marches school
part of the Marches Academy Trust

SIXTH FORM YEAR GROUP LEADER

RECRUITMENT PACK

13th November 2026

About Us



Post title
Sixth Form Year Group Leader

Grade
L5 – L7
Excellent salary with benefits

Hours of work
1.0fte

Post status
Permanent
Required for January 2027 (or sooner if possible)

The Marches School is a vibrant, inclusive and forward-thinking school where students are at the heart of everything we do. We are proud to support young people through their full educational journey, providing a safe, caring and ambitious environment in which every student is known, valued and encouraged to succeed.

We offer a broad and balanced curriculum, including a wide range of GCSE, A Level and vocational pathways, ensuring that all learners can follow routes that reflect their strengths, interests and aspirations. Learning is enriched by a strong programme of extra-curricular activities, leadership opportunities and enrichment experiences that help students build confidence, character and lasting friendships.

The Marches School is an exciting place to learn, work and grow. Together, we are developing confident, resilient and successful young people, equipped with the skills, values and ambition to succeed in education and in life beyond school.

Sally Wilmot

Headteacher

We offer

- An opportunity to make a significant impact on the lives and futures of Sixth Form students.
- A well-established and growing Sixth Form with ambitious, engaged young people.
- Excellent professional learning and career development, including funded qualifications through the Trust Talent Pathway.
- Collaboration with colleagues across The Marches Academy Trust.
- A strong commitment to staff wellbeing and work-life balance, supported by policy and practice.
- Year-round access to our excellent fitness suite, a laptop for work and personal use, and funded counselling, physiotherapy, GP and other medical support.
- Collaboration Days in addition to professional development days, creating protected time for improvement work.

Why this role above others?

We know our school is a special place, our staff wellbeing survey tells us staff love working here because of the relationships between staff, departments and students.

If you have any queries, or wish to visit the school, please contact Deputy Headteacher, Penny Brown, at: penny.brown@mar.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.

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
- 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

