Drapers' Academy

Head of Science

Application Pack

RESPECTFUL • KIND • PURPOSEFUL

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Principal's Welcome

Dear Applicant,

I am proud and privileged to be Principal of Drapers' Academy and alongside a committed and passionate staff, work hard to provide the best educational opportunities for all of our pupils, students and their families. Drapers' Academy's vision statement makes clear that our mission is both to maximise academic attainment and support our young people to lead fulfilling lives and we achieve this by ensuring we have the highest expectations of staff, teachers and all of our pupils and students.

Over the past two years the Academy has gone from strength to strength and this was recognised when Ofsted visited us in March 2025. We secured good judgements for all areas and Inspectors noted the following:

- The school is highly ambitious for their pupils
- Pupils follow a broad and well-considered curriculum
- Pupils are safe here and their individual needs are well understood
- The school's high expectations of behaviour are clear and well understood
- Pupils learn what it means to be a pupil of Drapers' and to embody the school's values

We have a hugely experienced and committed staff who are focused on ensuring that all pupils and students succeed and enjoy coming to school. Over the last two years our A level and GCSE results have shown significant increases, and in 2024 our progress at A Level was the second highest in the local authority, and we were in the top 50 schools nationally for improved progress at GCSE.

One of our most important developments over the last three years has been a relentless focus on building a positive culture within the Academy and this is based around our three core values. At Drapers' we are Purposeful, Respectful and Kind. All within our community are expected to adhere to these values to ensure that the Academy is both a great place to learn and a supportive and positive place to work. I believe there are a number of things that make Drapers' Academy special:

- We are one of a decreasing number of schools that are determined to provide a diverse and engaging KS3 curriculum that includes art, music, drama, ICT and Technology including Food Technology.
- All of our pupils have the opportunity to go on an amazing variety of trips and visits. They include trips to France, Germany, theatre trips and a range of educational visits.
- Our links with our two sponsors, the Drapers' Livery Company and Queen Mary University, allow us to provide an incredible range of opportunities that broadens the world of all of our pupils
- This academic year we introduced Yondr pouches for all pupils, so we are now a phone free school.

If you are passionate about education and its power to transform lives, if you are able to both challenge others and respond positively to challenge, I look forward to reading your application.

Good luck and best wishes

Gillian Dineen
Principal

Benefits of Working at Drapers' Academy

We know our staff are key to our success. Whether you are a newly qualified teacher, a returnee to the workplace, support staff or an aspiring school leader, the Drapers' Multi-Academy Trust can support and develop your career. We believe in creating collaborative working environments where our staff can reach their full potential. Our schools are at the heart of our local community and work together to ensure staff feel valued, supported and are able to maintain a healthy work-life balance.

At Drapers' Academy we have a clear vision to deliver high standards of education, and staff are well supported by a committed and supportive Middle and Senior Leadership Team, as well as from our Sponsors, The Drapers' Company and Queen Mary University of London.

Employees of Drapers' Academy enjoy many benefits:

LIFESTYLE WELLBEING

Events: Opportunities for staff to attend celebratory events hosted by our sponsor The Drapers' Company, including events at Drapers' Hall in Central London.

Physical Fitness: As an employee of Drapers' Academy, you will have free access to our on site gym.

Location: Work at our state-of-the-art campus, surrounded by acres of countryside. We offer secure, free, onsite parking, as well as being a short bus journey away from Harold Wood Station (Elizabeth Line).

FINANCIAL WELLBEING

EAP Membership: Free access to the Employee Assistance Programme, provided by the Education Support Network, offering support, information and advice.

Eye-Care: We offer our staff a generous eye-care support scheme, with contributions towards eyesight tests and new spectacles.

Cycle to Work: We are proud to provide our staff with access to the Bike2Work Scheme, offering up to 42% savings on bikes and equipment.

Pension: Membership to either the Local Government Pension Scheme for support staff or the Teachers' Pension Scheme for teaching staff.

MENTAL WELLBEING

Wellbeing Committee: We have a staff-led team, with a budget dedicated to providing staff wellbeing initiatives throughout the year. The committee also organise regular social events away from work.

Small Class Sizes: Our class sizes average 25 pupils.

Work/Life Balance: No retrospective book marking.

Our Science Faculty

The Science Faculty at Drapers' Academy is positioned at the heart of the school and comprises a strong collaborative team of 13 teaching staff and 2 technicians. The rooms are situated across two floors with a large balconied central area between the floors which is often used for Science Week activities and lesson practicals. Attached to the Faculty we have a large area known as the Biome which is where our resident tortoise is housed along with a large open-view fish tank and a custom-built raised planter used to support plant-based studies.

