

Ark Isaac Newton Academy

Lead Science Technician / Science Technician

Ark



Dear Candidate,

I am delighted to introduce you to Ark Isaac Newton Academy, an all through academy from reception to Year 13. We are a high-performing, non-selective school committed to providing a transformational education for every student we serve. Located in the heart of our community, we combine academic ambition with strong pastoral support to ensure that all students—regardless of background—can thrive, achieve, and develop the character needed for future success.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision '**Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations**'. Commitment to our vision has already delivered a series of great successes, where academic outcome across KS2-5 are the amongst the highest in the nation and our work supported in October 2024 when we judged by Ofsted to be outstanding in all areas for a third consecutive time since inception of the academy.

Joining Ark Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader and Principal, with a large portion of this within an all-through school setting. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy.

Our academy aims to be a 'home from home' for both staff and students. My belief is all students deserve a great school and staff a great place to work. Therefore, we are very clear with the culture that we wish to cultivate for our community. Central to this is being a mission led organisation, which is at the heart of everything we do and outlines our ambition, that goes

beyond ensuring our students have excellent academic outcomes. Ultimately, working for Ark Isaac Newton Academy is about being part of something unique where aspirations for all people are incredibly high. We certainly want like-minded people to join our organisation that are aligned to our values that underpin our culture – ***integrity***, ***kindness***, ***professionalism***, ***growth mindset***, ***excellence*** and ***community***. As well, anybody that joins our academy must want to work towards our mission each day, every day: ***Striving together to be pioneers whose legacy makes a positive difference for our world.***

I wish you the best with your application.

Morgan Haines
Principal



Our Mission

Striving together to be pioneers whose legacy makes a positive difference for our world.

Our vision

Together, we build a kind, safe and inclusive environment that instils the knowledge and character necessary to reach transformational destinations.

Our Values & Beliefs

- **Integrity** – We are true to our values, doing what we say; we always do the right thing, even when it's hard and nobody is watching.
- **Kindness** – We always support each other, show genuine care and consider the feelings of others in all our actions and words.
- **Professionalism** - We model pride and positivity in all that we do; we are always respectful and take responsibility for our actions.
- **Growth mindset** – We work hard; we are resilient in adversity and unafraid of failure, always embracing our mistakes and celebrating our growth.
- **Excellence** – We are highly ambitious, doing the best in all we do to become the greatest version of ourselves.
- **Community** – We are unified, valuing relationships that create an environment where everybody is accepted and belongs.



About Ark

Ark is an education charity set up in 2004 to create a network of high achieving, non-selective, inner city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. Ark has no faith affiliations.

All ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 39 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

All Ark Schools prioritise six key principles:
- High expectations
- Excellent teaching
- Enriching Experiences
- Knowing every student
- Ambitious Curriculum
- Strong relationships

A Commitment to Encourage Diversity

Ark is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

Job Description – Lead Science Technician / Science Technician

Reporting to: Assistant Principal – Science
Start date: As soon as possible
Salary: Ark Support Staff Band 7, £30,285.78-£35,027.01 pro rata based on FTE (£33,941-£38,734), depending on experience
Hours: Term Time + 2 weeks, 36 hours per week
Closing date: Wednesday 18th November 2026
Interviews: Candidates will be contacted once shortlisted

The Role – key responsibilities

To provide professional and responsive support to teaching staff to support outstanding teaching and learning in science.

