

SCIENCE LEAD

RECRUITMENT PACK

September 2025



Meet our Headteacher



A handwritten signature in black ink, appearing to read 'Jafaym'.

Headteacher

Welcome to our Woodlands family! I am thrilled that you are considering joining us to work alongside our dedicated staff and wonderful learners. Let me tell you about Woodlands and our story so far.

Woodlands is a specialist provision catering for children and young people aged nine to sixteen who have Special Educational Needs (SEN), specifically Social, Emotional and Mental Health needs (SEMH). We provide education for up to 84 children and young people with EHC plans on a non-residential basis.

“This is a happy school where staff and pupils get along well and staff want the very best outcomes for pupils.” This is what Ofsted found when they recently inspected us and we are so proud that our report reflects our commitment to our children and young people, and to their families. This is a great place to work where the words “life changing” really apply to what we do. Staff are well supported, and wellbeing is not a buzzword but a meaningful outcome we want for all our staff.

There is a thread that runs through our history of being a school that supports vulnerable pupils who have often experienced trauma in their backgrounds, be that adverse childhood experiences or educational trauma before they found their way to us. In the 1940s this building was a school for Jewish Kindertransport refugees. Anna Essinger, who brought a whole school here from Nazi Germany, created a place where children felt safe and accepted and were able to learn. We want the same for our pupils today.

We believe in this approach, where high expectations are combined with high support and a “we know you can, and we will help you” attitude, will help our children and young people achieve what we know they are capable of. As a result, Ofsted judged our Behaviour and Attitudes as “good” as well as our Personal development, testament to the bespoke support we give to each of our children and young people who consequently feel understood and valued by the adults who support them.

Our curriculum is broad, balanced and ambitious. We provide a strong academic curriculum to GCSE / Level 2 and additionally a bespoke approach through our ‘Oaks’ provision, which includes elements of the academic curriculum and also vocational learning both in school and off-site. The curriculum is centred around the needs of the child or young person set out in their Education, Health and Care Plan and is reviewed frequently.

Our ultimate aim at Woodlands is to prepare our young people for adulthood and enable them to take their next steps knowing they have the skills for independent living and the knowledge and understanding to become healthy adults who can access employment and engage positively with their communities.

More than this even, we want them to feel loved and cared for and replace their feelings of educational failure with the experience of what success feels like, knowing that they are unique and valued and can take that belief out into the world with them when they leave us.

Job description



Post title

Science Lead



Salary

Leadership 1 – Leadership 5



Hours of work

1.0 FTE



Post status

Permanent

We offer

- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway
- Career development opportunities including funded NPQs
- Excellent resources and facilities
- Significant leadership time on your timetable.
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice
- Benefits including funded counselling, physiotherapy and GP and other medical support
- As a school in the Marches Academy Trust teachers have opportunities to engage with staff across the Trust to support and collaborate with peers and colleagues in sharing the expertise across our family of 11 schools.

Why this role above others?

Come and make a difference to the life chances of our young people.

We provide ambitious and exciting opportunities through well-designed and individualised curriculum packages.

Woodlands is a specialist provision for learners who have social, emotional and mental health needs. We are proud of the high expectations and aspirations we set for every learner and young person, providing an inspiring environment where everyone can learn and achieve.

You will be part of a highly effective, supportive team who readily share best practice amongst the team.

You will have the opportunity to work collaboratively with individual learners, young people and their parents. You will find each day rewarding, making the difference, and providing support and nurture for learners and parents alike.

You will join us in celebrating success and encouraging all our young people to develop broader life skills, investing in them as a whole child.

We are incredibly proud of the achievements of all our learners and trust that you will feel the same as we work together to ensure the successful future for them.

Any questions in regard to the role can be raised with Lisa Dugmore ahead of the closing date:

Lisa.Dugmore@wdl.mmat.co.uk

Responsible to:

- Deputy Headteacher / Assistant Headteacher

Role Overview:

As the Science Lead, you will lead the school's Science provision, developing a coherent, effective, and inspiring approach to both curricular and co-curricular science education; supporting the planning and delivery of Science from Key Stage 2 to Key Stage 4.

Key Responsibilities:

- Advise the Senior Leadership Team on future strategies for Science provision, ensuring a blend of traditional and innovative teaching methods.
- Promote meaningful links between science subjects and other departments through thematic and project-based learning.
- Become the school's expert on careers in Science, inspiring learners, including those with SEMH needs, to pursue exciting future careers.
- Actively seek and promote participation in Science projects within the school, across the Trust, and beyond.
- Collaborate with other Science leads across the Trust to enhance teaching and learning in Science.
- Use positive behaviour management techniques to support and include all learners, particularly those with SEMH needs.
- Foster a culture of teamwork, valuing the input of all school community members.

