

TEACHER OF ENGLISH

RECRUITMENT PACK

September 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, abilities and leadership skills 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 English



Salary

MPS1/UPS3 (£34,068-£52,834)



Hours of work

Permanent from January 2027 FTE

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



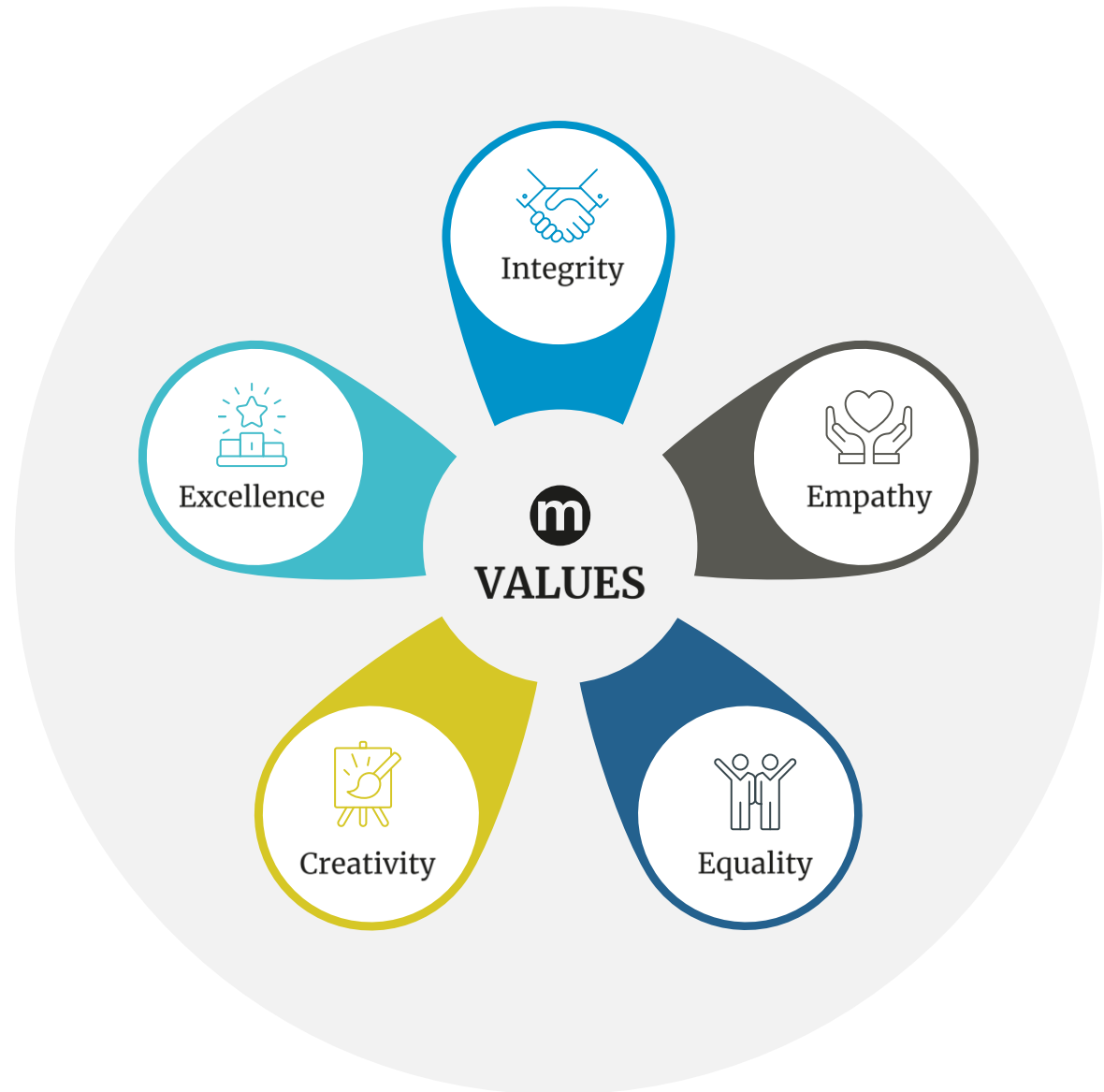
Our Vision

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:

Headteacher, Deputy Headteacher and Director of Faculty

Outline of role:

- Teach English at Key stage 3 and Key stage 4 and Sixth Form
- Remove barriers to learning and ensure all children are resilient learners who feel happy, safe and make progress in the school environment.

Main duties:

- Teach at Key Stage 3, Key Stage 4 and Sixth Form.
- Contribute to other areas of the curriculum as and where necessary.
- Assist in establishing faculty aims and objectives.
- Support in the organisation of examinations for all year groups, including teacher assessments, GCSE, A-level and other vocational qualifications.
- Support the faculty in cross-curricular working parties and work with outside organisations to enrich the experience of students.
- Participate in team meetings and briefings at appropriate points during the academic year.
- Support the review process to evaluate and develop curriculum materials, procedures, and strategies to meet these objectives.
- Support in establishing appropriately high levels of expectation by setting down clear guidelines for establishing good standards of behaviour and achievement within the faculty, including the careful presentation of work and the care of books and equipment.

Teaching and learning

- Adhere to Teaching Standards.
- Maintain behaviour for learning, in accordance with the school's procedures.
- Encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Contribute to the development of schemes of work, assessments, resources and displays.
- Keep up to date with marking, assessments and data entry.
- Keep an accurate teaching record.

Curriculum development

- Contribute to the team responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or preservation.
- Contribute to whole school's development 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 12th October 2026 at 12pm

Interviews will be held:

The week commencing 12th October 2026

Person specification

	Essential	Desirable
Qualifications and training	• QTS (Secondary age range). • Degree Level (or equivalent qualification).	• Further professional qualifications e.g. Leadership Pathways, NPQ and MA/PhD.
Experience	• Teaching in comprehensive school(s) across the age and ability range. • Motivating students and enabling them to enjoy learning. • Supporting in the development of curriculum materials. • Able to use student level data to raise standards.	• Form Tutor experience. • A portfolio of relevant resources showing teaching and learning strategies. • Recent successful teaching experience at more than one key stage.
Knowledge	• Current developments in teaching in English. • The range of teaching strategies and classroom organisation open to teachers. • The range of learning strategies that can be employed by students. • An understanding of target setting and its use in raising aspirations.	

Person specification

	Essential	Desirable
Skills	• Show commitment to meeting the needs of the student. • Initiate curriculum planning. • Support with the process of curriculum development and assessment for learning. • See task undertaken through to completion. • Ability to use ICT effectively to promote high quality teaching.	
Personal qualities	• Enthusiasm, energy, and commitment. • Awareness of the needs of others. • A high level of professionalism in manner and organisation. • An ability to draw together different disciplines to work to a common aim. • A willingness to contribute to whole school issues.	

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.



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.”



The Grove School
Sixth Form
Newcastle Road
Market Drayton
Shropshire
TF9 1HF

T. 01630 652121
E. admin@gro.mmat.co.uk