

SCIENCE TECHNICIAN RECRUITMENT PACK

October 2026



Meet our Headteacher



Mitch Allsopp
Headteacher

I am delighted to introduce myself to you as the Headteacher of Grove School and Sixth Form. It is a real privilege to lead a school that has such a rich history within its community and that also has such an exciting future!

Team Grove has a relentless focus on making our school truly great. In recent years we have transformed our school. The students here are welcoming, warm and friendly. They have big dreams too. As we continue to drive forward change, we see that our students are at the heart of our decision making. I speak regularly to the students around the culture of our school and about them adopting a '2%' mindset – giving them a foundation and drive to reach the pinnacles of excellence both at school and beyond. Our newly elected Grove Parliament has seen our entire school body vote for their own Prime Minister and wider cabinet to represent them and drive forward change.

One of the unique initiatives is 'The Shore', the beginning of our seven-year journey for children. In The Shore, our Year 7 children have a soft landing to their secondary education in our wonderful and historic Grove House. Each student then goes on a personalised seven-year journey developing their knowledge, skills and leadership abilities throughout their time with us, ending with us at the end of their post-16 studies.

We have some incredible links for our students too. We are the only school in Shropshire to have an Artist-in-Residence from The Birmingham Repertory theatre, allowing our students direct access to professional practitioners. Alongside this we have a pledge of 'Music for all' where our students learn a classical instrument, for free. We are in our second year of this initiative. Alongside this we have a secondary-focused forest school and incredible sporting pedigree. Many of our students represent in a range of sports across the county, with some going on to compete and thrive on the national and international stage.

We also have a long and proud history with The Birks, a wonderful house in the Lake District which our students have access to throughout their time with us. The Birks holds a strong place in the hearts of our community, and year on year we are strengthening this bond.

Seeing Team Grove in action would be the best way to truly experience our culture. If this is something you would be interested in, please contact our reception team directly who will arrange an opportunity for you to come and visit.

We look forward to welcoming you to Team Grove.

Mr Mitch Allsopp – Headteacher

About Us



Post title

Teacher of Science



Salary

Grade 5 (SCP 5-6)



Hours of work

37 hours a week. Term
Time plus 2 PD Days
Permanent

We offer

- An 'Outstanding' curriculum and learning experience for our young people.
- 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 NPQ qualifications.
- An enthusiastic and supportive team of staff, parents and governors.
- 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.
- Spacious Sixth Form Facilities and excellent outcomes.

Why this role above others?

We are a team that believes every child and young person can achieve great things, and your role will play a meaningful part in shaping their future. You will join a team who will champion your strengths, encourage your growth and empower you to make a lasting difference.

Any questions in regard to the role can be raised with Joanne Malone ahead of the closing date: 20th April at 12pm, at joanne.malone@gro.mmat.co.uk

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.



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
- Cockshutt CE Primary School and Nursery in Ellesmere
- Criftins CE Primary School and Nursery in Ellesmere
- Selattyn CE Primary School in Oswestry
- West Felton CE Primary School and Nursery in Oswestry
- Weston Lullingfields CE Primary School and Nursery nr Shrewsbury
- St Andrew's CE Primary School and Nursery nr Shrewsbury
- Kinnerley CE Primary School and Nursery in Oswestry

