



**North East
Learning Trust**

**Second in Science
Biddick Academy**
Applicant information pack

Second in Science

Permanent

Required September 2025

1.0 FTE

MPS/UPS Plus TLR 2.3, £5,645

Biddick Academy is part of the North East Learning Trust and is seeking to appoint a Second in Science to join our team.

At Biddick Academy we find and nurture the brilliance in every student through a well-balanced and broad curriculum. Everything that we do aims to develop curiosity, build resilience, readiness, and aspiration in our students. Each year we work to build on the high standards and reputation we have achieved over many years as we prepare students to embrace the endless possibilities that lie ahead of them.

This appointment will be based in Biddick Academy where we have an exciting opportunity for you to join a school that has undergone real change and is on a strong, upward trajectory

The successful candidate will:

- Ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the aims of the school
- **Driving forward the quality of teaching and learning** in the department
- Monitor and support the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.
- To coordinate the delivery of resources, schemes of work, marking policies, assessment and teaching strategies in the department, and within the designated area.
- **Working alongside our Head of Science and Lead Practitioner** to construct interventions that impact on student outcomes

If you are passionate about the students with whom you work, have high expectations with regards to standards and behaviour and a commitment to ensuring that every student achieves their full potential, we look forward to your application

Our vision, along with all schools in the Trust, is that every child experiences excellence every day.

We are committed to:

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued

We will offer you:

- National Terms and Conditions of Employment
- Access to Teachers' Pension (for Teachers)
- Up to 1 day paid leave for staff wellbeing
- Lifestyle Savings – range of discounts from top retail brands
- Discounted gym membership
- 24/7 Employee Assistance Programme and wellbeing portal

The successful candidate will:

- Hold a QTS qualification, first degree or equivalent in Science
- Have experience in the relevant subject area at both KS3 and KS4
- Have excellent IT skills.
- Be proactive and self-motivated.
- Have a flexible approach to work.

Deadline: 3rd April 2025, noon

Interviews taking place 9th April 2025.

How to apply:

Application packs can be downloaded from our website.

Application forms should be returned to daniella.moscardinibaharie@biddickacademy.co.uk or by post to Daniella Moscardini-Baharie, PA to the Headteacher, Biddick Academy, Biddick Lane, Washington, NE38 8AL

. You can, if you wish, submit a covering letter to support your application; please do not submit a CV unless it is to complement your application form.

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. All posts will be subject to receipt of satisfactory enhanced DBS disclosure, medical and reference checks. All pre-employment checks are in line with "Keeping Children Safe in Education" and the Trust's Safeguarding Policy which is available on our website.



Job description

Post title:	Second in Science
Responsible to:	Head of Science
Responsible for:	Supporting the Teaching and Learning of students
Salary Band:	MPS /UPS plus TLR 2.3

Job Purpose:

You will be required to carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

To assist the Head of Department in coordinating the delivery of the Science curriculum, resources, schemes of work, marking policies, assessment and teaching strategies in the department.

To teach Science to students across the age and ability range. To develop and foster positive working relationships with students, teaching staff, other professionals and parents/carers.

Duties and Responsibilities:

Generic Responsibilities:

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To support the Head of Department and to deputise when and where appropriate.
- To ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher of the school.
- To develop and enhance the teaching practice of others.
- To monitor and support the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

Strategic Responsibilities:

- To coordinate the delivery of syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies in the department, and within the designated area.
- To be responsible for the day-to-day management, control and operation of one curriculum area provision within the department.
- To assist in monitoring and following up student progress.
- To assist in the implementation of school Policies and Procedures.
- To work with colleagues to formulate aims and objectives for the department which have coherence and relevance to the needs of students and to the aims and objectives of the school.
- To assist in the management of the business planning activities of the department reflect the needs of the students and the aims and objectives of the school.
- To support the application of ICT in the Curriculum area.



Curriculum:

- To liaise with the Head of Department to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the school's strategic objectives.
- To support curriculum development within the whole department with particular emphasis on the relevant curriculum area.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with Head of Department to maintain accreditation with the relevant examination and validating bodies.
- To assist with the promotion and development of appropriate extra-curricular and community activities within the department.

Staffing:

- To work with Head of Department/SLT to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To contribute to Personal Development Review and to act as reviewer for a group of staff within the designated department.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To ensure the effective efficient deployment of classroom support.
- To participate in the school's ITT programme.

Quality Management:

- To ensure the effective operation of quality control systems.
- To assist in the process of setting targets within the department and to work towards their achievement.
- To help establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the department.
- To contribute to the school procedures for lesson observation.
- To implement school quality procedures and to ensure adherence to those within the department.
- To participate in the monitoring and evaluation of the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- To implement modification and improvement where required within the relevant curriculum area.
- To ensure the maintenance of accurate and up-to-date information concerning the relevant curriculum area on the management information system.
- To assist in the use of analysis and evaluation of performance data.
- To help produce reports within the quality assurance cycle.
- To assist in the production of reports on examination performance.
- To assist in the identification of exam entries within the department.



Pastoral Support:

- To monitor and support the overall progress and development of students within the curriculum area.
- To help to monitor student attendance together with students' progress ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description.
- To contribute to SMSC according to the school policy.
- To assist in the implementation of the Behaviour Management system in the department so that effective learning can take place.

Other Specific Duties

- To support the school in meeting its legal requirements for worship.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To actively engage in the staff, review and development process.
- To undertake any other duty as specified by STPCB not mentioned in the above.

General

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.



Person Specification Second in Science

	Essential	Desirable
Education/trainin g	<ul style="list-style-type: none"> • Qualified Teacher Status • First degree or equivalent in Science Recent and relevant Continuous Professional Development 	<ul style="list-style-type: none"> • Good Honours Degree in Science
Experience	<ul style="list-style-type: none"> • Recent and successful teacher experience in the relevant subject area at both KS3 and KS4 • Proven track record of delivering excellent outcomes for students of all abilities • A commitment to extra-curricular activities • Sound working knowledge of National Curriculum for Science at KS3 and KS4 • An up to date knowledge and understanding of current issues relating to the Science curriculum, assessment, reporting and recording 	<ul style="list-style-type: none"> • Experience of organising and participating in extra-curricular activities • Experience of leading or managing developments in the curriculum area • Experience of making a significant contribution to improving student outcomes at departmental level • Involvement in the successful delivery of a whole school initiative
Aptitude and skills	<ul style="list-style-type: none"> • Excellent communication skills both verbal and written • Excellent classroom teacher • Ability to work under pressure • Ability to lead, motivate, challenge and inspire staff and students • Ability to initiate and successfully implement change 	<ul style="list-style-type: none"> • Experience in the use of new technologies to improve teaching and learning
Personal qualities	<ul style="list-style-type: none"> • Reliable and conscientious • Desire and ability to learn new skills • High expectations of all students • Caring and supportive • Enthusiastic team player • Organise, plan and prioritise effectively • Flexibility, adaptability and creativity 	



References:

References will be requested prior to interview, except for non-teaching roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

DBS:

North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

Pre-occupational health:

Pre-occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applicants with disabilities will be granted an interview if the essential job criteria are met.

