



Redden Court School

RECRUITMENT PACK

TEACHER OF SCIENCE (SECONDARY)

Committed to Success for All

disability confident COMMITTED

SUCCESS FOR ALL EDUCATIONAL TRUST

Dear Colleague,

Post: Teacher of Science (Part-Time or Full-Time) (Secondary)

Thank you for your interest in this post. To help you decide if the job would suit you please read through this recruitment pack, which we hope will give you a flavour of what the school is about and of what we expect from the successful candidate.

Redden Court School is a high achieving, successful, well-ordered and caring mixed comprehensive school for students aged eleven to sixteen which was recognised as being an Outstanding School in 2022. We are very proud of our school, our students and the Harold Wood community in which we serve.

Our vision is focused on 'Commitment to Success for All' with aspiration for all members of our community. Redden Court is the founding member of the Success for All Educational Trust.

If you would like to become a member of our thriving and successful community, please apply via 'Mynewterm' which can be accessed here by the deadline of Thursday, 12th November 2026 at 12pm. Interviews will take place week beginning 16th November 2026. We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

If you wish to have an informal discussion about the post before applying please feel free to contact Mrs K Dukes, Head of Science Faculty on 01708 342293 or by emailing kdukes@reddencourtcloud.co.uk. Our last Ofsted report can be found here

I look forward to receiving your application.



Yours sincerely,

Mr A Henry
Headteacher

GENERAL INFORMATION

The Redden Court School motto **"Committed to Success for All"** embodies what our school believes in and represents our common goal. We aim to incorporate this vision into everyday school life and ensure that all students have the best opportunities made available to them. Success can and will be found in different goals for a vibrant and varied student body and we value all of our students as individuals with unique talents and interests. We support our students to always be the best that they can be.

Notable Achievements

- In May 2026, Redden Court School was shortlisted for the Teacher Development Initiative of the Year TES Award.
- In 2025, Redden Court School was the winner of the Safeguarding Initiative Award with SACPA
- In 2022, Redden Court School was recognised as being an Outstanding School with the additional accolade of being Outstanding in all areas
- In 2021, Ofsted recognised there was enough evidence of improved performance to suggest that the school could be judged outstanding if the inspectors were to carry out a section 5 inspection now. The school's next inspection will be a section 5 inspection
- In 2021 we were awarded the Wellbeing Award for Schools
- In 2020 we were awarded the SSAT award for exceptional outcomes for our SEND Students
- We have recently been re-accredited as a Thinking School by the CEDU at the University of Exeter
- In 2019 we were awarded the 'Quality in Careers' standard for our work in this area

Building and Resources

The school is situated in Greater London, Romford, close to the M25, A12 and A127 and just 10 minutes walk from Harold Wood Railway Station. The school has on site parking for staff and visitors.

The school was built in 1931. Over the years we have expanded the site to accommodate our growing number of students, including two brand new buildings. We have new state of the art facilities in Science, technology and PE. Furthermore, there has been lots of renovation to the existing buildings which makes the school a pleasant learning environment for students and those to come. Our students enjoy well presented classrooms, clean and well kept facilities as well as pleasant dining and social time areas.

SLT

- Mr A Henry, Headteacher
- Mr S Carrington, Deputy Head (Quality of Education)
- Mr K Ward, Deputy Head (Behaviour, Attitudes and Safeguarding)
- Miss T Greaves, Assistant Head (Curriculum, CPD and Teacher Training)
- Ms J Tyldesley, Assistant Head (Inclusion and SENCo)
- Mr T Hughes, Assistant Head (Student Achievement)
- Mr D Pendred, Assistant Head (Technology and Communication)
- Mr M Hoque, Assistant Head (Personal Development and Enrichment)
- Mrs C Jacques, Assistant Head (Teaching and Learning)
- Miss C Morris, Director of Administration

Staff

We have 72 teachers, who are supported by 60 professional and competent Learning Support Assistant and support staff. We work as a unified team to support and enhance the learning experiences of our students.

Pastoral Care

We currently have 1066 students at Redden Court School. The pastoral team is particularly well staffed and this allows us to form a wide and comprehensive net of care around our student body.

The team is made of:

- Deputy Head - Pastoral Care
- Pastoral Director
- 5 non-teaching Heads of Year
- Home School Support Worker
- Education Welfare Officer
- 2 Learning Mentors
- 3 Student Service Officers
- Pastoral Support Officer
- Pastoral Administration

We also buy in counselling and mentoring services which, taken as a whole, provides a support base to our students which is second to none.

SEND

We are proud of our reputation for achieving exceptional outcomes for our children with special educational needs and disabilities. We support our students with SEND in mainstream with a combination of in-class support systems and withdrawn interventions. Children who need a higher level of support are educated in our Nurture Group and move on to study GCSEs on the Blue Pathway where they benefit from small classes and a high ratio of adults to children.

Redden Court also supports some children with EHCPs using our Additional Resourced Provision (ARP) funding. We are pleased to be able to offer bespoke packages of support for our children with the most complex needs.