- Develop action plans to drive improvements and support colleagues in enhancing their classroom practice.
- Engage effectively with learners, families, carers, and external agencies.
- Participate in extra-curricular activities and take responsibility for a tutor group.

Teaching and Learning

- Lead the Science subject area, analysing performance data to set priorities and promote improvement.
- Encourage active learner involvement in their own learning and contribute to target setting.
- Serve as a tutor, providing support and communication with tutees and their parents/carers.
- Collaborate with the Pastoral Team to implement the school's pastoral systems.

Curriculum Development

- Contribute to the development of a broad and rich curriculum that meets the diverse needs of all learners.

Standards and Quality Assurance

- Uphold school and Trust policies and procedures.
- Represent the Science faculty in cross-curricular working groups.
- Attend relevant meetings and training sessions within the Trust and with external agencies.
- Maintain professionalism and confidentiality in all aspects of work.

Community Engagement

- Strengthen partnerships with other schools and services, contributing to the school's role as a community hub.
- Promote equality, diversity, inclusion, and belonging through school policies and practices.
- Enhance learning through practical opportunities and project-based learning within the wider community.
- Foster positive relationships with parents and carers to support learner achievement and attendance.

Staff Development

- Participate in the school's staff development programme and pursue personal professional development.
- Ensure effective deployment of classroom support and contribute to relevant training programmes.
- Collaborate with colleagues across the Trust to support and develop CPD.

Safeguarding

- Contribute to providing a safe learning environment and take appropriate action to protect children and young people.

Note: This job description may be adjusted to meet the changing needs of the school at the discretion of the Headteacher. It does not form part of the contract of employment.

Woodlands School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974, and all appointed applicants will be subject to an Enhanced Disclosure from the Criminal Records Bureau.

Developing self and leading others:

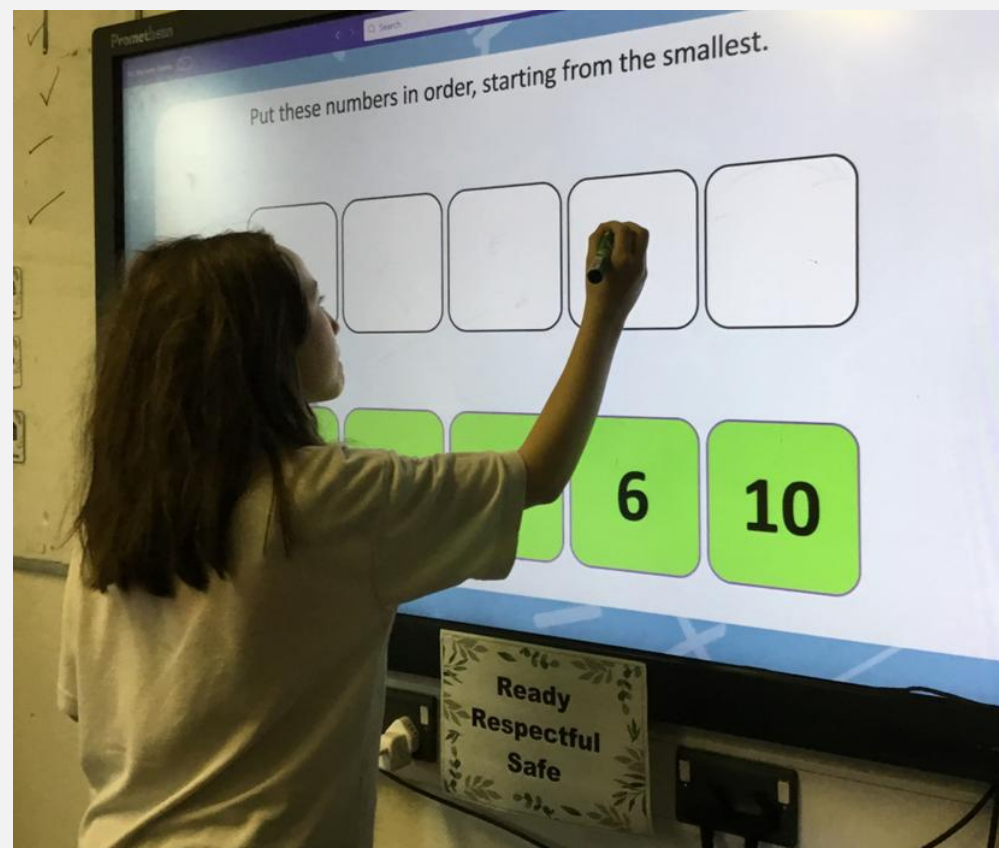
- Take responsibility for own professional development including maintaining an up to date knowledge of developments and related legislation including engaging fully in performance management of self and other staff (if applicable)
- Contribute to effective staff induction and professional development
- Manage own workload, providing support where necessary and delegating where appropriate to ensure that professional duties are fulfilled, as identified

