

THE SANDON SCHOOL RECRUITMENT PACK

Teacher of Science

MPS/UPS — Recruitment & Retention point for the right candidate
September 2026

For further information, please contact:
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TEACHER OF SCIENCE

The Sandon School is a popular 11-18 mixed comprehensive of 1275 students with an excellent reputation in the local area. We have superb facilities and view ourselves as an innovative teaching and learning community. The school is situated close to the A12 on the east side of Chelmsford within easy reach of Chelmsford, Colchester, Southend and Brentwood and has good public transport links.

We are seeking to appoint from January 2027 a well-qualified, enthusiastic Science teacher to join a strong and supportive department. The department is well-resourced and benefits from the support of a dedicated team of technicians. The role is suitable for both experienced colleagues and ECTs.

We offer:

- Excellent access to IT facilities
- A friendly and supportive staff
- Wellbeing schemes, gymnasium
- A commitment to continuous professional development
- Recruitment & Retention for the right candidate

We are seeking:

- An excellent and innovative classroom practitioner
- Excellent administrative and organisation skills
- A confident and competent user of IT systems

Further information can be found in this information pack. If you have any additional queries, or would like to arrange a visit, please contact Recruitment by emailing recruitment@sandon.essex.sch.uk.

We are committed to safeguarding and promoting the welfare of children. Appointments will be subject to references and enhanced DBS checks.

Closing date for applications: Monday 19 October 2026 (Midday).
Interviews will be held w/c 19 October 2026

We reserve the right to close this vacancy early and encourage candidates to complete and return applications as soon as possible

Teacher Role Guide

Classroom Teacher

The professional duties of all teachers (other than the Headteacher) are set out in the School Teachers' Pay and Conditions Document (STPCD) and describe the duties required of all main scale/upper scale teaching posts.

In addition, the requirements for the post of Teacher at The Sandon School are set out below.

- Support the Headteacher in promoting and maintaining the work and good order of the school
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated Curriculum Area as appropriate
- Monitor and support the overall progress and development of students as a teacher/form tutor
- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- Contribute to raising standards of student attainment
- Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

Knowledge and Understanding

- Has a secure subject knowledge and understanding of the key concepts and skills of their specialist subject(s)
- Has a detailed knowledge and understanding where applicable of the National Curriculum programmes of study (KS3 and KS4) and level descriptions (KS3) of their specialist subject(s)
- Is familiar with the relevant KS4 and post-16 examination syllabuses and courses within their specialist subject(s)
- Understands the framework of 14-19 qualifications and the route of progression through it for their specialist subject(s).
- Understands progression from the KS2 programmes of study for their specialist subject(s)
- Knows and can teach the key skills relevant to their specialist subject(s) and understands the contribution that their specialist subject(s) make(s) to the development of Key skills
- Is aware of relevant research evidence on teaching students in their specialist subject(s) and knows how to use this to inform and improve teaching
- Has for their specialist subject(s) a secure knowledge and understanding of ICT content
- Is familiar with any relevant subject-specific health and safety requirements, and plans lessons to avoid potential hazards

Planning

Planning of lessons to ensure progression in students' learning to include the following elements:

- The identification of clear teaching objectives and content and how these will be taught and assessed
- Setting tasks for all students, including homework that challenges those students and ensures high levels of student interest
- Setting of appropriate and demanding expectations for students' learning, motivation and presentation of work

- Setting clear targets for students' learning, building on prior attainment, which take into account a student's special educational needs
- Planning of clearly structured lessons and sequences of lessons which maintain pace, motivation and challenge for students
- Use of assessment information on students' attainment and progress to plan future lessons and sequences of lessons

Teaching and Class management

- Ensures effective teaching of classes is allocated on the timetable, and of groups and individuals within the whole class setting, so that teaching objectives are met and best use is made of available teaching time
- Maintain an orderly and purposeful working atmosphere in lessons
- Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships
- Establish a safe environment which supports learning and in which students feel secure and confident
- Use a variety of teaching methods which engage students' curiosity, enthusiasm and motivation and which match the students' learning needs
- Ensure familiarity with the current SEND Code of Practice in order to identify and support students with SEND. Record teaching strategies and developing resources to help students make best progress
- Ensure that students acquire and consolidate knowledge, skills and understanding in the subjects taught
- Evaluate one's teaching critically and use this self-review to improve the effectiveness of the teaching