Our dedicated SEND team consists of 6 SEND Teachers and 22 Learning Support Assistant (LSAs) managed by our deputy SENCO. Leaders on the SEND team are highly invested in developing staff. Many former LSAs have found their experience on the SEND team to be a vital step as they move towards new careers in teaching, mentoring, counselling or other pastoral work with children. At Redden Court, we have a strong tradition of encouraging our staff to develop their careers.

CPD and Training

We invest heavily in our own staff training and development at all levels, from Initial Teacher Training, Associate and support Staff, through to Senior Leadership level. We run an in-house comprehensive programme each year which includes whole school CPD, faculty training, ECT and RQT professional studies, ASPIRE Teaching and Learning workshops and additional voluntary training sessions. We also offer a wide range of opportunities for staff to gain leadership experience such as termly or yearly secondments onto the pastoral team or senior leadership team. In addition we subscribe to the National College and actively encourage staff to take responsibility for their own professional development by completing courses and certificates online.

Wellbeing

Redden Court values its staff well being. We endeavour to offer a holistic approach to ensure all our stakeholders are supported in their emotional, physical and mental health.

We offer the following staff benefits:

- Child places at Redden Court School are available for staff who are employed at the school (subject to conditions).
- Career Development (apprenticeships, support towards achieving further qualifications, leadership programmes, progression opportunities, teacher training, shadow opportunities and a vast CPD programme of relevant courses)
- Pension
- Two week October half term
- Access to the Employee Assistance Programme (24/7 wellbeing and counselling service, legal, financial and medical information, virtual GP and Advanced Nurse Practitioner service, online physiotherapy service, cancer awareness and nurse support)
- All teaching staff are allocated a Chromebook
- Multi Gym available for staff use
- Staff supervision sessions with a trained professional
- Cycle-to-work scheme
- A regular staff survey consults staff and takes actions based on the results.

Values and Ethos

At Redden Court School our staff values are closely aligned to our student values, ASPIRE. Every individual is valued for what they contribute to our community.

- ★ **A**mbitious - To be passionate in our desire and determination to achieve success and exceed our potential.
- ★ **S**upportive - To provide encouragement, physical and emotional support to others where it is needed.
- ★ **P**rofessional - To recognise ourselves as role models and demonstrate positive examples to students and each other at all times.
- ★ **I**nnovative - To be creative and open to change and new ideas.
- ★ **R**espectful - To treat others with dignity and respect; to celebrate and welcome diversity.
- ★ **E**quality - To promote and ensure that every individual has an equal opportunity to make the most of their lives and talents.

Collectively these values help to raise standards, develop positive behaviours and develop individuals. We recognise that through these values our staff work towards a common goal that supports the vision for our school.

ADVERT

Teacher of Science

Salary - Teacher Main Scale/Upper Pay Scale (Outer London)
£39,196-£58,120
Full time or part time for the right candidate
Required for a January 2027 start

"Pupils are proud to attend this school. They say it is friendly, warm and safe. Pupils have respectful relationships with teachers."

"Teachers are enthusiastic subject experts. They check pupils' understanding often. Pupils' work and attitudes to learning reflect teachers' high expectations."
Pupils flourish here. They work hard in class and take their education seriously"

"The provision for pupils' wider development is exceptionally well thought through"

"Leaders have high expectations of all pupils' achievement"

"The behaviour of pupils is exemplary. Pupils are motivated by rewards for showing their positive attitudes, such as trying hard in class or being helpful around the school. They are polite and respectful and readily celebrate their peers' successes"
Ofsted

An opportunity has arisen to join this high achieving, successful, well-ordered and caring mixed comprehensive school for students aged eleven to sixteen in which students have very positive attitudes towards their learning and are supported fully in all aspects of wellbeing.

At Redden Court School we prioritise the development of outstanding teaching and learning alongside wellbeing. All members of the school community are cared for, valued and listened to, we support and challenge our students to aspire to be the very best that they can be; enabling them to be responsible, capable and ambitious citizens. We have the highest expectations of our students and staff.

We invest in our staff to help them to become the best possible teachers they can be. There are excellent opportunities for people who work hard. Effort is often recognised in career development. Many who came to us as NQTs now have substantial leadership roles. Our CPD programme and collegiate approach are highly effective.

If you are an inspiring, enthusiastic Teacher of Science who recognises that the best practitioners always want to improve, we would like to talk to you. The ability to teach Chemistry and/or Physics at Key Stage 4 is desirable.

Our Science Faculty has a wealth of experience ranging across all three Science disciplines. The faculty has a strong team of 10 who are supported by three experienced technicians, with 7 fully equipped laboratories. The successful candidate must be able to teach Key Stage 3 and Key Stage 4 Science at a high standard. It is expected that the candidate is able to teach all 3 Sciences up to Key Stage 4. We currently run Entry Level and GCSE Combined Science and Separate Sciences at Key Stage 4. We will gladly accept applications from NQTs, ECTs, recently qualified and experienced teachers. The ability to demonstrate excellent subject knowledge and to consistently teach inspirational lessons within this highly committed faculty is essential.