Our Trust Vision Statement and Values



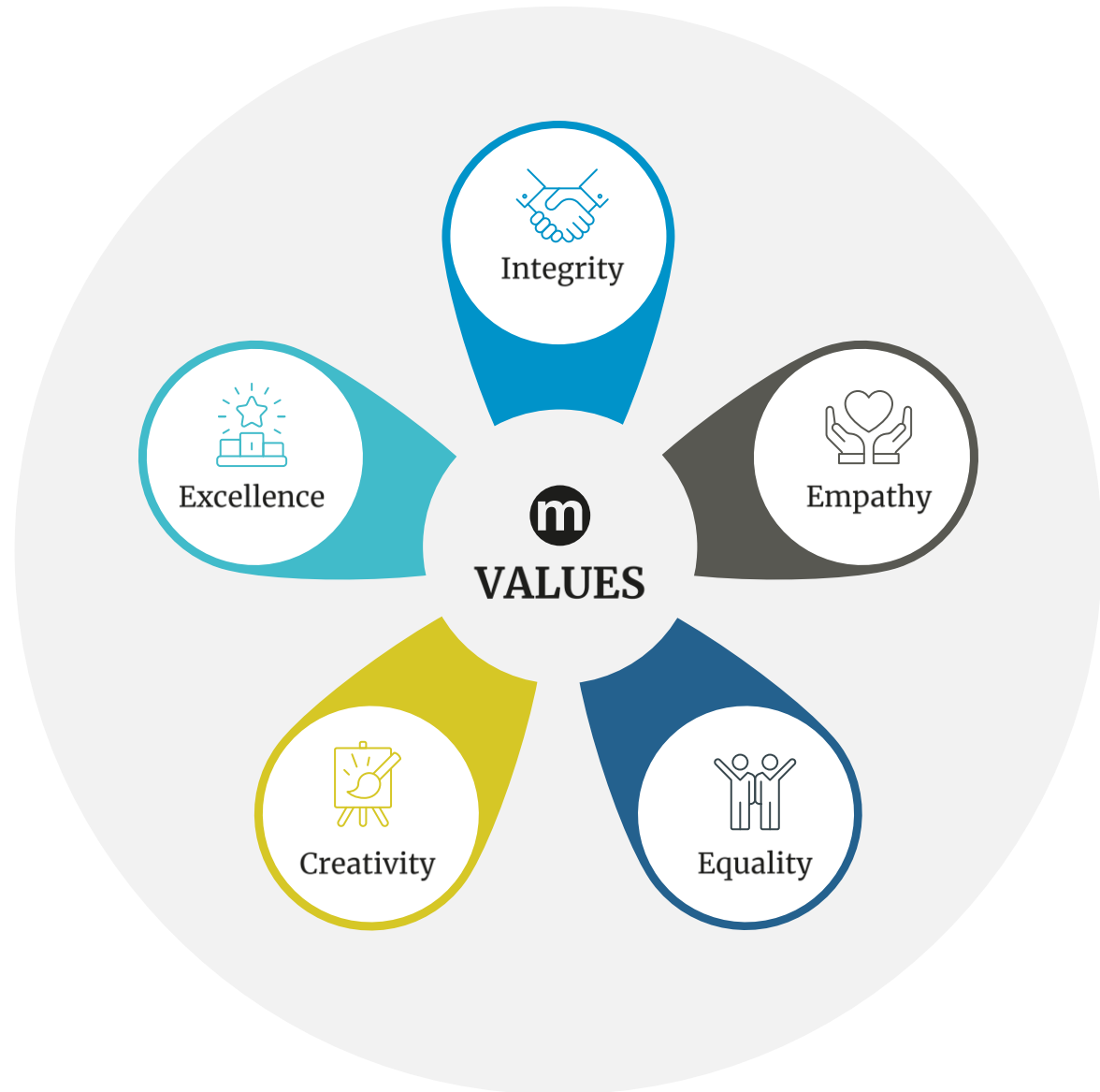
Our Vision

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.



Responsible to:

Director of Faculty, Headteacher and Deputy Headteacher

Purpose of the Role

To provide practical and technical support to the Science Department, ensuring that lessons are well resourced, equipment is maintained safely, and practical activities are prepared efficiently to support high-quality teaching and learning.

Key Responsibilities

Practical Lesson Support

- Prepare, set out and clear away equipment and materials for science lessons.
- Prepare chemical solutions, specimens and apparatus as required.
- Provide technical support for practical investigations and demonstrations.
- Assist teaching staff in the delivery of practical science activities.

Health and Safety

- Ensure compliance with all health and safety regulations, including CLEAPSS guidance.
- Carry out risk assessments for practical activities where appropriate.
- Store chemicals, equipment and materials safely and securely.
- Dispose of hazardous materials in accordance with regulations.
- Conduct routine safety checks of laboratories and equipment.

Resource Management

- Maintain stock levels and order equipment, chemicals and consumables.
- Keep accurate inventory records.
- Organise and maintain laboratories, preparation rooms and storage areas.
- Check, clean and undertake basic maintenance of laboratory equipment.

Administration

- Maintain records of equipment, chemicals and safety checks.
- Assist with departmental administration as required.
- Support the organisation of science events, trips and enrichment activities.

Standards and quality assurance

- Uphold department, school and Trust procedures, policies and plans.
- Represent the department in cross-curricular working parties.
- Attend Department, Year Team meetings and events to fully support the department, the school and the Multi-Academy Trust.
- Attend relevant CPD and meetings within the Trust and with outside agencies.

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.



Interested? Here's how to apply:

Complete the online form: [Vacancies - Grove School](#)

The closing date for applications is:

Monday 9th November 2026 at 12pm

Interviews will be held:

The week commencing 9th November 2026

Person specification

	 Essential	 Desirable
 Qualifications and training	• GCSE Grade C/4 or above (or equivalent) in English, Mathematics and Science. • Competent ICT skills. • Good standard of education	• Science-related qualification. • Knowledge of laboratory health and safety procedures. • Previous experience working in a school or laboratory environment. • Knowledge of CLEAPSS guidance. • First Aid qualification.
 Experience	• Experience of maintaining equipment and resources • Experience of following health and safety procedures	• Experience working as a Science Technician in a secondary school • Experience supporting practical work at KS3, KS4 and KS5 • Experience of preparing chemicals and biological materials • Experience of working in a laboratory, scientific, technical or educational environment
 Knowledge	• Understanding of laboratory health and safety requirements • Understanding of confidentiality and safeguarding responsibilities	• Knowledge of current GCSE and A-Level science practical requirements • Knowledge of COSHH regulations and hazardous substances management • Knowledge of safe handling, storage and disposal of chemicals • Awareness of CLEAPSS guidance and risk assessment processes

Person specification

	 Essential	 Desirable
 Skills	• Excellent organisational skills • Ability to prioritise workload and meet deadlines • Good written and verbal communication skills • Ability to maintain accurate records • Competent ICT skills including Microsoft Office • Ability to work independently and as part of a team • Attention to detail and accuracy	• Ability to support demonstrations and practical activities • Ability to train or advise staff on equipment use
 Personal qualities	• Reliable, flexible and professional • Enthusiastic and proactive approach • Commitment to supporting high-quality science education • Good interpersonal skills • Ability to remain calm under pressure • High standards of integrity and professionalism	• Interest in developments in science education • Willingness to undertake further professional development

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour.
- Positive attitude to use of authority and maintaining discipline.

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. It states 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.



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.”



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