

# Matford Brook Academy

## Faculty Lead: Science



# ABOUT YOUR NEXT ROLE & OUR OFFER



**Key details & how to apply**

**About Matford Brook Academy & this role**

**Job Description & Person Specification**

**About our Trust**

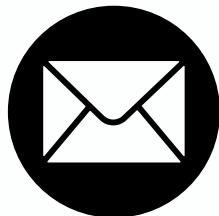


# Key Details

Salary scale	MPS/UPS + TLR 2b	Actual Salary (if pro-rata)	NA
Hours	Full time		
Location	Matford Brook Academy	Closing date	Sunday 8 <sup>th</sup> March 2026
Required from	1st September 2026	Interview date	Thursday 12 <sup>th</sup> March 2026

This advert may close earlier than the stated deadline if sufficient applications are received. If you're interested, we encourage you to apply as soon as possible.

## Find out more



We welcome interested candidates to request a call with one of our senior team to discuss the role and any questions you might have prior to application. To arrange this, please contact Kate via [hr@matfordbrook.academy](mailto:hr@matfordbrook.academy).

## How to apply



All Ted Wragg Trust vacancies can be found here: <https://www.tedwraggtrust.co.uk/vacancy> - filter by school or role and follow the link to apply (or contact us as above)

## Application advice

When completing your online application:

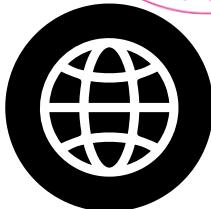
- Include any essential experience and qualifications as detailed in the person specification
- Include all previous employment with dates
- Account for any gaps - e.g. periods of non-employment
- When writing your supporting statement, write about your experience and skills against the requirements of the role. This is the primary source of information for our shortlisting panel when shortlisting candidates for interview.

# Our Mission

Our mission at Matford Brook Academy is to provide an excellent, all-through education that empowers children to believe they can, and should, change the world around them.

We summarise this in one mantra that is woven through the fabric of our school: at Matford Brook Academy, **we write our story**.

We are providing a school with an excellent education and broad opportunities for our children, rooted in the core understanding that, in order for children to thrive both now and in their future, they need to believe that the greatest influence on their lives is themselves.



## Staff Testimonials



**Emma**

Assistant  
Headteacher -  
Science

Being part of the team at Matford Brook Academy is an absolute privilege. From the moment I heard about MBA's all through concept I knew it was somewhere I wanted to work. This is a fabulous opportunity to be part of shaping the lives and education of young children right from Early Years to KS4.



**Laura**

Teacher &  
Coordinator for  
Mathematics

I thoroughly enjoy working at MBA – I love being a part of a team that is incredibly supportive and there for one another. Pupils and staff alike are incredibly welcoming and appreciate your efforts and contributions to the community.



**Mike**

Early Years  
Teacher

It's a privilege to improve the lives of the children and families of the community we serve! Matford Brook Academy is a place that allows children to thrive under the guidance of a nurturing, passionate and professional team where the values of scholarship, kindness and community come alive everyday!



**Bekah**

Pastoral Support  
Mentor

Working at Matford Brook Academy has been incredibly rewarding; I have never felt more supported in a role. Every pupil, and member of staff is known and valued, and where your contributions matter and professional growth is encouraged, and supported.



# Faculty Lead: Science

At Matford Brook Academy, **we write our story** through the values of **scholarship, kindness and community**. As a Core Subject Leader, we need and will support you to be central to shaping that story, leading with ambition and compassion to ensure every child thrives academically and personally.

All colleagues at Matford Brook Academy will be confident and experienced in either primary or secondary but will actively be involved with children of all ages, embracing the unique opportunities of an all-through school to empower pupils in their educational story. We are looking for applicants for this role who have KS3 and KS4 experience and will welcome developing their knowledge of primary curriculum and progression.

