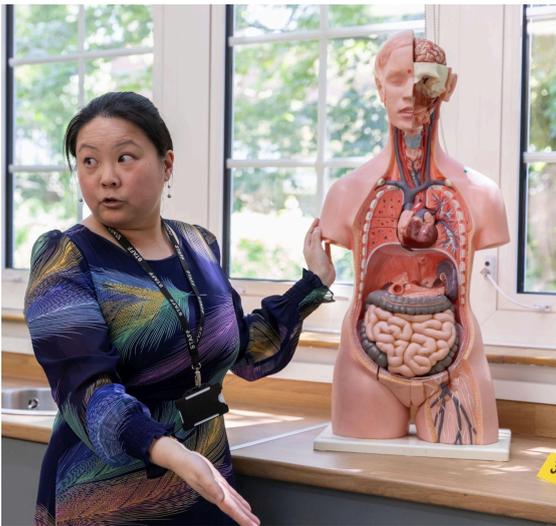




# HEAD OF VOCATIONAL SCIENCE

TLR2b

Candidate Information Pack  
05 January 2026 or as soon as possible



## Welcome from the Chief Executive

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Welcome. It is with great pleasure and enthusiasm that I extend a warm welcome to you from our academy trust.

Providence Learning Partnership is a new trust, initially established with Durham Sixth Form Centre who will be joined by Durham Mathematics School in the near future. Based in Durham City centre, Durham Mathematics School will be a specialist academy for A level mathematicians who also have a keen interest in computer science and / or physics. We continue to work very closely with the Department of Education and Durham University in realising DMS and look forward to making further announcements about it in the coming months.

Our Trust is dedicated to empowering students to become lifelong learners, critical thinkers and compassionate leaders. We value:

High quality, inspirational teaching and learning.

Excellent support, care and guidance.

Personal and professional integrity.

Ambition and progress for our students, our communities and ourselves.

Together, we embark on a journey that prioritises academic achievement, nurtures talent, and promotes a holistic approach to education. Through collaboration, dedication, and a shared vision, we aspire to create an environment where every individual can thrive and reach their fullest potential. Our students are placed at the heart of our decision making which is reflected in our Vision and Aims.

**Trust vision** | Our Trust prioritises excellence in teaching and learning, recognising the uniqueness of each student in celebration of diversity and inclusion. Working collaboratively, we embrace expertise and innovation, contributing to the North of England through the cultivation of lifelong learners.

**Trust aims** | We enable our vision through the following aims, which are supported by actions in our Trust Development Plan.

- **Student success:** We will empower our students to achieve their full potential in a nurturing and inclusive environment underpinned by high-quality, inspirational teaching and learning. Through fostering a culture that emphasises wellness, resilience and challenge, we will support our students to both consistently achieve above the national average and develop the skills needed to thrive in a dynamic educational landscape.
- **Educational excellence:** We will lead and champion excellence through the development of extensive and sustainable educational partnerships and networks and through local mathematics, arts and literacy outreach programmes which enhance engagement and enrich our community.
- **Responsible growth:** We will expand our Trust responsibly and with integrity, mindful of the need to maintain alignment with our values.

Our collective efforts continue to shape the future of our education provision, embracing diversity, inclusion, and the pursuit of knowledge. As a community, we value the input, creativity, and expertise of each member, understanding that it takes a collaborative effort to create an exceptional educational experience.

I encourage you to actively engage, share your ideas, and contribute your skills to our shared mission. Together, let us inspire, support, and empower one another, laying the foundation for a brighter tomorrow. I am excited about the possibilities that lie ahead and look forward to the incredible journey of growth and success that we will potentially undertake together.

Ellen Beveridge  
Chief Executive

## Welcome from the Principal

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Welcome to Durham Sixth Form Centre and thank you for your interest in the advertised post. I hope the following information gives you an insight into our school.

Durham Sixth Form Centre is a large post-16 provider based in the North East of England, with approximately 1,700 students on roll. We are situated in the middle of Durham City centre, a couple of minutes walk from both the bus and railway stations. Students generally enrol at Durham Sixth Form Centre from over 60 different secondary schools from across County Durham, Sunderland and into Northumberland.

