

Teacher of Science - Second in Charge



New Line Learning Academy
Believe and Achieve

New Line Learning Academy



Build your Career, Shape your Future, Apply today

New Line Learning Academy is a Good school with over 800 pupils educating the next generation of young people aged between 11 and 16.

New Line Learning Academy is part of Future Schools Trust, a dynamic and inclusive multi-academy trust, founded in 2007.



A great place to be



New Line Learning Academy
Believe and Achieve

Contents

Head of School Welcome	3
Advert	4
Job Description	5
Trust Lead Welcome	6
How to Apply	7
What We Offer	8

YOUNG
SAMURAI
THE WAY OF THE SWORD

CHRIS

Can Jack survive a day in the...

Welcome from the Head of School

Gary Cook

BA (Hons)



At New Line Learning Academy, we are proud to be at the heart of our community. The strong sense of belonging within our school reflects this belief and strengthens our collective spirit.

We foster a supportive and inclusive environment where every student is encouraged to *Believe and Achieve*. The wellbeing of our students is at the centre of everything we do, and we are committed to ensuring that every individual feels valued, respected, and empowered.

Our mission is to inspire academic excellence, nurture ambition, and provide exceptional experiences that help every student reach their full potential.

Our modern facilities—including dedicated spaces for drama, music, dance, sport, science, and ICT—enable us to offer a rich, personalised, and engaging learning experience.

At New Line Learning Academy, our values are brought to life every day. Our students are *Ready* to learn, *Respectful* of others, and thrive in a *Safe* and purposeful environment. These core principles underpin all that we do and help shape well-rounded, confident individuals.

We are also proud to be part of **Future Schools Trust**, a forward-thinking and supportive family of schools committed to collaboration, innovation, and professional growth. Staff at New Line Learning Academy benefit from high-quality professional development, opportunities to work across schools within the trust, and a culture that values wellbeing, teamwork, and continuous improvement. Whether you're starting your career or looking to take the next step, you'll find a welcoming and ambitious environment where your contribution is genuinely valued.

It is a privilege and an honour to lead such an exceptional school. I look forward to continuing our journey together and working closely with our community to help every student thrive and succeed.

Post: Teacher of Science- Second in Charge
School: New Line Learning Academy
Department: Science
Responsible to: Head of School
Compensation: MPS / UPS plus TLR

Core Purpose

- To assist the Head of Science in managing the science department within the Academy.
- To assist the Head of Science in leading and managing the teaching, learning and work of the science department.
- To assist the Head of Science in developing and communicating a clear strategic vision of how the science department will develop successfully.
- To deputise for the Head of Science in their absence.
- To carry out the duties of a teacher as set out in the current Schoolteachers' Pay and Conditions document

Main duties and responsibilities

Strategic Development

To assist the Head of Science in:

- Preparing, implementing and reviewing the annual Departmental Improvement Plan and termly departmental Raising Achievement Plans
- Personalising education through innovative approaches to learning, support, experience and leadership within the Subject / Department.
- Generating accurate and appropriate performance indicators for pupils and staff within the Subject/ Department and hold everyone accountable for them.

Additionally:

- To promote the effective use of data in the Department to raise standards.
- To contribute to designated sections of the School Improvement Plan as required.
- To ensure that pupil tracking systems in the Department support identification and underperformance that enable appropriate and timely intervention.
- To secure the development of an effective high performing Department team through mentoring and coaching as required.

Teaching and Learning

- Teach all key stages and disciplines in accordance with the needs of the department and in line with the Schemes of Work in place.
- Provide leadership for curriculum development and delivery that meets the needs of individual pupils and maximizes the opportunity for everyone to achieve excellent outcomes.
- Uphold high standards of preparation, teaching and discipline in the classroom and across the department
- Assist the Head of Science in monitoring the quality of learning and teaching.
- Liaise with the Head of Science to ensure that pupil setting and grouping arrangements are accurate and effective.
- Ensure current research within science, pedagogy and national strategies are shared and prioritised within the curriculum.
- Monitor and review the curriculum offer at Key Stage 3 and liaise with the Head of Science to ensure it is fit for purpose.
- Assist the Head of Science to ensure the curriculum offer at Key Stage 4 is suitable for the needs of individual pupils.

Leading and Managing

- Exercise effective staff management, lead and motivate others and generate effective working relationships at all levels.
- Create and maintain good working relationships among all members of the Academy community.
- Sustain their own motivation and that of staff for whom they are accountable.
- Promote the Academy vision and mission statements in which the highest achievements are expected from all members of the Academy community.
- Contribute to an effective and rigorous Performance Management process.
- Participate in staff training and be an integral part of the professional development of departmental staff
- Promote the Academy and the Science Department through community cohesion including supporting and coordinating Open Evening and other events as required.

Efficient and effective use of staff and resources

- Work with the Head of Science and other leaders to deploy all staff effectively in order to improve the quality of education provided.
- Support the Head of Science to plan, manage and monitor the Science curriculum within the agreed budget.
- Ensure that the Department timetable effectively delivers the agreed curriculum outcomes through planning and monitoring.

- Ensure that ICT is an effective learning, teaching and administrative tool in the Department.
- Support the Head of Science and Senior Technician in managing and organising teaching areas efficiently and resources effectively to ensure that they meet the needs of the curriculum and health and safety requirements.

Standards

- Support the Head of Science in regular and systematic reviews of standards to ensure early identification of strengths and weaknesses ensuring effective interventions are made.
- Motivate pupils and staff to achieve the highest possible standards and secure the best possible outcomes.
- Establish and maintain clear improvement plans, milestones, targets and expectations in relation to standards, quality and achievement.
- Uphold all Academy policies.
- Support extended day and/or enrichment activities to enhance pupils' learning experiences and overall outcomes.