We are seeking someone who can model academic excellence and a commitment to continual improvement in both their specialist area as well as the subject teachers/leaders they line manage to:

- Lead on the design and delivery of a high-quality, ambitious curriculum that enables exceptional progress for all pupils
- Ensure that teaching within their team is rigorous, motivating and appropriately challenging
- Support our inclusive ethos to ensure that all pupils can access the curriculum
- Line manage Sports, Health & Nutrition as part of the Science department, ensuring consistency of experience and outcomes
- Coordinate and enable enrichment opportunities for pupils beyond the classroom

This will include:

- Upholding our staff commitments, living our values every day in all that we do
- Providing supportive coaching to staff
- Upholding the highest pastoral standards by supporting pupils throughout the school day
- Actively demonstrating selflessness, emotional awareness and care for pupils, staff and the wider school community
- Modelling our “warm-challenge” ethos that fosters high expectations through positive relationships
- Leading a cohesive department, identifying priorities and delivering high-quality quality assurance and appraisal
- Working collaboratively across the Trust through network meetings and shared development
- Building strong, proactive relationships with families, colleagues and external partners
- Upholding safeguarding responsibilities and trust policies

What we offer:

- A chance to help shape a pioneering school from the ground up within the heart of our community
- Expert coaching at the heart of our CPD offer: you will be supported to develop your practice and hone your expertise consistently over time.
- Opportunities for professional growth and leadership
- A culture of innovation, inclusion, and excellence
- A school where your voice matters and your impact is lasting

This role, as with all at Matford Brook Academy as a new school, will continue to evolve as our school grows. We are looking for dynamic, aspirational and committed individuals to join our team and be excited by the potential of our school.

**Enable the Trust to realise its mission to 'Transform lives, strengthen communities and make the world a better place by providing high calibre teaching and learning environment, challenging the educational and social disadvantage in the South West.'**

## Your Responsibilities

- Live our mission and values every day
- In consultation with the senior leadership team, plan, design and produce teaching materials and resources which are appropriate to age and ability and are in accordance with the school's improvement planning
- Identify and act upon department priorities in collaboration with line management in order to build and lead a cohesive and highly effective team; complete all team appraisal and quality assurance in accordance with school policy
- Facilitate the exceptional progress and well-being of any individual or group of students
- Support the management of behaviour within the team: overseeing and completing all duties effectively
- Provide highly-tailored weekly coaching to team members
- Ensure that teaching is broad, balanced, relevant, motivational and appropriately differentiated in order to maximise the academic potential of all students
- Ensure that assessment is both regular and thorough and that full records of assessment and intervention strategies are kept
- Support pupils throughout the day by fulfilling pastoral responsibilities
- Lead weekly team meetings
- Manage and maintain an effective quality assurance process
- Complete all exam entry requirements and ensure the department budget is managed skillfully
- Work in effective partnership with other heads of department in our Trust – attendance at Network meetings
- Report any safeguarding concerns immediately to a designated safeguarding lead
- Manage own workload and that of others to support work-life harmony
- Consistently implement all trust policies
- Deliver great people management (as defined by TWT's habits of great people managers) within the department
- Carry out any other reasonable duties as requested by Headteacher or Line Manager

Support pupils to

Love coming to school  
Achieve well  
Live a life of opportunity

Support colleagues to

Love coming to work  
Build high quality professional  
relationships with Trust  
networks  
Inspire others

Support communities to

Love our schools  
Value working together  
Make the world a better  
place

## Qualifications

# Person Specification

- Qualified Teacher Status
- Good honours degree
- Further CPD or relevant qualifications

**KEY**  
Essential  
Desirable

## Experience

- Values driven
- Strong teaching ability – demonstrated through previous experiences
- High quality curriculum development, demonstrating impact upon on outcomes
- Responsibility within a school
- Leading a department
- Working in areas or school communities with high levels of SEND and/or deprivation

## Key Skills

- Able to fulfil all aspects of the role with confidence and fluency in English
- Strong moral purpose and drive for improvement
- Excellent subject knowledge and understanding of the secondary curriculum
- Effective use of Coaching and practice within your own department and others within the school
- Effective use of formative assessment and ability to analyse data to ensure all trends/patterns and key areas to work on are identified
- Adaptive teaching that challenges and supports all
- Ability to receive and act on feedback
- Commitment to safeguarding
- Desire to develop yourself
- Effective use of coaching and practice within your own department and others within the school
- Ability to hold others to account



