marches school
part of the Marches Academy Trust

TEACHER OF PSYCHOLOGY WITH HEALTH AND SOCIAL CARE

RECRUITMENT PACK

3rd November 2026

About Us



Post title
Teacher of Psychology with Health and Social Care

Grade
Excellent salary with benefits

Hours of work
1.0fte

Post status
Permanent
Required for 1st January 2027
(later start date can be negotiated)

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

- A role with genuine scope to influence and strengthen KS5 Psychology.
- Spacious Sixth Form facilities and students who are ambitious for their futures.
- 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

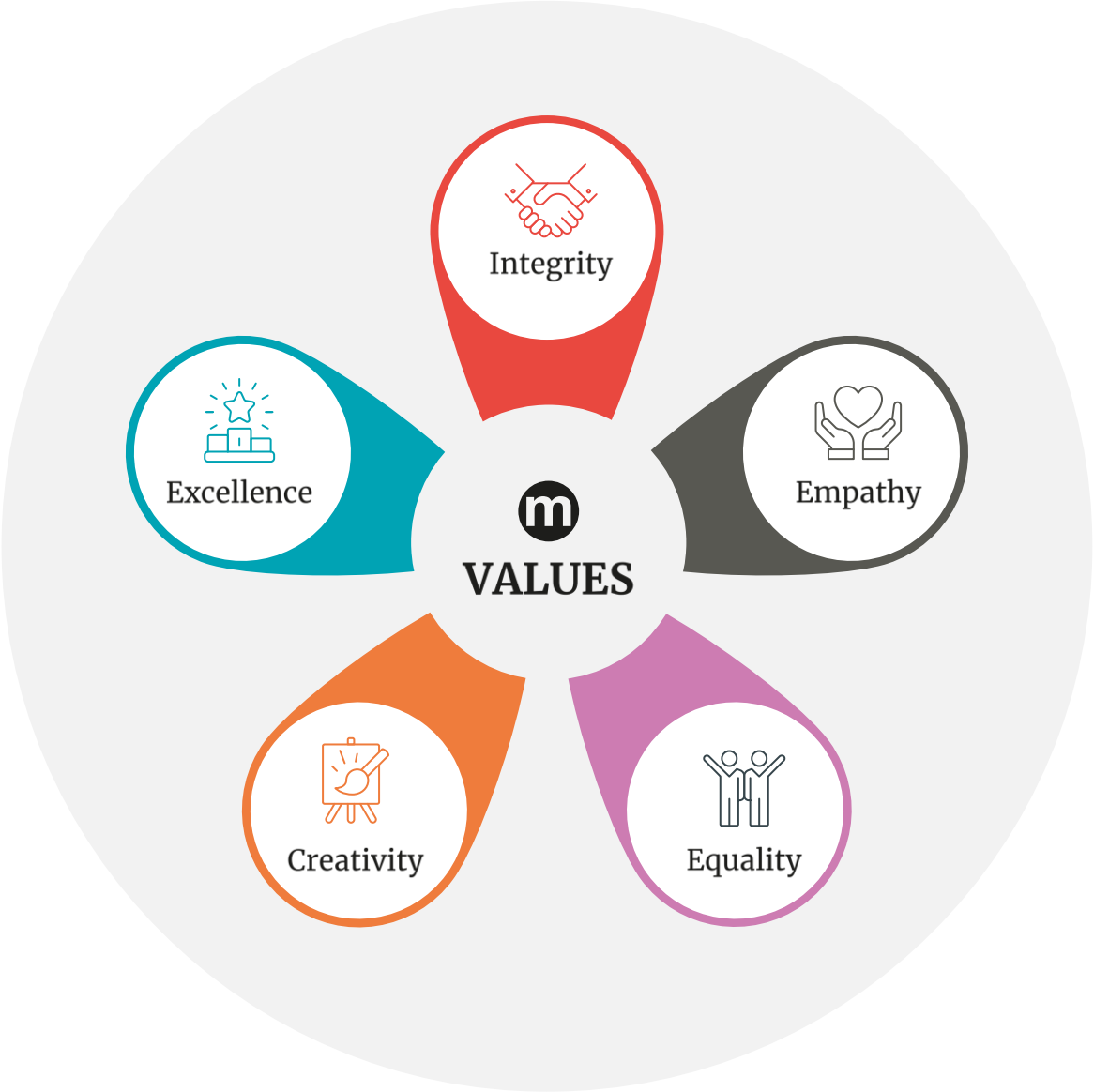
Our Trust Vision Statement and Values

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:

Faculty Leader for Science and PE.

