

Teacher of Science

**Walsall Studio
School & Sixth**

Required for January 2026

Permanent, Part-time 0.6

Main Scale / UPS

APPLICANT PACK



WELCOME TO WALSALL STUDIO SCHOOL & SIXTH



Dear Applicant,

Walsall Studio School and Sixth is a deliberately small, forward-thinking school serving young people aged 14 to 19 who are passionate about creative pathways in performance, music, and media. We offer a unique learning environment that looks and feels like a modern creative workplace rather than a traditional school, with flexible studio spaces and industry-standard facilities that reflect the real world our students are preparing to enter.

At the heart of our mission is a commitment to inclusion, aspiration, and professional standards. We believe in treating our students as young professionals, helping them to thrive both personally and creatively through high expectations, trauma-informed practice, and a deep understanding of the individual. Our culture is one where every student is known, seen, and supported.

As a founding member of *The Mercian Trust*, we are proud to be part of a family of schools that share our belief in partnership, collaboration, and community. We work closely with industry partners, creative professionals, and local organisations to ensure our students gain not just qualifications, but authentic experiences that prepare them for the world beyond education.

If you share our values and want to help shape the next generation of creative professionals, we would love to hear from you.

Yours sincerely,

Krissi Carter, Headteacher



OUR TRUST BLUEPRINT FOR LEADERSHIP AND CULTURE

OUR PURPOSE

Increasing opportunities, improving outcomes.

OUR MANTRA

Life to the full in pursuit of what is good right and true

OUR PRINCIPLES

[P1]

**Social Mobility
and Social Justice**

[P2]

**Belonging and
Inclusion**

[P3]

**Innovation and
Improvement**

[P4]

**Safeguarding and
Wellbeing**

OUR VALUES (WHO WE ARE)

[V1]

We Care

We are:
Kind
Compassionate

We are uncompromising
in our pursuit of:
Excellence
Rigour

[V2]

We are Courageous

We are:
Ambitious for all our
students and staff

We are:
Agile, flexible and bold
in our decision-making
(including taking the
'difficult decisions')

[V3]

We are Candid

We are people of:
Honesty
Sincerity

We welcome:
Clarity
Feedback
Critique

[V4]

We are Accountable

We model:
Leadership
Integrity

We demonstrate:
Objectivity
Openness

OUR PROFESSIONAL BEHAVIOURS

In our work:

We work with accuracy and precision; we are inquisitive and professional
We demonstrate positivity, resilience and determination.

In our relationships:

We uphold and embrace fairness, equitability and teamwork.
We collaborate respectfully, and demonstrate commitment to each other.

In our development:

We engage with quality educational research.
We develop ourselves and others through tailored professional learning.

In our approach:

We are outward looking with a pioneering spirit.
We navigate change with a commitment to serve our local communities.

THE MERCIAN TRUST

The Mercian Trust is one of the largest regional Trusts in the West Midlands with 12 schools and more than 10,000 students. We are making strategic investments of time, focus, and resources into our people and organisational culture – and we are prioritising the development of leaders at all levels.

About The Mercian Trust

The Mercian Trust was incorporated in January 2018 and currently governs twelve secondary schools, comprising selective grammar schools, large comprehensive schools, two alternative provision schools, a primary school, a special education school and a 14-19 specialist studio school.

In 2021, the Regional Schools Commissioner approved the merger between The Mercian Trust and Q3 Academies Trust. The formal merger transfer was completed on 1st May 2022 when the academies of the two Trusts became part of the same family of schools governed by The Mercian Trust.

- Aldridge School (11-18)
- New Leaf School (Alternative Provision)
- Oakwood School (Special Education)
- Q3 Academy Great Barr (11-18)
- Q3 Academy Langley (11-16)
- Q3 Academy Tipton (11-18)
- Queen Mary's High School (11-18, selective)
- Queen Mary's Grammar School (11-18, selective)
- Rushall Primary School
- Shire Oak Academy (11-18)
- The Ladder School (Alternative Provision)
- **Walsall Studio School & Sixth (14-19)**

The Members of The Mercian Trust include The Vine Trust and the Queen Mary's Foundation. Both are charitable organisations focused on improving the futures of local young people.