## Align with Our Trust Values

- **Ambitious:** works hard, has the highest standards and is positive for the future
- **Selfless:** self-aware and emotionally intelligent to support self and others to thrive
- **Collaborative:** builds strong relationships and networks

**We exist to provide an excellent all-through education that empowers children to believe they can, and should, change the world around them**

## What we believe

### Scholarship



To be a scholar is to strive for the highest education possible, valuing learning and the process - including making mistakes - and taking responsibility for doing so. The story we are writing is for every Matford Brook Academy pupil to be successful, lifelong learners, progressing to university or another aspirational equivalent.

### Kindness



The way we interact with and treat those around us has a direct impact on them. The story we are writing is for every Matford Brook Academy pupil to be caring, thoughtful individuals who proactively help and support the people around them, recognising their role in helping everyone to feel safe and succeed.

### Community



School is a 'team sport': we are working together to create a limitless environment where everyone succeeds. The story we are writing is for every Matford Brook Academy pupil to feel a sense of connectedness and belonging in their community - school, local, national, international - and positively contribute to it.

# What we do

I am the author of my own story	We do this because:	We do this by:
We expect and model the highest of standards	We take pride in our roles and recognise our responsibility for enabling our pupils' success	<ul style="list-style-type: none"> <li>• Codifying our expectations- what excellence looks like</li> <li>• Prioritising coaching &amp; deliberate practice</li> </ul>
We enable high aspirations and potential for everyone in our community	We are aspirational for every child to proceed to University or another real equivalent	<ul style="list-style-type: none"> <li>• Investing in our professional development - TWT networks, reading, wider opportunities</li> <li>• Showing fidelity to our consistent approach</li> <li>• Planning opportunities within and beyond the curriculum</li> </ul>
I empower others to write their story	We do this because:	We do this by:
We commit to a culture of constructive feedback, immediate and for long-term development, and celebrating success	We strive to be even better	<ul style="list-style-type: none"> <li>• Prioritising coaching and deliberate practice</li> <li>• Investing in great people management</li> </ul>
We assume goodwill and take responsibility for how our actions affect others	We believe in a collective responsibility; our created culture is a 'Team Sport'	<ul style="list-style-type: none"> <li>• Clarifying the 'Why'</li> <li>• Apologising when required</li> <li>• Showing fidelity to our consistent approach</li> </ul>
We write our story together	We do this because:	We do this by:
We build, maintain and strengthen relationships with all in our community	Success is made possible when we all feel safe and connected	<ul style="list-style-type: none"> <li>• Using first names with staff, families and pupils</li> <li>• Phoning or meeting in person</li> <li>• Showing our love through consistent high expectations ('Challenge Directly')</li> </ul>
We tenaciously empower the participation of all	We recognise our role, as a school, in championing social justice	<ul style="list-style-type: none"> <li>• Identifying and mitigating potential barriers (Planning for All)</li> <li>• Caring Personally but Challenging Directly</li> <li>• Advocating for our pupils and their families with strong community connections</li> </ul>

# About our Trust



# A Warm Welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



## Moira Marder, OBE

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working for our Trust. This is an excellent opportunity to join our Trust and work in one of our 17 schools.

In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow great people**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love  
through our values



## How we will succeed



# #lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**.

We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**.

We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**.

We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to transform the lives of the children in our Trust.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at [www.tedwraggtrust.co.uk/workwithus](http://www.tedwraggtrust.co.uk/workwithus)



# The Ted Wragg Institute



We want to ensure that our people feel **invested** and **fulfilled in their role** by providing personalised, relevant and engaging professional development. Our brand-new **Ted Wragg Institute (TWI)** delivers our **high-quality development** offer for all, across our family of schools.

Our incredible offer includes Trust CDP, Leadership Development, Networks, Cohort-specific training and NPQs. Take a look at our offer this year here.