Outline of the Role:

To provide excellent teaching in A level Psychology, enabling students to develop secure knowledge, strong disciplinary thinking and the examination skills required for successful progression. The postholder will also teach some Health and Social Care and contribute positively to the wider work of the Sixth Form, department, school and Trust.

Main duties:

- Teach A level Psychology across KS5, with Psychology as the principal focus of the timetable.
- Teach an agreed allocation of Health and Social Care.
- Plan and deliver an ambitious, coherent and well-sequenced curriculum.
- Develop students' knowledge of psychological concepts, theories, studies, research methods, analysis and evaluation.
- Teach students to communicate accurately and write effective extended responses.
- Use assessment, question-level information and classroom evidence to identify misconceptions and adapt teaching.
- Monitor student progress carefully, intervene promptly and communicate concerns and successes appropriately.
- Contribute to curriculum planning, schemes of learning, shared resources and assessment materials.
- Support students' progression to higher education, apprenticeships and employment by promoting the relevance and value of the subjects.

TEACHING AND LEARNING

- Meet the Teachers' Standards and consistently apply school expectations.
- Establish calm, purposeful classrooms with high expectations for attendance, punctuality, behaviour, independent study and quality of work.
- Explain complex material clearly, check understanding frequently and provide purposeful practice.
- Set, assess and give feedback on work in line with school and departmental policy.
- Maintain accurate records and complete assessment and data processes by published deadlines.
- Provide appropriate challenge and support so that all students, including those with additional needs and those who are disadvantaged, can succeed.

PROFESSIONAL CONTRIBUTION

- Work collaboratively with colleagues and contribute to a positive, improvement-focused culture.
- Participate in professional development and keep subject and pedagogical knowledge up to date.
- Contribute to enrichment, trips, open events and recruitment activities where appropriate.
- Undertake the responsibilities of a form tutor and participate in the school duty system.
- Communicate effectively with parents and carers in accordance with school policy.
- Uphold school and Trust policies, professional standards, confidentiality and data-protection requirements.

STAFF DEVELOPMENT

- To take part in the school and Academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in relevant areas including subject knowledge and teaching methods
- To ensure effective and efficient deployment of classroom support
- To contribute to the delivery of relevant training programmes
- To work as a member of the department team to contribute to positive effective working relationships within the school

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 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 9am.

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

Person specification

	Essential	Desirable
Qualifications and training	• A good honours degree with substantial relevant Psychology content. • Qualified Teacher Status (QTS). • Commitment to ongoing professional development.	
Experience	• Secure subject knowledge and the ability to teach A level Psychology. • Ability to teach psychological concepts, theories, studies, research methods, analysis, evaluation and extended writing accurately and accessibly. • Successful experience of teaching A level Psychology and preparing students for external assessment. • Willingness and capacity to teach an agreed Health and Social Care allocation and develop relevant subject knowledge. • Commitment to collaborative planning and consistent assessment. • Ability to plan coherent sequences of learning, explain clearly, check understanding and provide purposeful practice. • Ability to use assessment evidence to diagnose gaps, adapt teaching and support strong progress. • High expectations, strong classroom management and the ability to build positive professional relationships with students. • Commitment to inclusion and to helping disadvantaged students and students with additional needs succeed.	• Experience of teaching Health and Social Care at KS4 and/or KS5. • Experience as a form tutor or contributing to Sixth Form pastoral support.

Person specification

	Essential	Desirable
 **Professional qualities and other relevant experience**	• Effective written and verbal communication; reliability; sound judgement; and high professional standards. • Ability to work collaboratively, respond constructively to feedback and contribute to a culture of continuous improvement. • Commitment to safeguarding and promoting the welfare of children and young people.	• Contribution to enrichment, student recruitment or progression guidance.
 **Job-related personal skills**	• Build positive working relationships with staff and students. • The ability to work effectively within the science team and across the school. • High standards of professionalism. • Ability to be flexible and adaptable to a changing curriculum.	• Commitment to extracurricular activities.

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.”



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