



# CANDIDATE PACK

Science Lead



**Start date:**  
ASAP

**Location:**  
Old Homesdale  
Road, Bromley  
BR2 9LJ



# About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Bromley campus (BBAB), we cater for 14-19 year olds with a focus on embedding core skills in addition to vocational qualifications including, Music, Food Studies, Construction and Motor Bike.

**BROMLEY  
BEACON  
ACADEMY**





# About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:  
[LSEAT.co.uk](https://LSEAT.co.uk)



Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

# Values

*Relationship*

*Integrity*

*honesty*

*Trust*

*Teamwork*

BROMLEY  
BEACON  
ACADEMY



# Job Description

**Job title: Science Lead**

**Salary: UPS1 - UPS3 on the Outer London Payscale ( + TLR and SEN 1 allowance)**

**Contractual Hours: 25 Hours**

**Reports To: Headteacher / Assistant Headteacher**

**Position Status: Permanent**

## About our Vacancy:

We are seeking an enthusiastic and innovative Science Lead to join our dedicated team at Bromley Beacon Academy. This is an exciting opportunity for an experienced Science teacher with a passion for inclusive education to lead and develop Science across our specialist SEND setting.

The successful candidate will be responsible for driving excellence in Science teaching and learning, developing an engaging and ambitious curriculum, and supporting colleagues to achieve the best outcomes for pupils with a range of additional needs, including ASC, ADHD and SEMH.

We are looking for someone who:

- Is a qualified teacher with a strong background in Science.
- Has experience of, or aspiration towards, curriculum and subject leadership.
- Has high expectations for all learners and a commitment to inclusive practice.
- Can inspire curiosity, enquiry and a love of Science.
- Works collaboratively and positively with staff, families and external professionals.



Bromley Beacon Academy is an all through Social, Emotional and Mental Health School (SEMH) in Bromley, offering a specialist educational provision to pupils in Key Stages 1 to 5 who have an EHCP or Statement for SEMH as their primary need. The school converted to an academy in February 2016 and joined London South East Academies Trust. London South East Academies Trust, part of the Elevare Group, is a thriving multi-academy Trust consisting of schools offering special, mainstream and alternative provision.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels.

# Job Description

## Main purpose of the role:

To lead, develop, and deliver a high-quality Science curriculum that is accessible, engaging, and inclusive for SEND pupils. The Science Lead will be responsible for raising standards of teaching and learning in Science across the school, ensuring curriculum excellence, supporting staff development, and promoting a culture of curiosity, enquiry, and achievement. The role combines outstanding classroom practice with strategic leadership to ensure all pupils achieve their full potential in Science.

## Key Responsibilities

### Teaching and Learning

- Plan and deliver high-quality Science lessons that meet the diverse needs of pupils with SEND.
- Model excellent teaching practice and act as a lead practitioner within the Science curriculum area.
- Adapt teaching approaches, resources, practical investigations, and assessments to ensure accessibility for all learners.
- Promote scientific enquiry, investigation, critical thinking, and problem-solving skills.
- Monitor, assess, and record pupil progress in line with school policies.
- Use assessment information to identify gaps in learning and drive improvements in pupil outcomes.
- Support pupils to develop resilience, independence, curiosity, and confidence in Science.
- Maintain high expectations of achievement, behaviour, and attendance



## **Science Leadership and Curriculum Development**

- Lead the strategic development, implementation, and evaluation of the Science curriculum across the school.
- Ensure the curriculum is ambitious, appropriately sequenced, and aligned with statutory requirements and pupils' individual needs.
- Develop and maintain schemes of work, assessment frameworks, and curriculum resources.
- Monitor the quality of teaching and learning in Science through lesson visits, work scrutiny, learning walks, and data analysis.
- Support colleagues in delivering effective Science teaching through coaching, mentoring, and sharing best practice.
- Lead departmental meetings and contribute to whole-school improvement planning.
- Keep up to date with developments in Science education and SEND practice and implement improvements where appropriate.
- Manage and monitor Science resources, equipment, and budgets effectively.
- Ensure safe working practices are followed in all practical Science activities.