Monitoring, assessment and recording

- Assess how well learning objectives have been achieved and use this assessment to improve specific aspects of teaching
- Mark and monitor students' assigned class work and homework, providing constructive oral and written feedback, and setting targets for students' progress
- Assess and record students' progress systematically, including through focused observation, questioning, testing and marking, and use these records to:
 1. Check that students have understood and completed the work set
 2. Monitor strengths and weaknesses and use the information gained as a basis for purposeful intervention in students' learning

Inform planning

- Check that students continue to make demonstrable progress in their acquisition of the knowledge, skills and understanding of the subject(s) taught
- Be familiar with the statutory assessment and reporting requirements and know how to prepare and present informative reports to parents where applicable
- Understand and know how national, local, comparative and school data, including National Curriculum test data, where applicable can be used to set clear targets for students' achievement
- Use different kinds of assessment appropriately for different purposes including standardised tests, and baseline assessment where relevant

Other Professional requirements

All teachers should:

- Set a good example to the students taught, through their presentation and their personal and professional conduct
- Be committed to ensuring that every student is given the opportunity to achieve their potential and meet the high expectations set for them
- Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects, they teach
- Understand their professional responsibilities in relation to school policies and practices, in particular those concerned with safeguarding, pastoral matters and health and safety
- Recognise that learning takes place inside and outside the school context, and understand the need to liaise effectively with parents and other carers and with agencies with responsibility for students' education and welfare
- Postholders may be requested to carry out duties outside of this job description by the Headteacher in line with the pay scale.



Person Specification

Teacher of Science

It is likely that the successful candidate will satisfy the following specification:

Attributes	Essential	Desirable
Qualifications	• Graduate • Qualified Teacher Status	• Good honours degree • Further professional studies related to management and/or education
Previous experience	• Successful teaching experience across the ability range • Successful teaching experience across all key stages	• Experience within a comprehensive school • Recent and relevant INSET • Ability to teach A Level
Professional competence	• Knowledge of National Curriculum • Strong knowledge of subject • Ability to use a range of teaching strategies	
Personal qualities	• Enthusiastic and able to inspire and motivate students • Good interpersonal skills • Good health • Ability to work well in a team • A willingness to engage in all aspects of school life • Good sense of humour	• Strong commitment to education beyond the classroom



Key Information Sheet - Teachers

This page sets out the key information for any candidates applying for a teaching position at The Sandon School. Please read this information carefully and retain this sheet for reference during the application process.

Application process:

Applicants must complete the application form and submit it to the school by no later than the closing date advertised. All applicants are strongly advised to read the job description and person specification for the post prior to submitting their application.

Selection process:

Applications will be ranked against the person specification for the role.

All shortlisted applicants may be subject to:

1. A face-to-face interview with the selection panel
2. A teaching observation
3. A practical task

Details of these will be provided to you prior to the interview date.

Annual Leave

Annual leave is taken by arrangement with management and normally during school closure periods. Time off during term time can only be taken with permission of the school as set out in the school's leave of absence policy.

Pay

Employees are paid monthly in twelve equal months per year in line with the teacher's pay scale. Recruitment and retention may be available for the right candidate.

Probation

All individuals will be required to satisfactorily complete a three-month probationary period.

Shortlisted candidates:

Applicants who have been shortlisted for the post will usually be notified by telephone or email.

Prior to the interview date referees will be contacted to request references on all shortlisted candidates.

Further information and school visits:

Applicants who require further information or would like to visit the school should contact Recruitment by emailing at recruitment@sandon.essex.sch.uk

SAFEGUARDING

We are committed to safeguarding and promoting the welfare of children. Our Safeguarding Policy is widely available, and the latest version can be seen on our [website](#). All appointments will be subject to satisfactory references and enhanced DBS checks.



RECRUITMENT AND SELECTION POLICY STATEMENT

The Governing Board is committed to:

- safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people
- promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued
- promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Governing Board recognises the value of and seeks to achieve a diverse workforce which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- receipt of satisfactory references
- verification of identity
- a satisfactory DBS disclosure if undertaking Regulated Activity
- verification that you are not barred from working with Children
- verification that you are not prohibited from teaching
- verification of medical fitness for the particular role
- verification of qualifications and of professional status where required e.g. QTS status
- the production of evidence of the right to work in the UK
- verification of successful completion of/exemption from statutory induction period
- verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

NB It is illegal for anyone who is barred from working with children to apply for or undertake Regulated Activity.

