

ADMIRAL LORD NELSON SCHOOL
DUNDAS LANE
PORTSMOUTH
PO3 5XT
Tel: 023 9236 4536
Email: admin@alns.co.uk

Headteacher: Chris Doherty

TEACHER OF SCIENCE

Salary: £31,650 -£49,084 MPS/UPS (the role is suitable for an ECT)

Contract: Permanent

Start date: September 2025

Closing date: Midday on Friday 21st February 2025

Interviews held: As soon as possible after closing date

We are seeking to appoint an enthusiastic Science teacher who works well in a team. We are looking for a specialist with strong subject knowledge, who quickly builds relationships with students and breaks down barriers to learning. We want a teacher who inspires children to achieve their potential and loves to see their students experiencing the joy of success every day in their learning and would welcome applicants from Early Career Teachers.

Salterns Academy Trust is a learning community where every member of staff understands the difference they can make to our students' outcomes, both academically and to their personal development. Our commitment to being a UNICEF Rights Respecting School is at the heart of our inclusive ethos and curriculum, with mutually respectful relationships forming the foundation of our happy, successful school. At Admiral Lord Nelson School, we work collegiately with our partner school, Trafalgar School in the pursuit of excellence in science education so that we are significantly improving the life chances of all of our young people in Portsmouth.

We have a national reputation for being a truly inclusive school with excellent standards and principled curriculum design, having a very high Ebacc entry. We have a deep-rooted and longstanding commitment to being a UNICEF Rights Respecting School and we have recently been reaccredited with UNICEF Gold Award status. We are equally passionate about promoting creativity across all aspects of our curriculum, for which we were the first school in England to hold a Triple Artsmark Platinum Award. This is a genuinely exciting school to be part of, morally driven by our core values of Inclusivity, Wellbeing and High Expectations; we really do value our staff and place the voice of our incredible students at the heart of all we do! 100% of our staff would recommend as a place to work [staff survey – January 2024].

Science is one of the most highly regarded subject areas at Admiral Lord Nelson School, in which students are successful in terms of exam performance, enjoyment of their learning and preparation for their future lives. It is a department which is extremely well-led by a supportive Curriculum Director, ably supported by an excellent team of TLR post-holders. You will be joining a well-established, research driven Science department and become part of an innovative team of teachers who enjoy working together to create shared resources. Reducing unnecessary workload is a key focus for our school and this is reflected in our feedback policy, which is effective and time efficient, promoting student progress without over burdening staff. All teachers have their own specialist classroom, which is well-equipped including access to a smart board, visualisers and a range of scientific

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equipment. The department is also leading the drive on teachers using technology to further enhance the quality of education that we provide within our science curriculum, both in school in lessons and for Independent Learning.

Sharing good practice is commonplace amongst all departments in our school and our professional learning programme will give you the chance to really think about what makes for great teaching and learning. We pride ourselves on helping great teachers become the best they can be no matter where they are in their career. ECTs with the potential to become outstanding practitioners will be offered a full induction process and on-going professional development. If you are ambitious and looking to take the next step, we will invest in your development and offer rapid career progression for those who aspire to become middle leaders or senior leaders of the future.

Salterns Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. **Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found.** We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks. *Online searches will happen at shortlisting stage*

If you are interested in joining our amazing team of staff, we'd love to hear from you! Informal visits from those who are interested in finding out more about the role are welcomed. We look forward to discussing what unique skills you could bring to the role and how we could help support you in the next steps of your career. Please contact our Senior Leader of Science, Sian Ottesen: sottesen@alns.co.uk to arrange an informal visit.

Alternatively, candidates can apply for this post by returning a completed application form, found on the school website www.alns.co.uk, together with a letter of application (maximum 2 sides of A4) by Midday Friday 21st February 2025. Candidates should send their completed application to recruitment@alns.co.uk

Please include in your letter:

1. What attracts you to the post.
2. Previous experience and skills that will help you undertake this role.
3. What you consider to be the key features of an engaging and stimulating 11-16 curriculum.

Some forms of employment, occupations and professions are exempted from the Rehabilitation of Offenders Act 1974.

Working within a School is exempted from the Rehabilitation of Offenders Act 1974.

You are applying for a role that is eligible for an enhanced DBS check and access to the barred list and if shortlisted for interview you will be required to complete the relevant self-declaration and disclosure form and taking into account the offences that are protected or filtered declare:

- All unspent convictions and conditional cautions.
- All spent convictions and adult cautions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020).
- If you have been barred from working with Children and/or Adults at risk.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

The successful candidate will then be asked to complete an application for the relevant Disclosure and Barring Service check or if subscribed to the update service provide the necessary details to allow a check to be made.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK (www.gov.uk)

The filtering rules were updated on 28 November 2020 as follows:

- warnings, reprimands and youth cautions will no longer be automatically disclosed on a DBS certificate the multiple conviction rule has been removed, meaning that if an individual has more than one conviction, regardless of offence type or time passed, each conviction will be considered against the remaining rules individually, rather than all being automatically disclosed

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