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As an employer, we are committed to promoting career development and recognise hard work and effort. As an equal opportunities employer we offer from day one of your employment parental leave, compassionate leave and carers leave at or above the statutory levels. We are committed to wellbeing and flexible working requests which can be submitted from day one.

As an employee, you will be covered by our excellent well-being support and medical cover programmes provided through the Spark and Medicash organisations. This includes access 24 hours a day to a GP helpline, physiotherapy, optical support, dental treatment, and access to a counselling service.

Child places at Redden Court School are available for staff who are employed at the school (please ask for more details).

Redden Court School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced Disclosure and Barring Service (DBS) check (with children's barred list check).

Redden Court School is an equal opportunities employer including blind recruitment.

"We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, disability, religion or belief, age or sex and sexual orientation."

Further details can be downloaded from our website www.sfaet.co.uk.

If you are looking to advance your career in a supportive and dynamic setting and are committed to providing the very best experience for our staff and students, we would love to meet you.

The Trust's January 2026 Staff Survey results confirm it is a great, safe, and supportive place to work. Staff are significantly more likely to recommend the Trust as a good employer compared to the national benchmark. This positive sentiment is consistent throughout, with general job satisfaction and communication outcomes also being substantially higher than the national benchmark.

The Trust is a Disability Confident Committed employer and we welcome applications from the whole community. All applications for flexible working will be accommodated if operationally feasible.

The deadline of Thursday, 12th November 2026 at 12pm. Interviews will take place week beginning 16th November 2026.

We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

The use of AI is strictly forbidden to assist in any way with the interview/application process.

JOB PROFILE

Job Title: **Teacher of Science (full-time or part-time)**

Grade: **Teacher Main Scale/Upper Pay Scale (Outer London)**

School: **Redden Court School**

Reports to: **Head of Science Faculty**

Roles and Responsibilities:-

- To strive for excellence in teaching and learning in the classroom.
- To ensure that agreed school and faculty policies are adhered to in all teaching and administrative activities.
- To liaise with parents/carers on student progress and attend consultation evenings/progress review days as specified in the school calendar.
- To assess and report on students at all levels, including those with special educational needs and disabilities.
- To ensure that there is a sharing of information regarding the progress of individual students with relevant Tutors, Pastoral Heads and the SENCo.
- To lead the development of the subject through attendance and discussions at regular calendared faculty meetings.
- To lead enrichment activities for students as directed by the Head of Faculty.
- To be responsible for Key Stage 3 and Key Stage 4 groups and their progress against school targets.
- To participate in relevant staff development programmes within the school.
- To participate in the pastoral care structure of the school as a Form Tutor or member of the support team.
- To undertake any reasonable duties at the direction of the Head Teacher which are appropriate to the needs of the school.

Notes:

1. Redden Court School has a strong commitment to achieving equality of opportunity in its services to the community and the employment of people and expects all employees to understand, comply with and promote its policies in their work and to undertake any appropriate training

2. The post holder is expected to undertake any appropriate training, including recognised professional qualifications, considered necessary to fulfil the role

3. The post holder is expected to demonstrate a flexible approach in the delivery of work. Consequently the post holder may be required to perform work not specifically identified in the job description, but which is in line with the general level of responsibility of the post.

4. This job description will be subject to review with the post holder after one year and may then be reviewed from time to time

PERSON SPECIFICATION

SKILLS AND ABILITIES	ESSENTIAL	DESIRABLE	ASSESSED BY
The ability to effectively plan, model and deliver consistently good lessons that are engaging, innovative and differentiated to accelerate progress	✔		Interview
Ability to collaborate effectively; implement new ideas and to evaluate their effectiveness as part of a team	✔		Interview
Communication skills, oral, written and presentational to a variety of audiences	✔		Application & Interview
Proficiency in the use of ICT and the software programmes used in school	✔		Application
The ability to lead, model and manage positive behaviour, good order and assertive discipline In the school	✔		Application & Interview
The ability to analyse data and to use it to evaluate performance and implement effective intervention	✔		Application & Interview
KNOWLEDGE			
Knowledge of statutory requirements of National Curriculum; subject knowledge, understanding and expertise	✔		Application
How to lead curriculum development and manage innovation and change	✔		Application & Interview
Know how to use information and data to set targets, raise attainment and achievement	✔		Interview
How Young People can be motivated to meet or exceed expected levels of attainment	✔		Application & Interview
How ICT can be used effectively to enhance learning	✔		Interview
How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum	✔		Application & Interview
How to manage Health and Safety Policy and promote and safeguard student welfare	✔		Application & Interview
How to manage equalities and inclusion policies and how these are implemented in school	✔		Application & Interview
Knowledge of the professional standards for teachers and their role in planning Performance Management	✔		Application & Interview
QUALIFICATIONS			
Qualified Teacher Status	✔		Evidence of qualification
Successful teaching experience	✔		Application
Post threshold Teacher Status		✔	Application
Evidence of relevant continuing professional development	✔		Application