In 2017 we were graded an 'outstanding' post-16 school, this is reflected in our recent Ofsted monitoring visit report, 2024. Our students have an excellent record of success, which they work hard to achieve. Trends over time demonstrate the following headlines:

In academic qualifications:

- Progress (VA) has been consistently above the National Average (NA) and was graded above average in the 2025 performance tables.
- A Level average point score (APS) is significantly above the NA and places us in the top 6% of schools and colleges nationally.
- 71% of students achieved A\*- B A Level grades in the summer 2024.

In applied general qualifications:

- Progress (VA) has been consistently above the NA and was graded above average in the 2025 performance tables.
- Overall attainment (APS) is consistently above the NA and is ranked in the top 2% of schools and Academies nationally.
- 92% of students achieved Dist\*-Dist grades in the summer 2024.

We recently celebrated 110 years in education. We are housed in various buildings, often referred to as a mini university setting. Our site comprises a 1913 former girls' grammar school, which was converted to sixth form accommodation in 1983. In addition to the original building, there is now a science specific wing; a 200 seated theatre; our Hunter resource centre; visual arts centre and Freeman's Quay leisure centre. In 2019, we expanded further to include our digital media centre, which houses a grab-and-go café, conference facility, TV studio, small cinema room and additional classroom space. We also have a dedicated Art Gallery on site, the Dead Dog Gallery, with an ever-changing exhibition and community programme in place.

Through sustained effort, and a clear focus and direction, Durham Sixth Form Centre is a truly embracing and dynamic organisation. We are committed to promoting the principles of equal opportunities and we aspire to an environment where all our students and employees can develop their potential. We have a strong professional development programme and have achieved CPD Mark accreditation, Investors in People Platinum and Governor Mark among others. Our most recent full Ofsted inspection report said 'The Headteacher and the highly skilled leadership team have established a culture in which students flourish and grow. Consequently, there is a healthy appetite for learning and achievement in an environment that demands high expectations for academic, vocational and personal excellence'.

Our school operates according to the Values of our Trust which help determine the culture, ethos and atmosphere of Durham Sixth Form Centre.

If you are energetic and passionate about post-16 education, and have the skills and aptitude required for the role, then we would welcome your application and look forward to meeting you in the near future.

Jo Lain  
Principal

Dear Future Colleague

Thank you for your interest in the role of Head of Vocational Science — a role we see as central to the continued growth and innovation within our broader science department and our wider faculty. I'm delighted to offer this letter as a genuine welcome and a window into what makes this opportunity so exciting.

At Durham Sixth Form Centre, our students are bright, ambitious, and ready to embrace challenges — and our Vocational Science students are no exception. As a cornerstone of our vocational offer, Vocational Science is central to our vision for academic excellence, scientific innovation, and real-world impact. With this Head of Vocational Science post, we're looking for someone who can lead strategically, inspire a thriving team, and champion the progression of every learner — from the lab to university, apprenticeships, and beyond.

You would be joining a thriving Science, Technology and Mathematics Faculty — one of the most popular and high-achieving faculties in the school, with outstanding progression rates to university, including to top-tier institutions. Our faculty is defined not just by subject success, but by a shared belief in high standards, inclusive practice, and a deep commitment to our students' learning journeys. Our culture is one of collaboration, curiosity, and continuous improvement. We trial new teaching strategies, innovate in curriculum delivery, and pride ourselves on excellent outcomes — our value-added performance consistently ranks well above national averages.

We're looking for someone who is not only an outstanding teacher but also a strategic leader with a clear vision for vocational science. You'll bring deep subject expertise, strong pedagogical insight, and the ability to lead and develop a high-performing team. You will model best practice in teaching, assessment, and curriculum design, while supporting colleagues through coaching, CPD, and subject leadership. Many of our leaders contribute beyond the classroom — as examiners, mentors, or researchers — and you will be supported to do the same as you shape the future of Vocational Science at Durham Sixth Form Centre.

But beyond what you can offer us, let me tell you what we can offer you.

You'll join a sixth form school with an 'Outstanding' Ofsted rating, a national reputation for excellence, and a team that will genuinely support and invest in your development. We offer tailored CPD, leadership training, access to external networks, and opportunities to lead meaningful outreach and enrichment projects. You'll be part of a Trust that values integrity, collaboration, and ambition — and you'll be heard, challenged, and celebrated.

If you believe in the transformative impact of science education, are excited by the opportunity to lead innovation in vocational science, and want to shape the future of learners who are ready to achieve great things, we'd be thrilled to welcome you to our leadership team.