Plans for the future

- 1. Leading students on a transformational journey** empowering social mobility and delivering social justice.
 - a. Develop and deliver an ambitious, relevant and responsive curriculum inside and outside the classroom (academic, vocational, cultural)
 - b. Enhance aspirational, inspirational, evidence based teaching and experiential learning
 - c. Support students' physical safety, mental wellbeing and character development including student leadership in the community
- 2. Establishing systems and structures to enable successful schools**
 - a. Develop effective MAT central teams and systems (finance/HR/Estates and more) to support schools with clear SLAs that demonstrate commitment and drive improvement
 - b. Recruit, develop and maintain effective leadership and governance at all levels while succession planning for the future
 - c. Strengthen leaders' commitment to the students and staff in more than one school through collaboration and system leadership
- 3. Driving the digital transformation**
 - a. Upskill teachers to become experts digital education (personalising high-quality content and interaction with students)
 - b. Reduce staff workload and discover new efficiencies through collaboration, automated operations, innovation, and influence beyond one school
 - c. Optimise evidence-based decision making through data analytics

4. **Becoming an employer of choice**
 - a. Further develop a well-trained, professionally skilled and motivated workforce (through opportunities and CPD beyond one school)
 - b. Deliver consistent, harmonised pay and conditions of service as one employer committed to fairness across uniquely diverse schools
 - c. Introduce staff rewards and recognition and increase retention and internal progression (promotion within the trust) for staff in all schools
5. **Growing the Trust in size and influence**
 - a. Demonstrate Trust capacity through improvements in existing schools (performance tables) and through securing good and better Ofsted judgements that are recognised by parents, external stakeholders, future partners and the DfE
 - b. Increase student numbers from c5k to c10k through increasing PAN, recruitment/retention in post 16 and through additional schools joining the Trust
 - c. Realise expansion projects and building programmes

Areas of focus for the Trust board at the moment include:

1. Successful Growth

Having consolidated following our successful Trust merger, we are now preparing for our next period of growth in size and influence including new schools joining our Trust, increases in PAN, and increases in sixth form numbers. Ensuring this growth enables us to develop and refine our structures, systems and staff to be even more successful for our schools and the communities we serve. We are well-positioned to make a significant contribution to a Trust-led education sector.

2. **Equality, Diversity and Inclusion (EDI)** - The Trust is passionate about its commitment to social mobility, social justice and inclusion in three significant areas.
 - a. **Students** - Closing the gaps in opportunity, attainment and progress for disadvantaged students, students with SEND, vulnerable students and others with protected characteristics that may mean they are more likely to face discrimination and prejudice.
 - b. **Staff** – Developing and nurturing opportunities for staff (including leadership development) particularly for those who are more likely to face discrimination and prejudice.
 - c. **Governance** - Increasing numbers of non-executive leaders and governors from underrepresented groups.

3. Digital Transformation

Delivering the digital transformation of how we teach, learn, lead and operate. The Trust is establishing a single consolidated digital ecosystem / infrastructure that facilitates 'economies of scale' and 'network effect' of being part of one charitable trust.

Trust ethos & values

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognise as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship.

Now, almost fifteen hundred years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable trust with a common purpose.

Our Trust exists to equip our students to:

- Realise their potential
- Thrive in the world of work
- Make a positive contribution to the local, national and international community.

Our mission is **increasing opportunities** and **improving outcomes**. Our mantra is Life to the full in pursuit of what is **good, right and true**.

Walsall Studio School

Main Scale Science Teacher (0.6)



Job Title: Main Scale Science Teacher

Pay Scale: MPS (0.6)

Responsible to: Head of Department

Responsible for: Teaching and learning in Science

Role Type: Teaching Staff

Working with: Science and STEM colleagues, Curriculum Leaders, Teaching staff, Support staff, Teaching Assistants

Job Purpose

The Science Teacher will inspire, challenge, and engage students through the delivery of high-quality, innovative teaching that prepares them for success in both exams and future STEM-related careers. As part of the school's creative, industry-connected ethos, the Science Teacher will design and deliver a curriculum that links scientific knowledge to real-world applications, ensuring that all students, regardless of background, need, or ability, achieve highly.

Key Responsibilities

1. Teaching and Learning

- Deliver engaging and challenging Science lessons in line with the national curriculum and the school's "Curriculum That Gets You Hired" principles.
- Plan and deliver lessons that promote curiosity, problem-solving, and critical thinking through practical and project-based learning.
- Use assessment for learning effectively to track progress, adapt teaching, and close gaps in knowledge and understanding.
- Create a classroom environment that promotes inclusion, independence, and high expectations for all students.

2. Curriculum Development

- Contribute to the planning, review, and continuous improvement of the Science curriculum, ensuring it remains creative, relevant, and aligned with industry and higher education standards.

- Embed cross-curricular links with the school's creative specialisms (Media, Music, Performing Arts, and Digital Technology) where appropriate.
- Support the development of enrichment projects, employer engagement activities, and STEM experiences that connect classroom learning to industry practice.

