety Policy to ensure a safe working environment for all.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Uphold and enhance the school's reputation by ensure positive, courteous relations with students, parents, colleagues and other stakeholders.
- Engage actively in CPD for self and colleagues.
- Be willing to go above and beyond expected levels of commitment to ensure the success of the school.
- Manage budget in line with areas of responsibility.
- Be proactive in ensuring appropriate allocation of resources, and evaluate against outcomes.
- Undertake other duties commensurate with the role.

Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning, and use as appropriate.
- Contribute to the department programme/curriculum i.e. curriculum, standards, target setting, assessment and reporting.

- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

Communication and Partnership

- Communicate school's values, aims, policies and plans to staff, students and parents.
- Create, maintain and enhance effective working relationships with staff.
- Maintain an effective system of record keeping, reporting and communication with stakeholders to ensure accountability for your work.
- Help to ensure that good communications are maintained throughout the school.
- Ensure that parents and students are well informed about curriculum, attainment and progress and can understand targets for improvement.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally, nationally and where beneficial, internationally.
- Represent the school at marketing and other external events.

Person Specification

The person specification is related to the requirements of the post as determined by the job description.

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience of teaching young people (11-16) • Proven record of consistently good or better teaching • Proven subject expertise • A vision for how student attainment can be improved and maintained • Experience of successful behaviour for learning strategies • Understanding of different models of support for students with SEND, EAL, and Gifted and Talented • Understanding of how to narrow the gap between disadvantaged and other students in the classroom • Commitment to safeguarding and promoting the welfare of children and young people 	<ul style="list-style-type: none"> • Curriculum leadership responsibility within the subject • Successful experience of monitoring and target setting to improve learning outcomes
Education & Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified to degree level in the subject specialism • QTS • Right to work in the UK 	
Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Excellent classroom practitioner (consistently good or better teaching) • Effective personal ICT skills relevant to day-to-day practice • Able to make judgements about the quality of your own teaching and learning and improve through reflection • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Keen to get involved in wider school life • Desire to go "above and beyond" in improving outcomes for young people in the local community 	

The Trust is committed to safeguarding children and all appointments will require an enhanced DBS check.