The post holder will also be expected to undertake any other tasks as reasonably required by the Headteacher to ensure the efficient and effective operation of the Academy including but not limited to:

- Attendance at parents' evenings, open evenings and additional events when required;
- Carrying out duties, attending meetings;
- Carry out the role of a tutor;

Person Specification

Essential

- Educated to degree level or equivalent in Science related discipline
- Qualified Teacher status
- Subject Specialist teaching to at least GCSE
- A commitment to continued personal and professional development
- A consistently good or outstanding teacher
- Proven success in teaching to GCSE level, as evidenced in pupil outcomes
- A detailed knowledge of the National Curriculum and experience in managing its development, planning, delivery and assessment
- Proven success managing pupil assessment, attainment and accreditation
- Able to collate, analyse and use data effectively and formatively, with a view to informing teaching for learning, and maintaining high standards in attainment and progress across school.
- Knowledge of the key principles and areas within the Teachers' Standards in England
- Ability to work cooperatively within and across staff teams
- Ability to apply problem-solving skills
- Ability to provide an excellent role model for all
- Ability to build good home-school relations
- Able to work collaboratively with a range of audiences and professionals
- Able to plan and prioritise tasks, and work to deadlines.
- Able to assimilate, analyse and interpret key data to inform planning and implement initiatives
- Competent ICT skills for teaching and administration
- Honesty and integrity
- Flexibility, and able to adapt to changing circumstances and new ideas
- A good work attendance record and strong emotional resilience

Desirable

- Subject specialist teaching to Advanced level
- Evidence of further relevant professional study relating to Education (Advanced Diploma, Masters, NPQML, NPQSL etc)
- Proven success in presenting outcomes to a range of audiences
- Sound knowledge, experience and understanding of SIMS and methods and system of data tracking and analysis.
- Up-to-date knowledge of current educational and science policy
- Knowledge of, and involvement in, teacher appraisals
- Up to date experience of OfSTED inspection criteria and processes
- Sound organisational skills to plan, co-ordinate and administer pupil exams and other forms of accreditation, in conjunction with staff and examination boards regulations
- Holder of a valid manual driving licence and willingness to undertake a minibus driving test

Application:

We welcome applications from all qualified candidates, including neurodivergent individuals. If you are excited about this opportunity and believe you are a great fit for our team, please complete our School Application Form, we are unable to accept CVs. Electronic application forms should be completed on the Every Portal which you can access at www.newlinelearning.com/vacancies.

If you would like to take a look around our fantastic facilities and meet the staff that you could be working alongside, please email recruitment@futureschoolstrust.com to arrange a visit.

Health & Safety:

So far as is reasonably practicable, the postholder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the postholder is responsible, to maintain a safe working environment for employees and students/pupils.

Safeguarding:

Future Schools Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Future Schools Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All successful candidates will have to meet the person specification and will be subject to an Enhanced DBS check.

Future Schools Trust is dedicated to attracting the right teachers and support staff who are committed to developing and nurturing our students and we must provide the rewards for that to happen.

Alongside providing a competitive pay and benefits package, we offer lifestyle discounts for retail purchases and tax-efficient schemes for childcare and cycle-to-work purchases.

Pension Scheme:

From your start date you can join either the Teachers Pension Scheme or the Kent County Council Pension Scheme. Contributions are made based on your salary scale.

Annual Leave:

For support staff annual leave starts at 25 days a year plus Bank Holidays and increases after 5 years' service.

Cycle to work scheme:

We offer a cycle to work scheme, this tax beneficial scheme encourages employees to cycle to work or take advantage of the scheme to purchase a bicycle for leisure.

Retail, Health & Social Offers through Kent Rewards:

With Kent Rewards you can also get great discounts on pretty much everything you can imagine! Whether it's a meal at a restaurant, a trip to the cinema, or even a visit to a theme park there are plenty of ways that you can save.

Other offers:

- Benenden Private Healthcare Scheme - Optional to Join
- Specsavers Vouchers
- Full access to our Employee Assistance Programme, 24/7

[Click here to view all our employee benefits.](#)



Welcome from the Trust Lead

Samantha McMahon
BA (Hons) | NPQH



Welcome to Future Schools Trust: **Relentless Ambition for Young People.**

We aim to achieve our vision by bringing together our family of schools to create a cohesive and aspirational community which enables every child and member of staff to exceed their expectations.

Our values are:

- Integrity
- Respect
- Resilience
- Strong Work Ethic
- Collaboration
- Equality

The best interests of young people guide every ambition and decision we take. We are passionate in our belief that schools are stronger when they work together whilst being proud and protective of the unique identity of each of our schools in the Trust. Maintaining a strong moral purpose and supportive but challenging culture is central to everything we aim to achieve.

I hope this introductory letter provides a sense of our culture and ethos and our direction of travel. If you decide to apply, we appreciate how long it takes to apply for jobs, but please do not send a general application; we are looking for someone prepared to respond to us, respecting where we are at on our journey as a Trust. You can be sure that we will take time and care in reading your personal application.

Electronic application forms should be completed on the Every Portal which you can access at <https://www.futureschoolstrust.com/vacancies/>.

Best wishes

Samantha McMahon



New Line Learning Academy
Believe and Achieve

WWW.NEWLINELEARNING.COM



nll_academy



New Line Learning Acadmey



New Line Learning Acadmey



nllacademy



WWW.FUTURESCHOOLSTRUST.COM



futureschoolstrust



Future Schools Trust



Future Schools Trust



fstrust