

gateways

because there's more
than one way to be educated



Recruitment pack

Teacher of GCSE Combined Science (Freelance Position)



...a place of healing where every student is respected, recognised and accepted, so they have an equal opportunity to become who they deserve to be.

About Gateways

Gateways is an alternative education provider that exists to support the countless young people today, between the ages of 14-25, who are or have struggled to remain in mainstream education due to social, emotional, mental health challenges.

We believe that every young person should have the same opportunity to progress and thrive, regardless of the challenges they face. Gateways delivers a broad curriculum, academic and vocational, that caters for the interests, abilities and specific needs of each young person that attends. We aim to prepare them for a life beyond education.



1.7m

young people persistently missed school in 2024... an alarming

800,000

increase since pre-pandemic

What has been achieved over the last year

The Gateways programme launched in 2014 and is the only provider of its kind in the UK Jewish community, enhancing the lives of over 700 vulnerable, young people to date.

125 admission enquiries

were received last year from distressed parents, carers and refereeing organisations.



23 partnerships with referring organisations, schools, local authorities and other charities too.



76 students

all of whom had previously been persistently absent from school, have attended weekly lessons in our new purpose built home in Hendon.



636 therapy hours were delivered in, including art therapy, set in purposefully designed rooms



12 subjects

on offer, including Maths, English, Science, Life Skills, Hair and Beauty, Cooking, Gym Instruction, Art and IT.



91% average attendance rate compared to a prior mainstream schools average of 34%



15 students graduated from Gateways in July 2024, starting careers, apprenticeships and moving onto further education.

100% pass-rate seen in August 2024 for all vocational qualifications taken

91% pass-rate seen in August 2024 for GCSEs and Functional Skill Certificates



A message from Laurence Field

Founder & CEO

When I founded Gateways in 2014, I never anticipated the profound impact it would have on so many lives. Over the years, I have been continually inspired by the resilience and determination of our students as they overcome challenges to receive the education they truly deserve.

It is this powerful impact that drives me to expand Gateways further. I am more committed than ever to ensuring that we can reach and support anyone in need, helping them lead fulfilling and productive lives. With the increasing demand for our services, we are keen to continue to grow and develop our service to help even more young people.

For Gateways to continue to thrive and flourish, we need the support of a dedicated and passionate team. That's why we are seeking someone special for the role of Teacher of GCSE Combined Science. Your contribution will be pivotal in shaping the future of Gateways.

Thank you for considering making an application for the role of Teacher of GCSE Combined Science.

Laurence

Laurence
CEO, Gateways



Teacher of GCSE Combined Science (Freelance Position)

Job description



JOB TITLE:	Teacher of GCSE Combined Science (Freelance Position)
SALARY:	£43-45ph
CONTRACT:	Fixed-term, Spring Term 2025 (with potential to extend into a long-term or permanent role)
RESPONSIBLE TO:	Head of Teaching and Learning
LOCATION:	Gateways, Hendon, NW4

About Gateways

Gateways is an alternative education provider, a registered charity, located in the London Borough of Barnet, dedicated to supporting young people aged 14-25 who struggle to remain in mainstream education due to Social, Emotional and Mental Health (SEMH) needs. Our students often face challenges such as anxiety, depression, eating disorders, trauma, and serious medical issues. As demand for our services continues to grow, we seek to expand our provision to better serve the Jewish community and beyond.

Purpose of the Role

This role is a one-term cover for our existing Science teacher, who is taking a sabbatical in Spring Term 2025. You will be responsible for delivering GCSE Combined Science and GCSE Biology (single award) to small classes of around six students. In addition to teaching, you will provide stand-in curriculum leadership for Science, ensuring schemes of work, assessment, and subject planning continue smoothly during this period.

We are seeking an active, creative, and adaptable teacher who can motivate and inspire students, making Science accessible and enjoyable while preparing them for their GCSE examinations. There is potential for the role to extend beyond the Spring Term.

You will also be supported by a TA and a Science technician.

Teaching slots:

Thursday 9:30 - 11:00

Thursday 13:00 - 14:30

Thursday 15:30 - 16:30

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging lessons across Biology, Chemistry, and Physics in line with the GCSE Combined Science specification.
- Teach GCSE Biology (single award) for approximately two hours per week.
- Deliver a weekly timetable of approximately 6–8 teaching hours, including practical and theory sessions (currently scheduled on Thursdays).
- Adapt teaching to support students with SEMH and SEND needs.
- Use strategies to re-engage and motivate students who may have experienced disrupted education.
- Assess, track, and report on student progress, ensuring readiness for examinations.
- Maintain high expectations for behaviour, effort, and achievement.

Curriculum and Assessment

- Provide curriculum oversight for Science during the cover period, ensuring continuity of schemes of work and assessment.
- Prepare students for GCSE exams, including targeted revision and exam practice.
- Support students with resits or alternative pathways where appropriate.
- Collaborate with colleagues to maintain high standards of teaching and outcomes.

Wider Contribution

- Work closely with teaching assistants and pastoral staff to meet individual needs.
- Contribute to enrichment and intervention activities that support learning.
- Engage positively with families and carers to support student progress.
- Participate fully in the life of Gateways, including meetings, training, and staff development.

Person Specification

Essential:

- Qualified Teacher Status (QTS) or equivalent.
- Strong knowledge of the GCSE Combined Science and Biology curriculum.
- Experience preparing students for GCSE examinations.
- Ability to adapt teaching for students with additional needs, including SEMH and SEND.
- Strong relational skills.
- Commitment to safeguarding and supporting vulnerable young people.

Desirable:

- Experience teaching in an alternative provision, PRU, or special school.
- Familiarity with trauma-informed and restorative practices.
- Willingness to contribute to trips, projects, and enrichment activities.

This job description is not exhaustive and is intended to provide a general overview of the responsibilities associated with the role. The post holder may be required to undertake additional duties and responsibilities that are consistent with the position and its overall purpose, as determined by the organisation.

Safeguarding Statement

Gateways is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check will be required for the successful candidate.

Please see our Safeguarding Policy here:

<https://gateways.org.uk/wp-content/uploads/2024/05/Gateways-Safeguarding-Policy-May-2024.pdf>

How to apply

To apply, please click [here](#).

For any further questions about this role, please contact **Laurence Field** at laurence@gateways.org.uk

Deadline for applications: Monday 3rd November

Interviews will take place: Week of 10th November

All Candidates invited to interview will be required to bring the following documentation:

- An original identification document (e.g. passport or driving license)
- If applicable, proof of eligibility to work/reside in the UK

Please see our Safer Recruitment, Selection and Disclosure Policy here:

<https://gateways.org.uk/wp-content/uploads/2024/05/Gateways-Safer-Recruitment-Selection-and-Disclosure-Policy-May-2024.pdf>

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CEO & Founder: Laurence Field **Head Teacher:** Sasha Sharpe

Trustees: Ruth Green (Chair), Julia Alberga, Nicki Cohen, Dr. Andrew Hope, Mark Hurst, Sam Sanders, Aviva Steinberg

Honorary President: Prof. David S Latchman CBE