

Job Description – Science Teacher

NewHeart Learning (Alternative Provision, Cambridgeshire)

Start Date: September 2026 or January 2027

Salary: Competitive, dependent on experience

Contract: Full-time (part-time considered)

Purpose of the Role

The Science Teacher will play a key role in delivering high-quality teaching and learning within NewHeart Learning, an Alternative Provision for pupils with Social, Emotional and Mental Health (SEMH) needs, emotionally based school avoidance, or those currently out of education. The postholder will contribute to a nurturing, therapeutic, and aspirational environment that enables young people to re-engage, make progress, and achieve meaningful outcomes.

Key Responsibilities

Teaching & Learning

- Plan and deliver engaging and differentiated science lessons across Key Stages 3 and 4, typically in small groups of 5–8 learners.
- Deliver a broad science curriculum while ensuring accessibility for pupils with a range of needs and learning styles.
- Provide targeted 1:1 and small-group interventions to close gaps, accelerate progress, and build learner confidence.
- Deliver and assess AQA Unit Awards in science and other relevant subjects, ensuring pupils achieve recognised accreditation.
- Use a variety of strategies and resources to engage pupils who may have previously disengaged from education.
- Set clear learning objectives, prepare schemes of work, and assess and record progress in line with school expectations.

Assessment & Progress

- Track, monitor, and report pupil progress, using assessment data to inform planning and interventions.
- Provide timely and constructive feedback to learners, parents/carers, and colleagues.
- Contribute to statutory reporting, review meetings, and multi-agency planning where required.

Pastoral & SEMH Support

- Build strong, positive, and trusting relationships with pupils based on consistency, empathy, and high expectations.
- Contribute to the wider pastoral care of learners, supporting emotional regulation, wellbeing, and engagement.
- Work collaboratively with the wider team, parents/carers, and external professionals to secure the best outcomes for each pupil.
- Promote and model the school's therapeutic and relational approach to behaviour management.

Wider Contribution

- Support the development of a new and growing provision as part of the founding staff team.
- Contribute to curriculum development, enrichment activities, and cross-curricular projects.
- Participate in CPD, supervision, and training to maintain and enhance professional knowledge and skills.
- Uphold and promote safeguarding, equality, diversity, and inclusion in all aspects of the role.
- Carry out any additional responsibilities reasonably requested by senior leaders as the provision grows.



Person Specification

Essential Criteria

- Experience teaching science at KS3 and KS4 in innovative and engaging ways.
- Strong understanding of SEMH needs, barriers to learning, and effective strategies for re-engagement.
- Ability to differentiate and adapt teaching to meet diverse and complex needs.
- Excellent interpersonal, communication, and teamwork skills.
- Commitment to safeguarding and promoting the welfare of children and young people.
- Resilience, flexibility, creativity, and the ability to inspire learners who may be reluctant or anxious.

Desirable Criteria

- Qualified Teacher Status (QTS/QTLS) or equivalent (experienced UQTs will be considered)
- Experience delivering AQA Unit Awards.
- Experience working in Alternative Provision, PRUs, specialist settings, or with SEMH learners.
- Experience delivering targeted academic interventions.
- Additional CPD or qualifications in SEMH, SEND, trauma-informed practice, or behaviour management.
- Experience contributing to curriculum development or establishing new provision.

Additional Information

NewHeart Learning is committed to safeguarding and promoting the welfare of children and young people. All staff must share this commitment. Successful applicants will be subject to an enhanced DBS check, online checks, and reference verification.

How to Apply

Please email office@newheartlearning.co.uk your covering letter and CV and ask for our application pack. The deadline to apply for this position is Friday 3 July with interviews being held week commencing 6 July. For an informal conversation about the role, please contact Daniella Hart on 01733 977697.