Community responsibilities:

- Effective dialogue with parents in accordance with school policies.
- Attend and support community events as required.

In addition to the above all Marches Academy Trust staff are required to:






- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent Customer Care in dealing with all customers.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.







Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.

Person specification

	 Essential	 Desirable
 Qualifications and training	<ul style="list-style-type: none"> ▪ Qualified Teacher Status (QTS) ▪ Degree in a Science-related subject ▪ Evidence of continuous professional development 	<ul style="list-style-type: none"> • Evidence of leadership qualifications
 Experience	<ul style="list-style-type: none"> ▪ Proven experience in teaching Science at secondary level ▪ Experience in a leadership or management role within a school setting ▪ Experience in curriculum development and innovation ▪ Experience in supporting learners with SEMH needs 	<ul style="list-style-type: none"> • Experience working with Key Stage 2 colleagues • Experiencing supporting teachers to develop • Experience supporting non-specialist Science teachers • Line Management experience.
 Knowledge	<ul style="list-style-type: none"> ▪ In-depth knowledge of the Science curriculum and current educational developments ▪ Understanding of effective teaching and learning strategies ▪ Knowledge of safeguarding and child protection procedures ▪ Awareness of the needs of learners with SEMH and strategies to support them 	<ul style="list-style-type: none"> • Knowledge of Key Stage 2 curriculum and how it links to Key Stage 3.

Person specification

	 Essential	 Desirable
 Skills 	<ul style="list-style-type: none"> ▪ Strong leadership and management skills ▪ Excellent communication and interpersonal skills ▪ Ability to inspire and motivate learners and staff ▪ Strong organisational and planning skills ▪ Ability to analyse data and use it to inform practice ▪ Proficiency in using ICT for teaching and management purposes 	
Personal qualities	<ul style="list-style-type: none"> ▪ Commitment to the vision and values of Woodlands School ▪ High expectations for all learners and a commitment to helping them achieve their best ▪ Ability to work collaboratively as part of a team ▪ Resilience and the ability to manage change ▪ Commitment to continuous professional development 	<ul style="list-style-type: none"> • A strong sense of self

Welcome from the CEO



This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

Sarah Finch

CEO

The Marches Academy Trust

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal
- Selattyn CE Primary School

Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this is a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

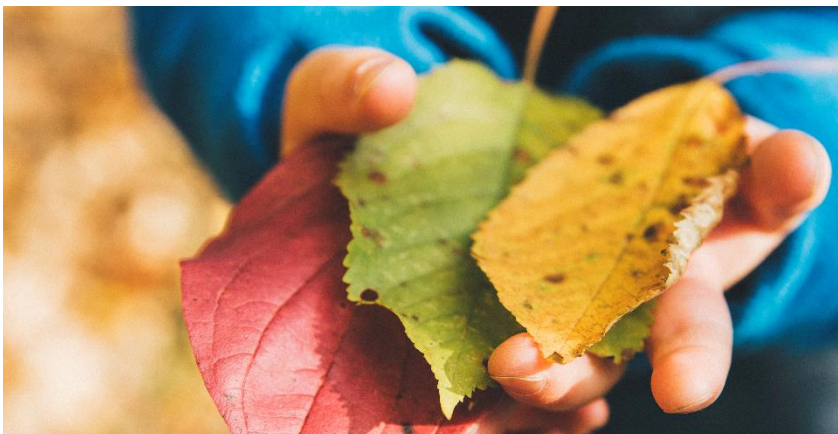
We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

The prospect of this role goes beyond the immediate job description. The successful candidate will influence and help shape the strategy of the Trust,

have the opportunity to support our ITT provision, support leadership development and career paths as well as drive efficiencies across our schools.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

Who we are



Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

Check out our video:

<https://youtu.be/RxuP4WDUM88>

Interested? Here's how to apply:

