HEATHERMOUNT SCHOOL

Science Teacher (KS3-4)
Required from April 2027 (1 year Maternity Cover contract)

34 Hours per week, Monday to Friday, 39 weeks per year
£27,794 to £57,213.00 depending on experience and qualifications

We are looking for a highly skilled, passionate and inspiring Science teacher (QTS Preferred) to work within our excellent school for students with high-functioning ASD.

Our dedicated team provides a supportive network both onsite and with the wider Cavendish Education Group to ensure all our staff feel encouraged and motivated to develop and give their best.

You will be part of a community of committed, welcoming staff standing by and upholding its mission in creating and maintaining a supportive and thriving learning environment to 'Build confidence and prepare children for life'. Heathermount is a day school, owned by Cavendish, set in 14 acres of beautiful grounds in Ascot, Berkshire.

We provide a high-quality education for students aged 5-18 who have a primary diagnosis of Autism. In October 2024 we received an Outstanding Ofsted inspection. All our students have an Educational Health & Care Plan. We are a well-resourced school with small classes (max 8) with students supported by a team of educational and therapeutic staff who work in unison to achieve the best outcome for our learners.

About Us

Heathermount School is always on the lookout for inspirational and influential staff who want to make a difference to our students' lives and to help them succeed. In order to help our staff have the best possible experience and achieve a proper work-life balance, we have put into place a range of measures to benefit both our teaching and students services colleagues.

These include:

- Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level.
- Rapid and effective support with any student behavioural issues arising
- Manageable and flexible lesson planning expectations
- Clear communications and manageable deadlines. We only ask staff to do what is necessary and avoid complication and confusion.
- Ongoing celebration of staff excellence
- Employee assistance and counselling service, wellbeing support and advice

We place high emphasis on staff wellbeing at Heathermount. This helps colleagues to be happier and more effective in their work. Staff are regularly consulted about their wellbeing and the outcomes of

these consultations have a direct and rapid impact upon the school's approach to supporting staff wellbeing.

Why work for us:

- A chance for you to be creative and have an impact on the learning of our students.
- To work alongside a friendly and passionate team of professionals.
- We provide a comprehensive CPD programme to aid you in developing your career further.
- To work in a setting that has achieved Advanced Autism Accreditation in July 2021.
- The chance to work in a school that received an “Outstanding” Ofsted inspection in October 2024.
- A competitive salary and contributions to your pension.

Benefits included:

- Performance related bonus
- Life Insurance cover @ 2 x your basic salary
- Subsidised lunches
- Employee assistance and well-being support and advice
- Free onsite parking
- Long service awards
- Cycle to work scheme
- Pension scheme
- Livi GP services
- Blue light card
- Bright exchange (discount scheme)

Please do not hesitate to call the school for an informal chat or come and visit us and meet our inspiring, wonderful young people and our hard working, talented staff. We welcome interest from colleagues from both mainstream and special or alternative provisions.

Please contact us for further information, on 01344 875101 or by email to recruitment@heathermount.co.uk.

Safeguarding and promoting the welfare of children is everyone’s responsibility. Everyone who comes into contact with children and their families has a role to play. Heathermount School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and carry out their safeguarding responsibilities as per the job description and personal specification for their role.

Any successful applicant will be required to undergo the child protection screening appropriate to the post, including an enhanced disclosure from the DBS (Disclosure and Barring Service), Barred List check, online searches, and a minimum of two references from previous employers.
For more information about the DBS please see: https://www.gov.uk/disclosure-barring-service-check.
This post is not exempt from the Rehabilitation of Offenders Act (ROA) 1974.

We evaluate applications on receipt and may contact suitable candidates for interview before the closing date. Please note, the role will close as soon as a successful candidate is appointed so early application is recommended.

Closing Date: 11/12/2026

Interview date: Interviews to be conducted upon application