## **SEND and Inclusion**

- Understand and respond effectively to a range of needs, including Autism Spectrum Condition (ASC), ADHD, and Social, Emotional and Mental Health (SEMH) needs.
- Ensure Science lessons and resources are adapted appropriately to meet individual needs.
- Support staff in implementing Education, Health and Care Plans (EHCPs) and individual learning strategies within Science.
- Promote equality of opportunity and inclusive practice throughout the Science curriculum.
- Work collaboratively with teaching assistants and therapists to maximise pupil engagement and progress.

## **Safeguarding and Wellbeing**

- Maintain responsibility for the safeguarding and welfare of all pupils.
- Follow school safeguarding procedures and report concerns promptly.
- Promote positive behaviour management strategies in line with school policies.
- Foster a safe, supportive, and inclusive learning environment.
- Support pupils' emotional wellbeing through positive relationships and effective classroom practice.

## **Communication and Partnership Working**

- Work collaboratively with parents, carers, therapists, and external professionals to support pupil development.
- Contribute to Annual Reviews, EHCP reviews, and multi-agency meetings as required.
- Provide clear and accurate information regarding pupil attainment, progress, and curriculum developments.
- Liaise with external agencies and educational partners to enhance Science provision.
- Attend and contribute to staff meetings, training sessions, and professional development activities.

## **Wider School Contribution**

- Lead and promote STEM enrichment opportunities, Science clubs, competitions, and special events.
- Organise and support educational visits linked to the Science curriculum.
- Contribute to whole-school improvement initiatives and curriculum development.
- Support cross-curricular learning opportunities and wider school projects.
- Participate fully in the wider life of the school and contribute to the school's ethos and values.

## **General Requirements:**

**Safeguarding:** Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

**Equity, Diversity and Inclusion:** Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

**Health and Safety:** Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

**STARS Values:** Consistently model and promote the our STARS values, contributing positively to our culture and reputation.

**Sustainability:** Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the academy change over time.

# Person Specification

| <b>Education and Qualifications</b>                                                                                 | <b>Essential</b> | <b>Desireable</b> |
|---------------------------------------------------------------------------------------------------------------------|------------------|-------------------|
| Qualified Teacher Status (QTS) or equivalent teaching qualification                                                 | √                |                   |
| Degree in Science or a related scientific discipline                                                                | √                |                   |
| Evidence of ongoing professional development                                                                        | √                |                   |
| <b>Knowledge and Experience</b>                                                                                     | <b>Essential</b> | <b>Desireable</b> |
| Successful experience teaching Science                                                                              | √                |                   |
| Experience of curriculum leadership or subject leadership, or demonstrable readiness to undertake a leadership role | √                |                   |
| Strong understanding of SEND and inclusive teaching practices                                                       | √                |                   |
| Knowledge of curriculum design, assessment, and quality assurance processes                                         | √                |                   |
| Understanding of safeguarding and child protection responsibilities                                                 | √                |                   |

# Person Specification

|                                                              |                  |                   |
|--------------------------------------------------------------|------------------|-------------------|
| Experience using assessment data to improve pupil outcomes   | √                |                   |
| Ability to lead and support colleagues effectively           | √                |                   |
| <b>Skills</b>                                                | <b>Essential</b> | <b>Desireable</b> |
| Excellent communication and interpersonal skills             | √                |                   |
| Strong leadership and organisational skills                  | √                |                   |
| Ability to inspire, motivate, and develop staff and pupils   | √                |                   |
| Excellent classroom and behaviour management skills          | √                |                   |
| Strong analytical and problem-solving skills                 | √                |                   |
| Ability to prioritise workload and manage competing demands  | √                |                   |
| Commitment to inclusive education and pupil-centred practice | √                |                   |

## **Desirable Criteria**

- Experience working in a special school or alternative provision setting.
- Experience leading a curriculum area or department.
- Training in ADHD, PRICE Training, Positive Behaviour Support, or related SEND approaches.
- Experience supporting quality assurance, coaching, or mentoring staff.
- First Aid qualification.

## **Safeguarding Statement**

Bromley Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful applicant will be subject to an enhanced DBS check, reference checks, and all other safer recruitment requirements.

## **Equal Opportunities**

Bromley Beacon Academy is committed to equality, diversity, and inclusion and welcomes applications from all suitably qualified individuals regardless of age, disability, gender identity, race, religion or belief, sex, or sexual orientation.

# What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

# How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