<https://themarchesacademytrust.face-ed.co.uk/vacancies>

The closing date for applications is:

Monday 29th September 2025

Interviews will be held:

Week commencing 29th September 2025

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in staff wellbeing and work life balance evidenced in policy and practice

Our Trust Vision Statement and Values



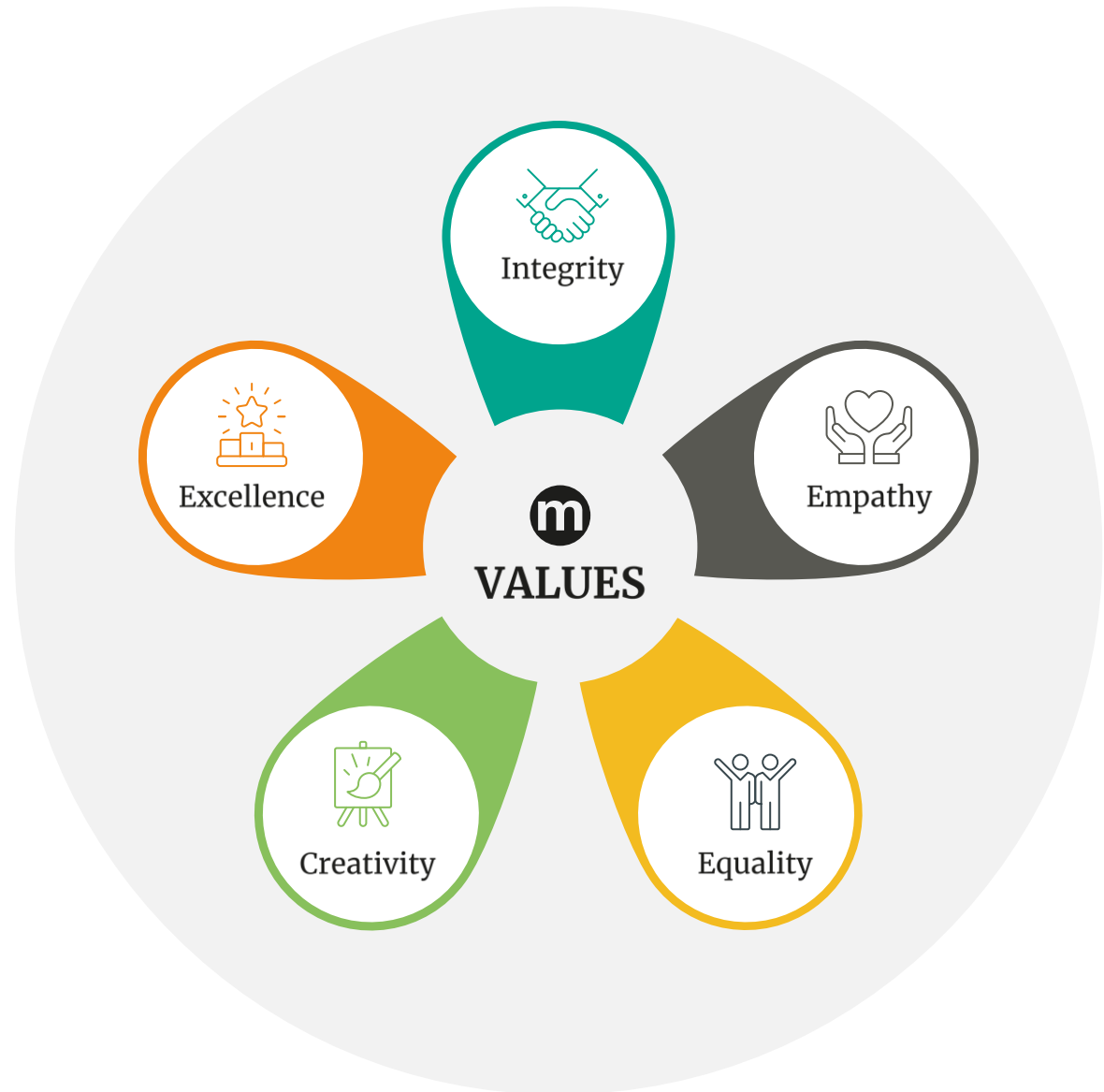
Our Vision

Achievement through caring



Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous
non-contact
time for
staff

Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!



We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust, you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

Cavelle Priestley-Bird, Executive Director of People and Development.

Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”

It is an offence to apply if you are barred from engaging in regulated activity relevant to children.



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