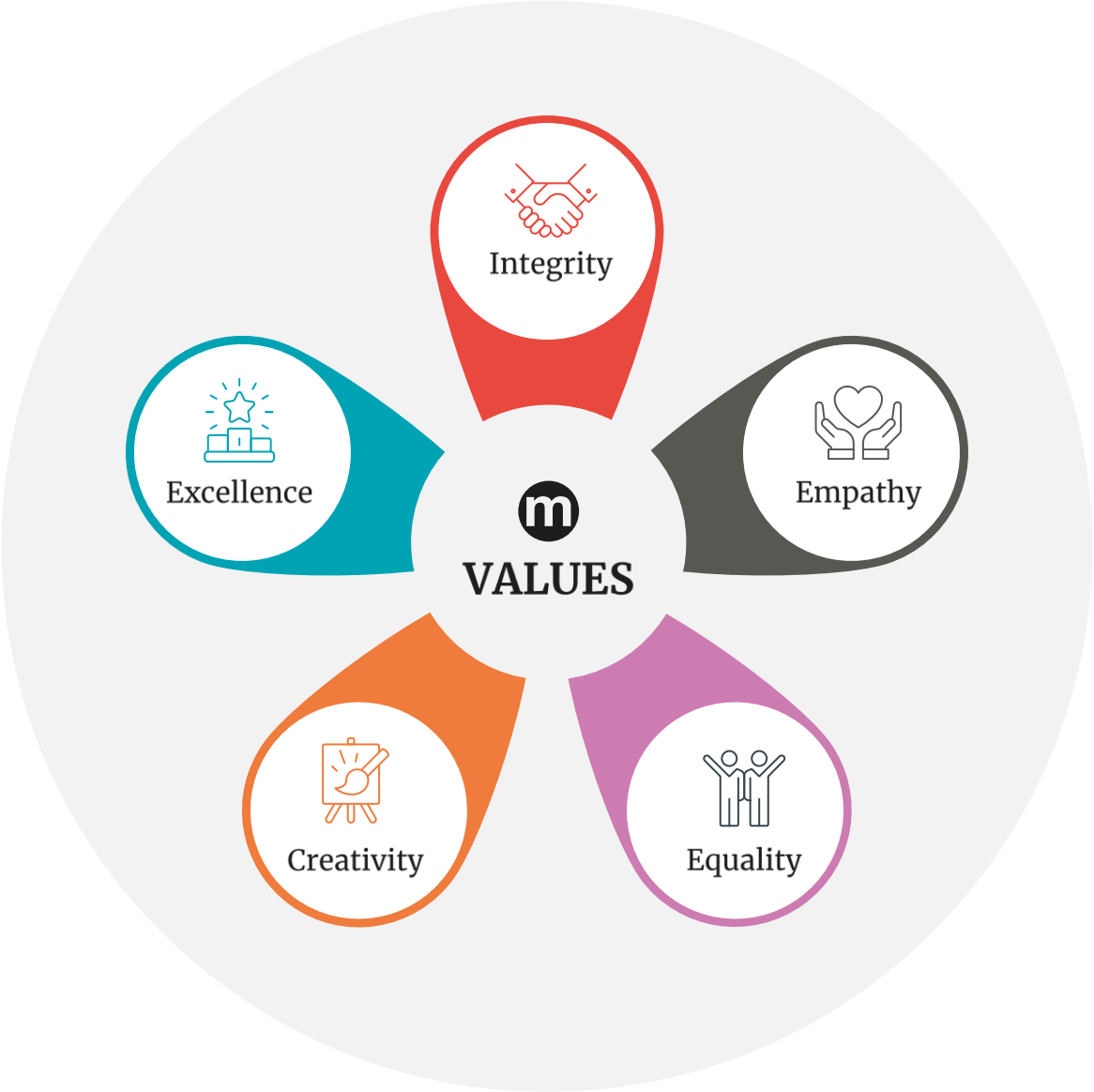
Our Trust Vision Statement and Values

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:

Headteacher, Leadership Group Link and Governors.

Outline of the Role:

To support all students to make appropriate academic and personal progress as specified by baseline data and other information. To have overall responsibility for attainment and wellbeing and ensure that all students have high aspirations, attaining in line with their individual ability, national standards and achieve their personal best within a year group. A prime focus will be to remove the barriers to learning and ensure all children are resilient learners who feel happy and safe in the school environment.

Main duties:

Leadership of the Year Group

- Develop and drive a shared and aspirational vision for the 6th Form.
- Provide strong, visible leadership for the year group, embodying the school's values and RRS culture.
- Set high expectations for behaviour, dress, attendance, punctuality and conduct.
- Build strong relationships with students, families and staff to support progress and wellbeing.
- Lead year group assemblies, events, rewards and celebrations.
- Monitor and promote the personal development of all students to ensure they grow as confident, resilient and responsible individuals.
- Work closely with the Designated Safeguarding Lead to identify concerns and support students at risk
- Maintain accurate and up-to-date records in line with school safeguarding processes.
- Promote participation in enrichment, clubs, trips and House activities.
- Lead year group-specific events such as charity days, careers activities or wellbeing campaigns.
- Support transitions (Year 11 to post-16) where relevant.
- Build positive relationships with parents/carers through meetings, calls and updates.
- Coordinate communication between tutors, subject staff and families.
- Monitor lesson grading and take action as needed.
- Remain on site until a case has been effectively resolved if a challenging situation occurs.
- Prepare and hold weekly year group assemblies – rewards/celebration emphasis.
- Take steps to prevent bullying and discrimination and support victims of this.
- Effective record keeping for PLPs and work closely with SLT and Attendance to ensure these are appropriate.
  Supported by the Deputy Headteacher, be accountable for student attainment and progress in the Sixth Form ensuring every student achieves and exceeds their potential.
- To coordinate the academic extension program for more able students, ensuring appropriate support is in place for high aspirations. Ensuring the right students access the programmes.
- To identify target groups of under achieving students so that a suitable intervention plan is implemented to ensure the students have access to the appropriate materials to "catch up"
- To contribute to the preparation of action plans and other reports as required.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- Meet with students over whom there are concerns and contact home where necessary in conjunction with student support co-ordinator and department heads
- Lead and co-ordinate the process of applications to UCAS, including personal statement writing and Oxbridge entrance requirements
- To coordinate, in conjunction with the Leadership Group, the enrolment process for returning students and new students following results days.
- To lead the enrichment program.
- To oversee Open 6 and the entitlement offer.
- **Behaviour, Attitudes and Culture**
- Lead on behaviour management within the year group, ensuring consistency of standards and a positive Ready Respectful Safe culture.
- Monitor patterns of behaviour, including incidents, referrals and restorative work.
- Lead on appropriate sanctions.
- Implement interventions for students needing additional pastoral or behavioural support.
- Work closely with Faculty Leaders, Crew Leaders, Safeguarding, SEND and families to ensure consistency.
- Promote positive behaviour strategies, rewards and recognition.
- Ensure Crew time is purposeful, structured and aligned with school values.
- Provide appropriate challenge where standards are not upheld.
- Deploy Crew Leaders and associate staff to deliver targeted pastoral and inclusion support.