Lead Science Technician Responsibilities

- To procure specialist apparatus and consumables as appropriate and manage their storage and maintenance for the curriculum.
- To ensure the prep-rooms are maintained to an excellent standard and well organised to assist with efficient preparation of lessons and practical activities.
- To conduct a full stock take and inspection of apparatus and services on a termly basis.
- To provide feedback on relevant health and safety information and to disseminate new information to the science team as necessary.
- To prepare equipment and materials to support the teaching and learning of practical techniques.
- To lead on the general maintenance of the Science labs, including the care of services, stores, equipment, drainage systems, work surfaces, and displays etc.
    - To report necessary repairs in a timely fashion
- To conduct weekly checks of classroom environments, and resolve arising issues in a timely manner with the support of the premises and IT teams.
- To support internal cover requirements
- To monitor, evaluate and improve practical operations to support the teaching and learning of practical science.
- To demonstrate specialist techniques and provide opportunities for the refinement of practical techniques when requested.
- To provide guidance and support to teachers and students on appropriate apparatus and techniques for practical activities.
- To place requisitions, progress, receive, check (for quality and safety) and distribute equipment where appropriate
- To share responsibility for the care of live specimens and to maintain long term experiments.
- To line manage apprentice / junior technician.
- To support the teaching and learning of science.
- To procure biological consumables.
- To ensure procurement is in line with wider academy guidelines.

General Technician Responsibilities

- To ensure timely preparation of specialist equipment/resources/materials for lessons
- To maintain specialist equipment, check for quality/safety and arrange for repairs/modifications to be carried out
- To create and maintain high quality, engaging displays in science laboratories and the science curriculum areas
- To assist with inventory of equipment and stock control to maintain a supply of equipment for teaching use
- To support with ordering stock as directed by the Head of Department.
- To manage the receipt and checking deliveries to ensure accuracy from suppliers.
- To repair, maintain and store equipment to adhere to health and safety legislation.
- To provide administrative support, e.g. making telephone enquiries, filing, etc.
- To support students in the classroom environment through the assistance of practical activities involving technical equipment
- In addition to the specific responsibilities of the post, the postholder will be expected to assist with other tasks as and when required, at the deployment of the line manager
- To support the preparation of printed resources as directed by the Head of Department, including the requisitioning of internal cover resources.

Other

- To play an active part in the development of the students though positive interactions and direct support of learning
- To support school trips
- To actively promote the academy and liaise with outside agencies as necessary, representing the Academy or ARK as appropriate
- To maintain a presence around the Academy to ensure that the highest standards of behaviour and site-usage are upheld
- To communicate and liaise with staff, students, parents, governors and members of the local community as appropriate
- To be active in issues of staff and student welfare and support
- To comply with and assist in the development of policies and procedures in relation to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- To demonstrate a commitment to Equality of Opportunity for all members of the Academy's community.
- To undertake any other responsibilities as directed by the line manager/Principal

Academy Culture

- To play an active part in the development of the students though the delivery of an extra-curricular club
- To help develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To contribute to discussions at operational team, science team and other staff meetings
- To meet the expectations of all INA staff as laid out in the Staff Code of Conduct & Ways of Working Together Policy

- To uphold all Academy polices with consistency and diligence
- To actively promote the academy and liaise with outside agencies as necessary, representing the Academy or ARK as appropriate
- To maintain a presence around the Academy to ensure that the highest standards of behaviour and site-usage are upheld
- To communicate and liaise with staff and students, as appropriate
- To act as a role model and set and maintain the highest standards of conduct and behaviour
- To undertake any other responsibilities as directed by the line manager/Principal

Person Specification: Lead Science Technician

Qualification Criteria

- Right to work in UK
- Minimum GCSE (or equivalent) C grades in English, Mathematics & Science
- Science A levels
- A science degree would be an advantage

Experience

- Experience of working with children of a relevant age in a school setting
- Experience of technician support in a school environment (desirable)

Personal characteristics

- Vision aligned with ARK's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- Excellent planning and organisational skills
- Resilience, motivation and commitment to driving up standards of achievement
- Acting as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults in particular when liaising with non-technical colleagues
- Hardworking, conscientious and accurate
- Resilience and optimism
- The ability to work effectively alone and as a part of a team
- Excellent listening skills and ICT skills (word, excel, internet, email)
- The ability to follow instructions accurately, but make sound judgements and lead when required
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills and a flexible attitude towards work
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure
- High levels of honesty and integrity

- A sense of humour and desire to have fun
- Ability to adapt to change and work successfully in a team
- A flexible attitude towards working hours

Other

- This post is subject to an enhanced DBS check

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this link.