We will keep and maintain a single central record of recruitment and vetting checks, in line with the current DfE requirements.

All posts/voluntary roles that give substantial unsupervised access to children and young people are exempt from the Rehabilitation of Offenders Act 1974 and therefore all shortlisted candidates will be required to declare spent and unspent convictions, cautions and bind-overs (save for those offences that are subject to filtering by the Police) and any prohibitions prior to interview. When making a recruitment decision School will disregard any filtered convictions/cautions/reprimands which were disclosed in error.

Applicants will be required to sign a DBS consent form giving consent for the DBS certificate to be copied and shared (within strict guidelines) for the purposes of considering suitability for employment and/or consent for an online status check to be carried out in the event that the applicant subscribes to the DBS update service. A previously issued Disclosure and Barring Service Certificate will only be accepted in certain restricted circumstances or where you subscribe to the DBS update service and the appropriate online status checks have been satisfactory.

The Governing Board is committed to ensuring that people who have convictions/cautions/reprimands on their record are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position, except in the case of school settings covered by the Childcare (Disqualification) Regulations 2018 where certain convictions, cautions or warnings will mean an individual is disqualified from working in that setting and will prohibit employment at the school (unless a waiver can be obtained from Ofsted).

Positive disclosures will be discussed with candidates and decisions made on a case-by-case basis taking into account the nature, seriousness and relevance to the role. The following factors will be considered in each case:

- The seriousness/level of the disclosed information eg was it a caution or a conviction
- How long ago the incident(s) occurred and whether it was a one-off incident or part of a repeat history/pattern
- The circumstances of the offence(s) being committed and any changes in the applicant's personal circumstances since then
- The country where the offence/caution occurred
- Whether the individual shows or has shown genuine remorse
- If the offences were self-disclosed or not (non-disclosure could, in itself, result in non-confirmation of employment on the grounds of trust, honesty and openness)

This Governing Board operates in accordance with The Disclosure and Barring Service Code of Practice in relation to the processing, handling and security of Disclosure information.

The school processes personal data collected during the recruitment process in accordance with its data protection policy. Data is held securely and accessed by, and disclosed to, individuals only for the purposes of completing the recruitment process. On the conclusion of the process, data collected will be held in accordance with the school's retention schedule.

A copy of our Recruitment Procedure is available upon request.

PRIVACY NOTICE – APPLICANTS

The categories of school applicant's information that we collect, process, hold and share include:

- personal information (such as name, address, national insurance number, contact information, teacher number, referee contact information, close personal relationship information with current staff, ability to travel, pre-employment check information)
- special categories of data including characteristics information such as gender, age
- employment information (such as current levels of pay, current role, employment history (including reasons for leaving), breaks in employment history, training history)
- qualifications (and, where relevant, subjects taught)
- Medical or disability information where relevant

Why we collect and use this information

We use this data to undertake the recruitment of new staff

The lawful basis on which we process this information

We process workforce information under Article 6 (To fulfil our legal obligation under the Education Act 1996 and the performance of our public task) and Article 9 (processing of special category data) of the General Data Protection Regulations. To comply with contract law, HMRC regulations, eligibility to work in the UK and Keeping Children Safe in Education (as updated).

Collecting this information

Whilst the majority of information is provided by you, some information will be sought from previous employers, DBS service, The Teaching Regulation Agency, Overseas Embassies and referees. If you refuse to provide this information we may be unable to process the application or continue with the recruitment process.

Storing this information

If unsuccessful we will hold this information for 6 months from the date of employment of the successful candidate in accordance with our data retention schedule.

Who we share this information with

We routinely share this information with members of the HR and recruitment team, interviewers, relevant Governors, Headteacher and legal services contracted by the school.

Why we share school workforce information

We do not share information about applicants with anyone without consent unless the law and our policies allow us to do so.

Requesting access to your personal data

Under data protection legislation, you have the right to request access to information about you that we hold. To make a request for your personal information, contact Mrs Axtell, Business Manager.

If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Further information

If you would like to discuss anything in this privacy notice, please contact Mrs Axtell, Business Manager/Data Protection Lead.