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 in regular line management meetings and appraisal meetings.
- Work closely with all stakeholders
- Represent the year group in pastoral and whole-school leadership meeting.
- Monitor, assess and develop the roles of the Crew Leaders.
- Ensure that standards in Crew are high and that the Ready Respectful culture is being developed and role modelled by Crew Leaders.
- Take an active role in Walking for Purpose activities.
- Take an active role in being a visual presence around site at social time.
- Work closely with the Wellbeing Leader and carry out effective appraisals.
- Undertake or work towards NPQ SEND.
- Undertake training to fulfil Designated Safeguarding Officer responsibilities.

Community responsibilities:

- Ensure effective dialogue with families in accordance with school policies.
- Attend and support community events as required.
- Attend school events, parents' evenings and key whole-school activities 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 Personal Development Plan 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 or support development of other schools within The Marches Academy Trust.



Check out our video:
Here

Interested? Here's how to apply:
Complete the online form here

The closing date for applications is:
Monday 23rd November 2026 at 12pm.

Interviews will be held:
Week commencing 23rd November 2026.

Person specification

	Essential	Desirable
 **Qualifications and training**	• Appropriate academic qualifications to at least GCSE standard. • Degree. • NASENCO qualification or NPQ SEND (training will be funded and supported by the school if not currently held). • Designated Safeguarding Lead certified (training will be provided if not currently held).	• Training in leadership, pastoral care or behaviour for learning. • Training related to student leadership, youth engagement or coaching. • First Aid qualification. (Training will be given).
 **Experience**	• Ability to plan and drive own workload to ensure the role is fulfilled. • High aspirations for all students and a belief that all can achieve. • Ability to lead and inspire others, holding others to account where needed. • Ability to work as a team with a range of colleagues. • Creative problem solver. • Has worked, kept up to date and understands the importance of following policy and procedure. • Good listening, oral and literacy skills. • Ability to organise time and work to deadlines. • Ability to set and achieve targets. • Good ICT skills and the ability to use a variety of software to store, analyse and deliver information. • Excellent interpersonal skills along with the ability to communicate effectively with people of all ages and community sectors. • Ability to think and communicate clearly under pressure. • Experience of supporting students with SEND.	• Previous experience of leading a successful team. • Developing and maintaining contacts with outside agencies, e.g. departments of the LA. • Understanding of safeguarding and early help processes. • Ability to identify need and coordinate appropriate support.

Person specification

	Essential	Desirable
Job-related personal skills	• Ability to maintain confidentiality. • Have an openness to learning and change. • Have a positive attitude to personal development and training. • Have good interpersonal skills. • Ability to be adaptable/flexible and cope with the unexpected.	• A willingness to attend appropriate training and development. • Ability to triage need and make sound professional judgements. • Ability to coordinate support across SEND, safeguarding and pastoral systems.
Other	• Prioritise, plan and organise. Manage workload and meet deadlines. • Outstanding interpersonal skills. • Excellent communication skills. • Excellent manner when interacting with adults and students. • Energy, creativity and initiative. • Ability to support and challenge others.	

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 it's 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 wellbeing 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!



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.”



marches school

part of the Marches Academy Trust

The Marches School
Morda Road
Oswestry
Shropshire
SY11 2AR

T. 01691 664400
E. admin@mar.mmat.co.uk

marchesschool.co.uk SY11 2AR marchesschool