3. Assessment and Achievement

- Assess student work in line with school policies and provide timely, constructive feedback to promote progress.
- Maintain accurate records of student attainment, attendance, and conduct, contributing to departmental data analysis and reports.
- Support students to achieve or exceed target grades and develop scientific literacy and numeracy across the curriculum.

4. Professional Conduct and Contribution

- Model the professional standards and values expected at Walsall Studio School, contributing to a culture of mutual respect, belonging, and excellence.
- Participate fully in professional development, including performance management, CPD sessions, and subject network meetings.
- Support the wider life of the school through participation in events, enrichment activities, and open evenings.
- Work collaboratively with colleagues to develop and share best practice across the department and trust.

5. Inclusion and Student Support

- Use trauma-informed and adaptive teaching approaches to meet the diverse needs of learners, including those with SEND or additional barriers.
- Build positive, professional relationships with students, fostering engagement, resilience, and aspiration through the MAGIC values (Motivation, Aspiration, Grit, Independence, Collaboration).
- Communicate effectively with parents, carers, and external agencies to support student progress and wellbeing.
- To undertake any duties and responsibilities commensurate with the role as directed by the Headteacher

Safe Working Practices for Adults working with Children – It is the responsibility of each employee to carry out their duties in line with Mercian Trust's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantage, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must,

where appropriate, identify and monitor training for themselves and any employees they are responsible for.

The School is committed to safeguarding and promoting the welfare of children. All post holders are subject to a Satisfactory Disclosure & Barring Service Check (DBS) and satisfactory employment references, as well as identification and qualification, prohibition and barred list checks which will be required before commencing duties.



Walsall Studio School
Main Scale Science Teacher
 Person Specification

Skills	Assessed
Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of further professional development 	AF AF
Experience <ul style="list-style-type: none"> • Successful teaching within the curriculum • Successful management of an area of the curriculum 	I, R AF
Knowledge <ul style="list-style-type: none"> • A thorough understanding of what constitutes effective teaching and learning • A thorough knowledge and understanding of effective monitoring, evaluation and assessment • A thorough knowledge and understanding of effective practice in teaching all aspects of curriculum • Understand when and how to seek advice and support • A thorough knowledge and understanding of effective inclusive practices 	I I I I I
Skills <ul style="list-style-type: none"> • Well-developed interpersonal skills • Able to communicate effectively orally and in writing to a range of audiences • Able to plan, organise and prioritise • Able to manage good communication systems 	I I I, R I, R

Abilities and Attributes	
<ul style="list-style-type: none"> • Able to focus on the needs of the children in all aspects of their professionalism • Able to lead, support and challenge others, co-ordinating their work • Able to think creatively and imaginatively to anticipate and solve problems and identify opportunities • Able to inspire the confidence of others • Able to develop and maintain good relationships with staff, parents, pupils, governors and the community • Committed to own development as a professional • Able to reflect on own practice and identify areas for improvement 	O I I I I, R I I

AF – Application Form, I – Interview, O – Observation, R – Reference

OUR OFFER TO YOU

- A superb staff team committed to doing their absolute best for all in our school community.
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
- A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for support staff drawing on expertise from across the Mercian Trust.
- A comprehensive employee assistance and staff benefits package including Vivup (cash-back health plan and 24:7 video call and telephone access to GP and counselling), Free access to UK Healthcare benefits, supporting your optical and dental care needs and including a free annual flu vaccination and discounts portal (ranging from gym membership to discount cards and vouchers for online and high street retailers).
- There will never be a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

SAFEGUARDING AND SAFER RECRUITMENT

- The Mercian Trust is committed to equal opportunities, safeguarding, and promoting the welfare of children and young adults. We expect all staff to share this commitment. As this post involves working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an online search check, Enhanced Disclosure and Barring Service check.
- You are required to uphold all relevant policies in respect of child protection and safeguarding, which are based on KCSIE (2024) and Working Together to Safeguard Children (2018).
- You are required to demonstrate and model the Nolan Principles (The Seven Principles of Public Life): Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership. <https://www.gov.uk/government/publications/the-7-principles-of-public-life>
- You should demonstrate your commitment to our equality policy and all our related work to promote diversity, inclusion and belonging.

KEY INFORMATION – HOW TO APPLY

Post	Mainscale Science Teacher
Responsible to	Head of Science
Contract and Salary	0.6 FTE, permanent Main Scale / UPS
Closing Date	Friday 17 th October 2025
Interview Dates	Wednesday 22 nd October 2025
Start Date	1 st January 2026
Informal Confidential Conversations and Visit of School	To speak to someone about the post, please contact Angela Lingard, SLT PA and Office Manager at a.lingard@studio.merciantrust.org.uk
How to apply	Please apply via the Mercian website.