Warmest regards

Kathryn Duffy

Leader of Learning: Science, Technology and Mathematics



# The Role

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<b>JOB TITLE</b>	Head of Vocational Science
<b>CONTRACT TYPE</b>	Permanent
<b>HOURS</b>	Full time (0.8 FTE would be considered)
<b>GRADE</b>	TLR2b
<b>START DATE</b>	05 January 2026 or as soon as possible

## ADVERT

We are looking to recruit an **exceptional Head of Vocational Science** to lead our outstanding sixth form team — where innovation, ambition, and student success drive everything we do.

At Durham Sixth Form Centre, we don't just deliver vocational science courses — we shape the next generation of scientists, medical practitioners, healthcare professionals, and applied science specialists. With a thriving sixth form and a national reputation for academic excellence, this is your opportunity to lead, influence, and elevate vocational science education on a strategic level.

What makes this role exciting?

- Lead two recently reformed qualifications — Pearson Level 3 AAQ BTEC National in Medical Science and AAQ in Applied Science — both integral to our ambitious, future-facing curriculum.
- Inspire and stretch students who are passionate about science, the medical sector and healthcare, and supporting outstanding academic and personal outcomes.
- Provide strategic leadership within the science faculty, modelling best practice in teaching, assessment, and curriculum design across vocational qualifications.
- Drive continuous improvement, ensuring both programmes remain relevant, rigorous, and aligned with university, apprenticeship, and industry progression routes.
- Play a key role in shaping the direction of vocational science education at a whole-school level, contributing to trust-wide innovation, staff development, and cross-curricular collaboration.

We are looking for someone who:

- Is an experienced and inspirational teacher with a proven track record of delivering excellent outcomes in science-based vocational qualifications.
- Has the subject knowledge, leadership experience, and confidence to oversee the Pearson Level 3 AAQ BTEC National in Medical Science and to embed and grow the Pearson Level 3 AAQ in Applied Science.
- Brings strategic insight and a passion for vocational science that engages learners and connects the curriculum to real-world careers.
- Has the ability to lead and support a team, offering coaching, CPD, and curriculum leadership in a collaborative and forward-thinking department.
- Is committed to evidence-informed practice and the highest standards of teaching, learning, and student experience.
- Can raise aspirations for learners from all backgrounds, nurturing their potential and preparing them for careers in healthcare, science, and the criminal justice sector.

Why choose us?

- Join a high-performing sixth form where students achieve and exceed their potential.
- Be part of a team that's ambitious, supportive, and driven by purpose.
- Benefit from personalised CPD, leadership coaching, and genuine career progression.
- Enjoy access to university partnerships, STEM outreach, and enrichment opportunities that extend far beyond the classroom.

Join Durham Sixth Form Centre as Head of Vocational Science. Lead and inspire the next generation of scientists, healthcare professionals, and medical researchers in a nationally recognised, high-performing sixth form. We are located in the heart of Durham, just 20 minutes from Sunderland and 30 minutes from Newcastle city centre.

**Please remember this position is subject to being closed early so don't hesitate and get in touch.**

# Job Description

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Teaching and Learning Responsibilities (TLR) are awarded to teachers who undertake a sustained additional responsibility in line with the School's Staffing Structure and are in addition to the expectations of the post-holder to fulfil their teaching duties as outlined in the generic job description for MPS/UPS teachers at the school (available separately).

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## KEY AREAS OF RESPONSIBILITIES

### 1. **Raise standards of student attainment and achievement.**

- Monitor student progress and ensure that appropriate action is taken where necessary.
  - Work with colleagues to formulate targets for individual students which have coherence and relevance to their needs.
  - Ensure staff within the subject area keep up-to-date records of students' marks and/or assessments.
  - Analyse and evaluate performance data provided.
  - Identify and take appropriate action on issues arising from data systems and reports and to set deadlines where necessary and review progress on the action taken.
  - Produce reports on examination performance.
  - Work in conjunction with the Leader of Learning.
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### 2. **Develop and enhance the teaching practice of others.**

- Keep up-to-date with national developments in the subject area alongside teaching practice and methodology.
  - Work with the Leader of Learning to ensure that staff needs are identified and that the appropriate programmes are designed to meet such needs.
  - Establish common standards of practice within the subject area and develop the effectiveness of teaching and learning styles in the subject.
  - Contribute to the school's procedures for lesson observations.
  - Assist in monitoring the learning and teaching in the subject area and use this information to improve the quality of provision.
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### 3. **Ensure colleagues provide an appropriately broad, balanced, relevant and differentiated curriculum for students.**

- Lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the subject area.
  - Support raising attainment and achievement including initiatives for the most able.
  - Work in conjunction with the Leader of Learning to foster and oversee the application of ICT including the development of materials in line with new technologies or systems adopted by the school.
  - Be accountable for the development and delivery of the area for which the responsibility lies.
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### 4. **Be accountable for leading, managing and developing the area for which the post holder is responsible.**

- Lead and manage the business planning function of the subject area, and to ensure that the planning activities of this area reflect the needs of students within the Subject Improvement Plan and the aims and objectives of the Faculty.
  - Link with the teachers of the subject area to ensure that the work of the Department fully reflects the school's distinctive ethos and mission.
  - Actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
  - Ensure the Department actively engages in transition arrangements at appropriate times throughout the year.
  - Ensure there is a shared, up-to-date, understanding and knowledge of educational and career progression routes for students which is shared at relevant times throughout the year.
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### 5. **Effectively manage and deploy teaching/support staff, financial and physical resources and be accountable to the relevant Leader of Learning.**

- Oversee the day-to-day management, control and operation of course provision within the subject area, including effective deployment of staff and physical resources.

- Make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the subject area liaising with the relevant staff.
  - Implement school policies and procedures, e.g. Equal Opportunities, Health and Safety, COSHH, accommodation strategy, etc.
  - Ensure that Health and Safety policies and practices, including Risk Assessment, throughout the subject area are in line with national requirements and are updated where necessary.
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**6. Additional duties and responsibilities (common among TLR holders);**

- Undertake an appropriate programme of teaching in accordance with the duties of a main professional scale or post-threshold teacher.
- Monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- Ensure effective induction of new staff in line with school procedures.
- Participate in the school's ITT programme if and when advised by the appropriate member of the SLT.
- Participate in performance management as a team leader to help build, communicate and implement a shared vision.

N.B: Every teacher will undertake performance management in line with the school's Performance Management Policy.

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## The Person

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- Sets consistently high standards for themselves and others.
- Communicates with clarity and precision, both in writing and through active, thoughtful listening.
- Possesses exceptional organisational skills and the ability to manage time effectively to deliver high-quality outcomes.
- Acts as a positive ambassador for the school and Trust, embodying its core values and ethos.
- Inspires and guides others with strong leadership, fostering a collaborative and motivated team environment.
- Contributes enthusiastically to team efforts, showing adaptability and a willingness to go above and beyond.
- Demonstrates excellent interpersonal and team management abilities.

# Person Specification

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential</b>	<b>Desirable</b>
A degree in a Science related subject or related field and Qualified Teacher Status, QTLS or QTS FE (open to newly qualified teachers).	*	
Familiarity with vocational qualifications.		*
<b>EXPERIENCE AND KNOWLEDGE</b>		
A track record of outstanding teaching and excellent student outcomes.	*	
Experience in curriculum planning and development at KS4 and/or KS5.	*	
Exude passion for teaching, learning and subjects taught.	*	
Strong understanding of current educational research, especially around pedagogy and assessment in STEM.		*
Awareness of emerging trends in Science education including AI.		*
Experience in delivering enrichment or outreach activities.		*
<b>SKILLS</b>		
Ability to communicate effectively both orally and in writing to a diverse audience.	*	
Ability to see the bigger picture with attention to detail and professionalism.	*	
Aptitude to evaluate, monitor and prioritise work and to use IT competently in your role.	*	
Demonstrate outstanding interpersonal skills, even if/when working under pressure.	*	
<b>PERSONAL QUALITIES</b>		
Ability to learn from your mistakes, listen and to 'bounce back' with positivity.	*	
Demonstrate energy, positivity and calmness in fulfilling the role and model a 'can do' approach.	*	
Inspire, lead and challenge colleagues with the energy and drive to bring out the best in everyone.	*	
Exemplary health, attendance and punctuality.	*	
Demonstrate flexibility in the role and a vision for outreach work beyond the subject.	*	
<b>COMMITMENT, EQUALITIES AND SAFER RECRUITMENT</b>		
Commitment to upholding and promoting the trust values with honesty, loyalty and fairness.	*	
Promote and safeguard, at all times, the welfare of children and young adults.	*	
Demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the appropriate policies.	*	
Demonstrate an understanding of the importance of forming and maintaining appropriate relationships and personal boundaries with young people and colleagues.	*	

## Application Guidance

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### APPLICATION FORM

The Application Form should be completed using either the [GoogleForm](#) or using our Word Document emailing it to [staffvacancies@durhamsixthformcentre.org.uk](mailto:staffvacancies@durhamsixthformcentre.org.uk). (both are also available on [www.durhamsixthformcentre.org.uk/vacancies/](http://www.durhamsixthformcentre.org.uk/vacancies/) ).

