



ARNEWOOD  
SCHOOL

# Deputy Head of Science

Application pack



# Welcome to ARNEWOOD SCHOOL

I would like to thank you for your interest in the role of Deputy Head of Science at The Arnewood School, part of Bourne Education Trust (BET). We look forward to learning more about you and to sharing more about our schools, our wider trust community, our ambitious aims and our remarkable colleagues and pupils.

Located in New Milton, on the edge of the New Forest, The Arnewood School is a highly aspirational secondary school with a Sixth Form provision which fosters a calm, supportive and inclusive environment and harnesses strong, positive relationships among students, staff, and parents.

As a Trust, we believe in shared values and culture, but all of our schools have a distinct identity which is reflected in their curriculum and teaching approaches. We firmly reject a 'one size fits all' approach but instead work on sharing our best practice and ideas with one another. This year our Trust-wide priorities are around digital technology, environmental sustainability and social justice; our staff have numerous ways to interact with these. You can read our Trust strategic plan [here](#).

Our schools have their own budgets along with stable and dedicated teams that are highly talented and committed, not only to academic progress and achievement, but also to equipping our pupils with the skills they need to succeed in finding purpose and joy in their lives. There is a wealth of experience in the Trust's central team to draw on for support in education, recruitment, marketing, HR, finance, capital projects and IT.

We hope this application pack will give you an insight into our organisation and look forward to welcoming you when you visit The Arnewood School.

For more information on what Arnewood School has to offer, please visit our [website](#) or contact the school on 01425 625 400 to arrange a visit.



A handwritten signature of the name 'Anderson'.

**Jamie Anderson**  
**Headteacher**



# Why choose ARNEWOOD SCHOOL and BET?



## ✓ GENEROUS WORKPLACE PENSION

**Teachers' Pension Scheme for teaching colleagues (Employer contribution 28.68%)**



## ✓ CONDENSED SCHOOL YEAR

We offer a condensed school year with a **two week half term** in October.



## ✓ CPD & RECOGNITION POLICIES

**Defined career pathways**, opportunities for **internal progression** and **ongoing training learning and development** and Trust recognition policies



## ✓ WORK-LIFE BALANCE

**Flexible working** where possible, as well as **enhanced maternity, paternity and adoption** policies (subject to completion of qualifying service)



## ✓ HEALTH AND WELLBEING SUPPORT

**24/7 online GP, EAP, free online fitness classes, flu vaccinations** and **eye tests, cycle to work** scheme & occupational sick pay



## ✓ STAFF BENEFITS PLATFORM

Access to **savings on your everyday spending** including groceries, homeware, entertainment and holidays, through *My Staff Shop*



## ✓ FREE PARKING

**Free on-site parking** is available at Arnewood School





# Job **DESCRIPTION**

## **ROLE INFORMATION**

**Job title:** Deputy Head of Science

**Location:** New Milton

**Contract:** Full time or part time

**Salary:** M1 to UPS3 plus TLR 2b

**Responsible to:** Headteacher

## **ROLE PURPOSE**

The Deputy Head of Science plays a key role in leading and developing the Science department to ensure high standards of teaching, learning, and student achievement. Working closely with the Head of Science, they support curriculum planning, staff development, assessment and quality assurance, and the implementation of whole-school priorities. The Deputy Head of Science promotes a culture of high expectations, collaboration, and continuous improvement, helping to create an engaging and inclusive learning environment where all students can succeed in science.





## MAIN DUTIES AND RESPONSIBILITIES

- To deliver outstanding teaching and learning in Science to support all pupils in achieving excellent results.
- Keep up to date with national developments in subject teaching practice and methodology and work alongside the Head of Science to actively monitor and respond to national curriculum developments.
- To have primary responsibility for the delivery of high quality Science curriculum across KS3, including leading on KS3 assessment.
- Work alongside the Head of Science to ensure that all pupils have a high quality learning experience leading to successful outcomes.
- Ensure all members of the department have high expectations and implement school policies.

### **The successful candidate will demonstrate:**

- A passion for science education with an excellent subject knowledge and pedagogical understanding.
- Excellence as a classroom practitioner, with experience in teaching science at key Stages 3 and 4. A level teaching experience would be desirable
- Success in achieving consistently good results in science at GCSE
- The ability to deliver high quality learning through the application of well considered understanding of evidence base learning models
- Highest aspirations and expectations for all students whatever their ability and starting point
- Aspiration to progress their career
- An optimistic, positive, and cheerful outlook





# Person **SPECIFICATION**

## **ESSENTIAL REQUIREMENTS:**

- Qualified to degree level or above in a Science related discipline
- A commitment to regular and on-going professional development and training to establish outstanding classroom practice
- Consistent delivery of successful teaching and learning in Science across Key stages 3 and 4
- An excellent classroom teacher with a clear understanding of effective pedagogy. A reflective practitioner
- An approachable teacher who can form positive relationships with colleagues and students.

## **DESIRABLE**

- A Biology or Chemistry Specialism
- An ability to teach A-Level
- Experience of leading extra-curricular STEM activities
- A proven track record of improvement in student outcomes in science. The ability and experience to teach Biology or Chemistry at A-level.
- An ability to inspire students and relate well to the whole school community
- Science related career experience

## **PERSONAL QUALITIES**

At Bourne Education Trust, our culture and our values are important to us, as outlined in our BET Behaviours which set out the key qualities we would expect any colleague to demonstrate. We foster a reflective, optimistic, and aspirational approach and we expect our colleagues to be collaborative, innovative, committed, engaged and professional. Diverse and inclusive, we encourage you to act as a positive force for equality, helping us create communities where everyone belongs. We encourage our colleagues to take part in school and cross Trust teams and we will invest in you through Continuous Professional Development.



# Your APPLICATION

Thank you for your interest in this role, we look forward to receiving your application. Candidates should be aware that the closing date for applications is on the **13<sup>th</sup> March 2026**, however prompt applications are encouraged as we reserve the right to close this vacancy if sufficient applications have been received.

## **SAFEGUARDING**

Bourne Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

## **EQUAL OPPORTUNITIES**

Bourne Education Trust is committed to equality of opportunity for all colleagues, pupils and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

## **HEALTH AND SAFETY STATEMENT**

The board of trustees, local governing committees (LGC) and all leaders across Bourne Education Trust recognise and accept their responsibilities to provide a safe and healthy working environment for all employees, students and visitors. We expect all colleagues to take reasonable care of their own health and safety and that of others who may be affected by their actions at work. All BET employees must cooperate with us to access proper training and to make sure they understand and follow the Trust's health and safety policies and procedures, and to help everyone meet their legal requirements. All colleagues must take responsibility for reporting concerns relating to health and safety matters through appropriate channels.



# Application PROCESS



## APPLICATION

To apply for this position, you must complete a Bourne Education Trust application form (CVs without a fully completed application form will not be considered).



## SHORTLISTING

Applicants will be screened and shortlisted by the interview panel. In order to meet safer recruitment standards, successful candidates will be asked to submit a full application form prior to interview.



## INTERVIEW AND CANDIDATE SELECTION

Shortlisted candidates will be invited to interview, following which a selection will be made by the interview panel.



## JOB OFFER

If successful after interview, a formal job offer will be made to you, subject to referencing and safer recruitment checks.

All candidates who are disabled, as defined by the Equality Act 2010 and who meet the minimum essential requirements will be offered an interview. Should you wish to speak with a member of the team about your application, please contact [careers@bourne.education](mailto:careers@bourne.education)





[Click to visit our website for more information](#)



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Bourne Education Trust