The Faculty has a strong history of offering bespoke training to students who join us from various teacher-training pathways and all staff are provided with many opportunities for CPD via both internal and external INSET sessions. An important aim of the Faculty is to ensure pupils are offered an exciting and enriched experience of science in school. To help achieve this we have a dedicated programme of STEM activities offered to all year groups. We organise a range of trips throughout the year including Centre of the Cell, Colchester Zoo, CERN and the Flatford Mill Field Study Centre. We also have a weekly Science Club and each year during Science Week all KS3 lessons are dedicated to a project culminating in a pupil competition at the end of the week.

In order to provide the strongest start to our pupils' secondary science education we use a bespoke, rigorous curriculum at KS3 which helps to consolidate knowledge and develop the key skills required for pupils to succeed at GCSE. At Key Stage 4 we offer AQA Trilogy Science and the separate sciences for our most able students. We also offer Biology, Chemistry, Physics (AQA) and Psychology at A Level and these are very popular. Many students continue science to degree level.

Drapers' Academy Key Information

Pupil Numbers
1207
Year 7 - 11: **1019**
Sixth Form: **188**

Pupil Premium
45%

SEND
12%
EHCP: **3%**
SEND Support: **9%**

First Languages
English: **75%**
Lithuanian: **4%**
Romanian: **4%** Polish: **2%**
Other Languages: **15%**

Ofsted 2025

Drapers' Academy was assessed as Good in all areas of inspection by Ofsted, in March 2025. Below are a selection of observations Ofsted made of our school. The full report can be found on our website.

- *"Pupils are safe here and their individual needs are well understood. They are fully included and happily welcomed to the school community."*
- *"The school is highly ambitious for their pupils."*
- *"Teachers are experts in their subjects and present information clearly."*
- *"Pupils learn what it means to be a pupil of Drapers' and to embody the school's values of kindness, respect and purpose."*
- *"The school provides relentless support for attendance."*
- *"Staff enjoy working at the school. They feel well supported and appreciate the steps taken to reduce their workload. Staff at all levels value their opportunities for professional development."*

Job Description

Job Title : Head of Science

Reports To :	SLT Line Manager / Principal
Location :	Drapers' Academy, Harold Hill RM3 9XR
Hours :	Full Time, 52 Weeks
Contract Type :	Permanent
Salary :	MPS / UPS + TLR1a (£14,590)

The Role

As the Head of Science, you will lead, develop and manage the effective delivery of an outstanding curriculum, which enables the highest level of pupil progress and attainment at all Key Stages. You will lead the professional community of subject teachers and promote outstanding teaching and learning and a strong school culture within a nurturing and rigorous environment.

Key Responsibilities

Leadership and Management

- Lead, develop and line manage the Science faculty, through a skilled approach that supports and challenges the team
- Lead the provision of appropriate CPD, inset training days and Science faculty meetings
- Monitor, evaluate and continually improve the quality of planning, teaching and assessment of all members of the Science team
- Manage departmental budget and resources effectively and efficiently through line management of the technicians
- Lead behaviour management in the Faculty according to our systems and policies, securing strong routines for learning and liaison with tutors and parents when necessary
- Develop strong partnerships with other relevant professionals inside and beyond the academy and ensure regular communication with parents and carers

Improving Teaching & Learning

- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Be responsible for tracking pupil progress across the faculty through internal and external assessment data, analysing this to make data-driven changes to the curriculum and intervention strategies
- Be accountable for pupil progress across the school at all key stages, ensuring that all pupils achieve results in line with school targets
- Monitor the work of the Science Faculty through rigorous and regular lesson observations and any quality assurance processes
- Help to coordinate the delivery of high quality cover work during teacher absence
- Plan, deliver, monitor and evaluate the curriculum provision and enrichment for all year groups within the faculty, consulting with relevant colleagues/subject leaders

- Monitor the identification of, and provision for, pupils with individual needs and develop adapted learning and teaching methods to ensure every pupil achieves
- Participate actively throughout the MAT and beyond, by attending relevant meetings and, as appropriate, delivering MAT-wide training and initiatives, especially around transition opportunities with MAT primaries
- Work with colleagues, students and families to develop a strong school community

Academy Culture

- Support the academy's values of Respect, Purpose and Kindness by contributing to the development and implementation of policies, practices and procedures
- Help create a strong Academy community including the Academy House system, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a school and Science Faculty culture and ethos that is utterly committed to achievement, good discipline and respect
- Be alert and active on issues relating to pupil welfare, safeguarding and child protection
- Support with duties as part of pastoral responsibilities
- Support and work in collaboration with colleagues and other professionals with confidence, tact and diplomacy
- Work with other schools within the MAT to establish good practice, offering support where required
- Lead Science and Technology week activities across the Academy

The above duties are neither exclusive nor exhaustive and the post holder may be required to carry out such other appropriate duties as may be required by the Principal within the grading level of the post, the competence of the post holder and the context of the duties of the post holder.

This job description is subject to annual review.

Drapers' Multi-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. Appointments are subject to enhanced DBS clearance, an online check, and other relevant employment checks.