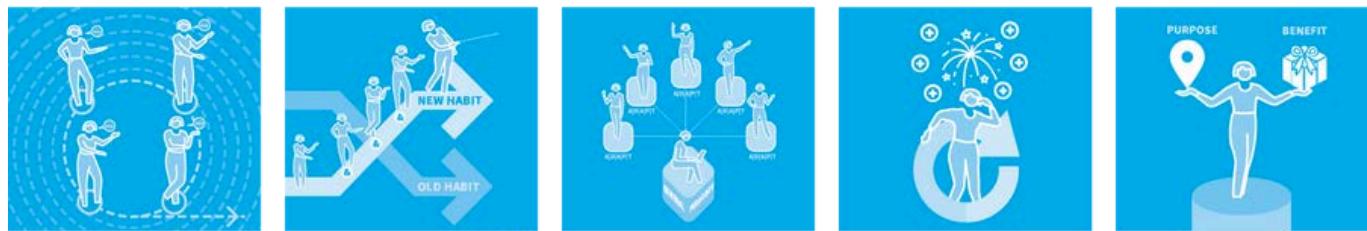
## Early Career Teachers

If you are an Early Career Teacher you will benefit from our tailored Early Career Framework combining weekly instructional coaching, asynchronous independent learning, online 'clinics' and in-person conferences. With a dedicated mentor or coach and access to supportive networks the ECTs in our Trust are supported and developed to reach their full potential.

## Our professional development delivery model

Our professional development delivery is underpinned by our Education key concept (see page 8). We believe that professional development should build knowledge, motivate, develop techniques and embed practice.

At the Ted Wragg Trust, we are research informed and believe that it is important that everyone involved in sharing ideas understands the underlying rationale and evidence base. We ensure that professional development is:



Sustained	Practice-Based	Domain-Specific	External Expertise	Professional Buy-In
Frequency is critical, not time span	Create new habits	Create new habits	Challenge the familiar & refresh ideas	Purpose & benefits eclipse volunteering

We believe this slightly adapted model from 'Teaching Walkthrus 2', Tom Sherrington and Oliver Caviglioli is applicable to all professional development and will underpin the delivery of all our professional development networks, seminars and webinars.



# Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account to enable excellence. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

## Key Concept: Leadership



We believe that great leadership:



Fiercely  
educates



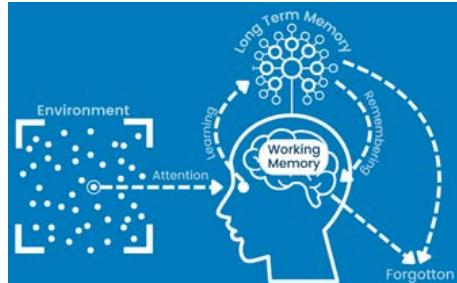
Thrives in a  
complex system



Is locally  
enabled

## Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.



## Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.

### Microsystem

#### Child

- sleep well
- eat breakfast
- Follow school rules and routines
- attend school regularly

#### Family

- healthy sleep patterns
- nutritional diet including breakfast
- Online safety parental controls
- adequate housing
- clean clothing
- Support school policies
- Protect from dangers
- attend medical appointments
- Ensure attendance is good

#### School

- Behaviour, Health and Safety, Accessibility, Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy
- Online Safety lessons and workshops for parents/carers
- Early Help support
- First Aid trained staff
- Attendance Engagement Officer and Attendance Policy
- Nutritional lunches and free breakfast
- Foodbank support
- Wrap around care

### Mesosystem

- We endeavour to provide a safe and welcoming environment for pupils and their families.
- We listen to our pupils and families and take seriously what they tell us.
- We work in partnership with other agencies such as CAMHs and Early Help

### Macrosystem

- Keeping Children Safe in Education
- Teacher Standards
- Devon and Plymouth Children's Social Services
- 0-25 SEND Team
- Virtual School

# Our Benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:



Exceptional development and networking opportunities



Cost of blue light cards can be claimed through expenses



Free annual flu jab, eye test and allowance for glasses



Exclusive discounts, cashback and vouchers



Free, confidential employee helpline. Available 24-7 through Health Assured



Access to Wisdom app to support your mental health



PUREGYM

Up to 10% off all Pure Gyms



up to the value of £2,000.  
[cyclescheme.co.uk](http://cyclescheme.co.uk)