### APPLICATION LETTER

The supporting Letter of Application should be no more than two sides of A4 and should set out the particular strengths that you would bring to the post and how you feel you meet the criteria outlined in the job description and person specification. The supporting Letter of Application should be uploaded in the relevant section on the GoogleForm or emailed with the Word Document.

### RECRUITMENT DATES

<b>CLOSING DATE</b>	10am, Monday 13 October 2025 <i>This position is subject to being closed early.</i>
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Should you need any further assistance please contact [louise.feasey@durhamsixthformcentre.org.uk](mailto:louise.feasey@durhamsixthformcentre.org.uk). Applications received after the closing date/time will not be considered.

### AFTER SUBMITTING YOUR APPLICATION

If you have not heard from us within 4 weeks please assume that you have been unsuccessful on this occasion.

## Shortlisted Candidates Guidance

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### REFERENCES

All appointments will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers. References will be requested prior to interview, except for support staff roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

### DIGITAL CHECKS

Online searches may be conducted as part of the Trust's due diligence checks. [Section 226. KCSIE 2024.](#)

### DBS

Providence Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment. We conduct pre-employment checks in line with 'Keeping Children Safe in Education' and the Trust's Safeguarding Policy which is available on our website.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Appointments will have a right to work in the UK check, an enhanced DBS check and a further check against the appropriate barred list. Please note this post is exempt from the Rehabilitation of Offenders Act 1974.

### PRE-OCCUPATIONAL HEALTH

Pre-occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

### EQUAL OPPORTUNITIES

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community. Applicants with disabilities will be granted an interview if the essential job criteria are met. As a disability confident employer, we are committed to employing disabled people and people with health conditions making reasonable adjustments to support disabled applicants when required.

## Staff Benefits

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At our Trust, we deeply value the health and wellbeing of our staff, recognising that a happy, supported team is essential to delivering the best outcomes for our students. We are committed to fostering a positive working environment where staff feel cared for, empowered, and equipped to thrive both personally and professionally.



### Pension scheme

All contracted members of staff will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme (whichever is appropriate).



### National terms and conditions

We offer national terms and conditions in line with the School Teacher's Pay and Conditions document (STPCD) and Burgundy Book for teachers or the NJC Green Book for support staff.



### Training and development

Professional development opportunities aimed at the continuous process of enhancing your skills, knowledge and competencies discussed with your appraiser on an individual basis.



### City centre parking

Durham City Centre barriered private parking for staff whilst at work which extends to free all year round parking, 24 hours a day, 7 days a week, 365 days a year.



### Staff wellbeing working group

For the staff, by the staff, our wellbeing working group meet at least 3 times a year and is open to all members of staff. To date the group has raised money for charity, built a Staff Wellbeing portal, organised socials, sporting events and family days out.



### Healthcare services

All staff benefit from a range of comprehensive health and wellbeing services including: GP service which gives staff the access to a General Practitioner around the clock, 24/7, access to nurse support services and physiotherapy provided face-to-face at times, dates and locations convenient to our staff.



### Live webinars

Online webinars for Mental Health First Aid and Stress Coaching are available to staff which run frequently throughout the year with a choice of dates and times.



### Health and Wellbeing

Free Flu vaccines, menopause counselling and access to financial wellbeing coaches through our staff absence insurance policy.



### Daily breakfast

We provide a selection of hot drinks, cereals, croissants, toast and jams complimentary each morning in the refectory for staff and students.



### Lifestyle

Our lifestyle benefits include shopping discounts with hundreds of online and high street retailers and discounted gym membership.



### Free Will Writing Service

Organised through the Financial Guys, all staff are provided with a free single basic Will which also includes a 50% discount for partners.



### Blue Light

Blue Light Card have now added Teaching and Support staff to the list of careers that are able to apply for their card. When applying please upload your staff ID badge as evidence.



**INVESTORS IN PEOPLE®**  
We invest in people Platinum