Person Specification

Qualification Criteria

- Qualified to teach in the UK
- Degree in Science related subject

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils regardless of their starting points or background
- Experience of designing, implementing and evaluating effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes
- Experience of improving the quality of teaching and learning
- Experience leading a team and working to support the significant success of others, including professional development and effective management of underperformance
- Experience of interpreting complex pupil data to support lesson planning and pupil progress
- Mastery of, and enthusiasm for, the subject
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Behaviours

- Genuine passion for and a belief in the potential of every young person
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Drapers' mission of providing an excellent education to every pupil, regardless of background
- Excellent interpersonal, planning and organisation skills
- Resilience, motivation and commitment to the team achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to, and understanding of, professionalism in line with the National Teaching Standards

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

Drapers' Multi-Academy Trust

Vision

Drapers' Multi-Academy Trust strives for educational excellence, community engagement, and holistic development across its schools, ensuring that every child has the opportunity to succeed and flourish.

Mission

Empowering excellence, embracing diversity

Our mission at Drapers' Multi-Academy Trust is to provide a transformative educational experience that empowers pupils to reach their full potential. Through collaboration, innovation, and a commitment to inclusivity, we strive to create a nurturing environment where every individual is valued and supported. By leveraging the rich heritage of the Drapers' Company and the academic expertise of Queen Mary University London, our schools cultivate dynamic learning environments that inspire every pupil to achieve their goals. Our overall ambition is to nurture resilient, compassionate, and globally-minded citizens who will thrive in an ever-changing world.

Values

We are an inclusive and ambitious Trust, benefitting from the support of our Sponsors. Through a culture of respect and collaboration, we aim to enhance the educational outcomes and life chances of our pupils and increase the number of learners benefitting from the Trust's resources and expertise.

Sponsors

Our sponsors are highly experienced and passionate about education.

Drapers' Multi-Academy Trust

The Drapers' Company

www.thedrapers.co.uk

The Drapers' Company have been involved in education for over 500 years. They support a range of extra-curricular activities and link the Academy to a wider community across London. A mentoring programme allows pupils to have greater access to employment opportunities and provides informal coaching and support.

Queen Mary University of London

www.qmul.co.uk

Queen Mary, University of London, is one of the country's leading higher education institutions and is a member of the Russell Group of top universities. The university provides support and expertise to both staff and pupils, particularly in the Academy's specialist areas of science and maths. Student ambassadors from the university regularly visit the Academy providing support to pupils and an insight into higher education. There are regular visits to their main campus based on the Mile End Road for pupils to experience life at university. As a co-sponsor, Queen Mary, University of London guarantees a place to all Academy Sixth Form students who achieve the required entry grades.

Drapers' Academy

Total Capacity
1,250 Children

Building Floor Size
10,000 sq metres
(2½ acres)

Year 7 - 11
1050 Pupils

Sixth Form
200 Students

Grounds
23 Acres

Sports Pitches
3 Grass Pitches
All weather Astroturf
Netball and Hard Courts

Indoor Climbing Wall

Exercise Suite and Gymnasium

Theatre and Dance Studio

Year 7 Dedicated Area

Exclusive Sixth Form Area

Drapers' Academy
Settle Road, Harold Hill RM3 9XR

Principal
Ms Gillian Dineen

Chair of Governors
Mr Simon Gaskell

THE DRAPERS' COMPANY 1364 · Queen Mary University of London · Drapers' Multi-Academy Trust

www.drapersacademy.com

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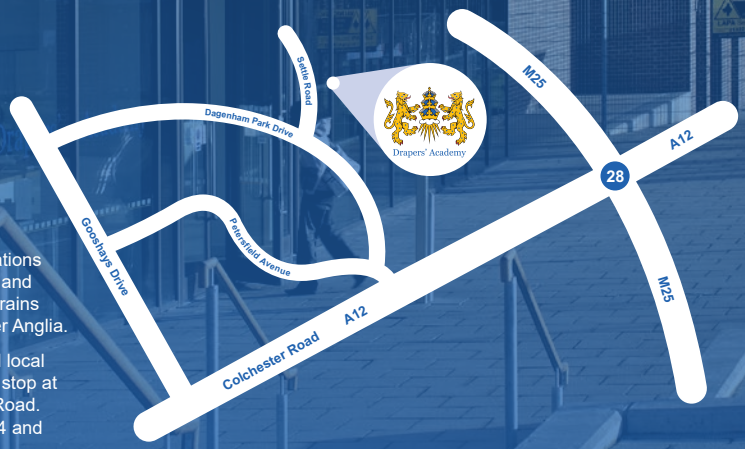

Transport
The local train stations are Harold Wood and Romford. These trains are run by Greater Anglia.

There are several local bus routes with a stop at the top of Settle Road. These are the 174 and the 496.

To apply for this position, please do so through our website: **www.drapers-schools.com/44/current-vacancies**