Up to 2 days paid emergency time off for dependants



Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



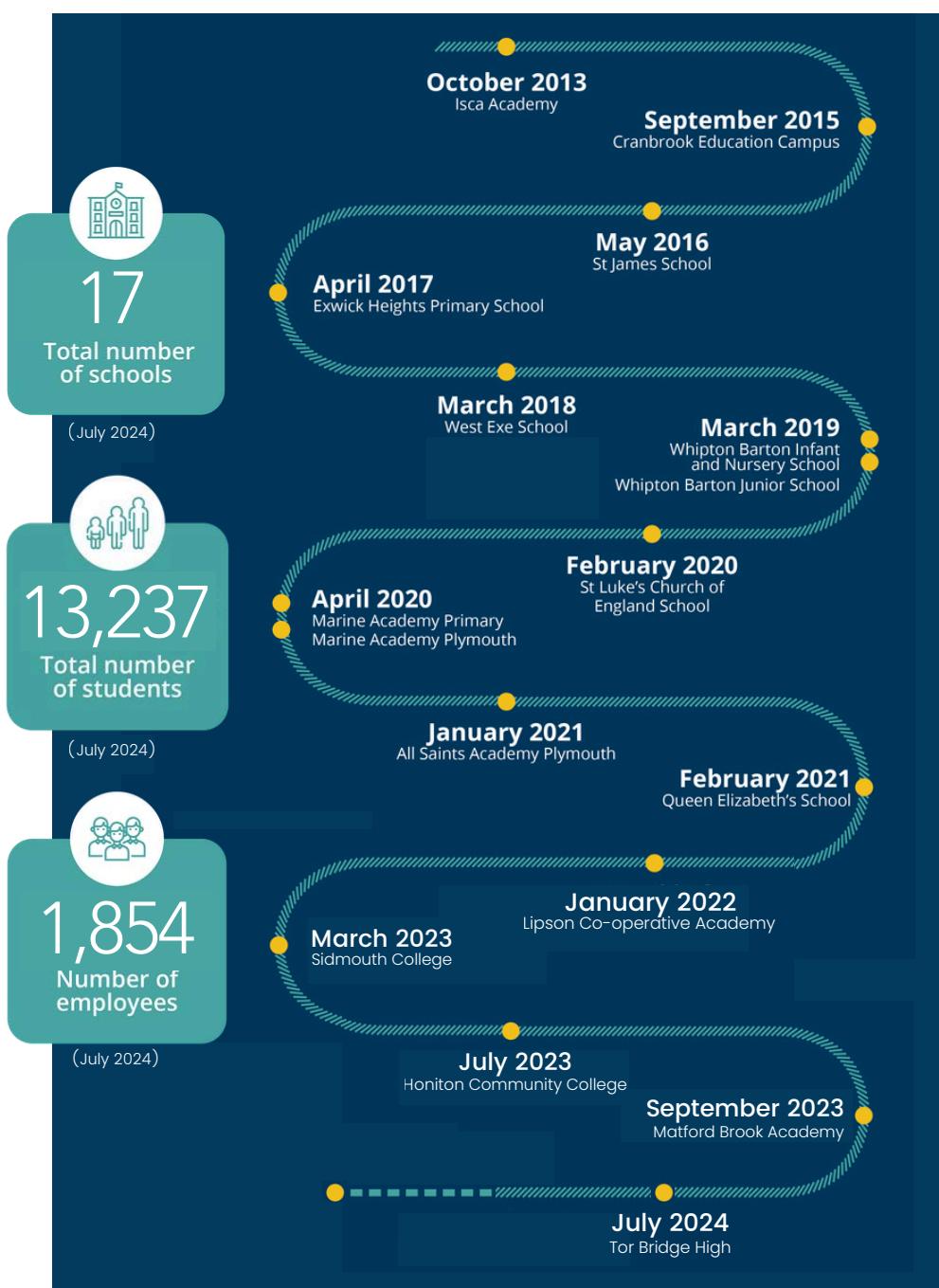
Family friendly policies and flexible working opportunities



# Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



# Thank you for your interest in working with us

