

Gloucestershire Hospital Education Service
Outpatient Team
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Teaching at GHES – Science Teacher – Sept 2026 start

Maternity Cover role

Many thanks for your response to the advert for a teacher of science within Gloucestershire Hospital Education Service (GHES) to cover maternity leave. This is a part-time role of 0.6 or 0.8FTE, starting September 2026, and would be for the whole academic year.

Our Mission

We are dedicated to transforming the learning experience for young people with mental and physical health needs whilst they are unable to attend their main school.

We provide education and support, tailored to each student's unique challenges.

We champion resilience, academic success, and overall well-being, ensuring that all students can thrive both academically and personally.

Our Vision

To provide an inclusive, nurturing and high-quality education that is flexible and responsive to each student's needs, empowering all to thrive both academically and emotionally.

Our Core Values

Nurture – We see and nurture every child's unique qualities.

Confidence – We build confidence and self-esteem so everyone can flourish.

Determination – We are determined to remove barriers to enable students to thrive and achieve.

Care – We educate with care and empathy.

Safe – We provide an environment that allows everyone to feel safe.

GHES is here to support any young person in the county who is medically too unwell to attend their main school from Yr to Yr11. Admissions come to GHES through two routes – either from the main school through a S19 referral, or direct from a medical practitioner. We also have a team of teaching staff based at Gloucester Royal Hospital, and we provide educational support and provision for pregnant schoolgirls/school-aged mothers.

What does our student population look like in GHES outpatients?

Throughout the year we may well have students within GHES outpatients from every school in Gloucestershire at some point in time and for different periods of time. Over 70% of our young people are referred to us with mental health difficulties, often around anxiety and stress. At least 60% of our students have SEND needs and are on some part of the Graduated Pathway.

At KS3 and KS4 lessons are predominantly delivered through group online lessons where the teacher either works from home or in our Cheltenham office. All students at KS3 and KS4 have the opportunity to come into our classroom space during the week that compliments their online lessons. For those who are able to engage in academic education we provide the core curriculum of PSHE, Maths, English and Science lessons, and for those who are able to access more, other subjects. For those where engage in learning is starting point, we offer a more thrive / nurture approach.

At KS3 and KS4 the majority of our teaching is online, therefore the successful candidate must be embracing of technology to deliver learning. We use Adobe Connect and Showbie as our two main platforms for teaching and will provide training.

Lessons start at 9am and finish at 4pm (there can be travel time outside of these hours) and we have meetings until 5pm on a Wednesday.

For Science teachers:

You will be joining a supportive group of experienced science teachers, with lessons taught either 1:1 or in small groups. At GHES we follow the AQA Combined Science course and are well resourced for teaching science at Key Stages 3 and 4. We also teach the AQA Unit Award Scheme, focussing on core topics. We have developed a range of relevant resources (PowerPoints, Focus E Learning simulations, workbooks, practical resources etc.) and these resources have been fully integrated into our courses. These enable us to provide a high quality and varied learning experience, whether lessons are delivered online or face to face.

KS3 students have 1 or 2 science lessons per week and are invited to access a weekly practical session within our classroom space. Year 10 students follow the Combined Science route with 2 online lessons per week. In Year 11 we identify those who are able to continue with Combined Science and add a 3rd online lesson each week. Some are only well enough to study a Single Science, which we offer in all three subjects. There are various opportunities during the year for all students to access practical science within our classroom space.

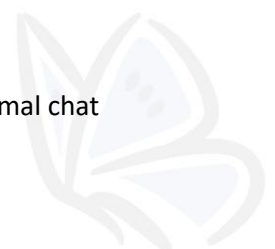
Induction of new staff

The successful candidate can expect a fully supported induction programme which involves aspects of safeguarding training, shadowing link tutors on home visits, learning our lesson delivery and familiarising themselves with all of our ICT systems. We won't be throwing you in at the deep end as there is so much to get learn and discover, so we would expect the first two weeks at least to be very much shadowing our current science team, and getting to grips with using our systems and delivering lessons online.

Staff Wellbeing at GHES

The induction to GHES is just the start of how we support all of our staff here at GHES. The wellbeing of staff is paramount to maintaining a successful and forward-thinking service and an outstanding learning environment. GHES recognises that our staff are our most important resource and are to be valued, supported and encouraged to develop personally and professionally within a learning and caring community. Support for staff's wellbeing needs to be personalised and bespoke to meet the specific needs of staff as these arise. When staff are happy, motivated and purposeful in their approach this will have a huge positive impact on the wellbeing and achievement of learners. To support all of our staff we have the following in place:

- Clear policies and procedures are in place to support and safeguard staff, e.g. Menopause, Home Visit, Equality policies
- Job descriptions and person specifications to ensure staff members know what is expected in their role and the right person is recruited where vacancies exist
- Continuing professional development opportunities and supportive performance management processes
- All line managers have an open-door policy and regularly check in and meet with colleagues
- Mental health & wellbeing is part of staff induction
- 30 minutes of planning time is allocated before each online lesson
- Ongoing professional support, e.g. case reviews, teaching & learning reviews, link tutor/case manager meetings
- Non-contact time for all staff on Wednesday afternoons; allowing staff to meet and carry out admin/ leadership responsibilities
- Regular team meetings; mix of face-to-face and online
- Flexible working patterns
- Introduction of Wellness Action Plans (Appendix 1) so line manager knows how best to support staff and what reasonable adjustments are needed
- Annual wellbeing surveys to understand the areas of work-life that have a negative effect on wellbeing
- Reflective supervision accessible to all staff
- Referral and signposting to external sources of support where necessary, e.g. Occupational Health, Employee Assistance Programme
- 4 staff trained in Mental Health First Aid
- Staff Teams groups; one to share work related issues and one for more informal chat
- Staff book group



- Social events

Other Essentials

It is essential that you hold a current driving licence and have your own car as the role will involve travelling across the county to students' homes.

GHEs is a service within Gloucester County Council GCC so employment with us is through them.

As we are a medical PRU we are unable to accept applications from ECT's.

Pay and conditions is on the unattached teacher's MPS or UPS (these are the same scales as mainstream). Due to the nature of the service, all teaching staff are also awarded the SEN 1 allowance.

We would strongly recommend that you visit us or phone for an informal chat before submitting an application form.

Further information can be found on our website including all statutory policies:

www.gloucestershire.gov.uk/ghes

Yours sincerely,



Beth Warren

Head of Gloucestershire Hospital Education Service

