

TEACHER OF SCIENCE

RECRUITMENT PACK

March 2026



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About Us



Post title

Teacher of Science



Salary

MPR/UPR



Hours of work

1.0 FTE



Post status

Permanent

Idsall School is a popular and oversubscribed school with a strong belief that every student can achieve their full potential. We place young people at the heart of everything we do, providing a safe, caring and inclusive environment where individual needs and aspirations are recognised and supported.

We offer a broad and ambitious curriculum, including GCSEs, A Levels and vocational pathways, complemented by a wide range of extra-curricular and enrichment opportunities.

Building on our many strengths, Idsall is an exciting place to learn, work and grow, committed to continuous improvement and to developing confident, capable and successful young people for life beyond school.

Michelle King

Headteacher

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.

Why this role above others?

Every role contributes to a thriving, ambitious community where students are at the heart of everything we do and are supported throughout their seven-year journey to reach their full potential. You will be part of a forward-thinking school with strong values, a supportive team culture and a shared commitment to helping young people grow into confident, successful citizens.

Any questions in regard to the role can be raised with Louise Pinchin, PA to the Headteacher ahead of the closing date:

admin@ids.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



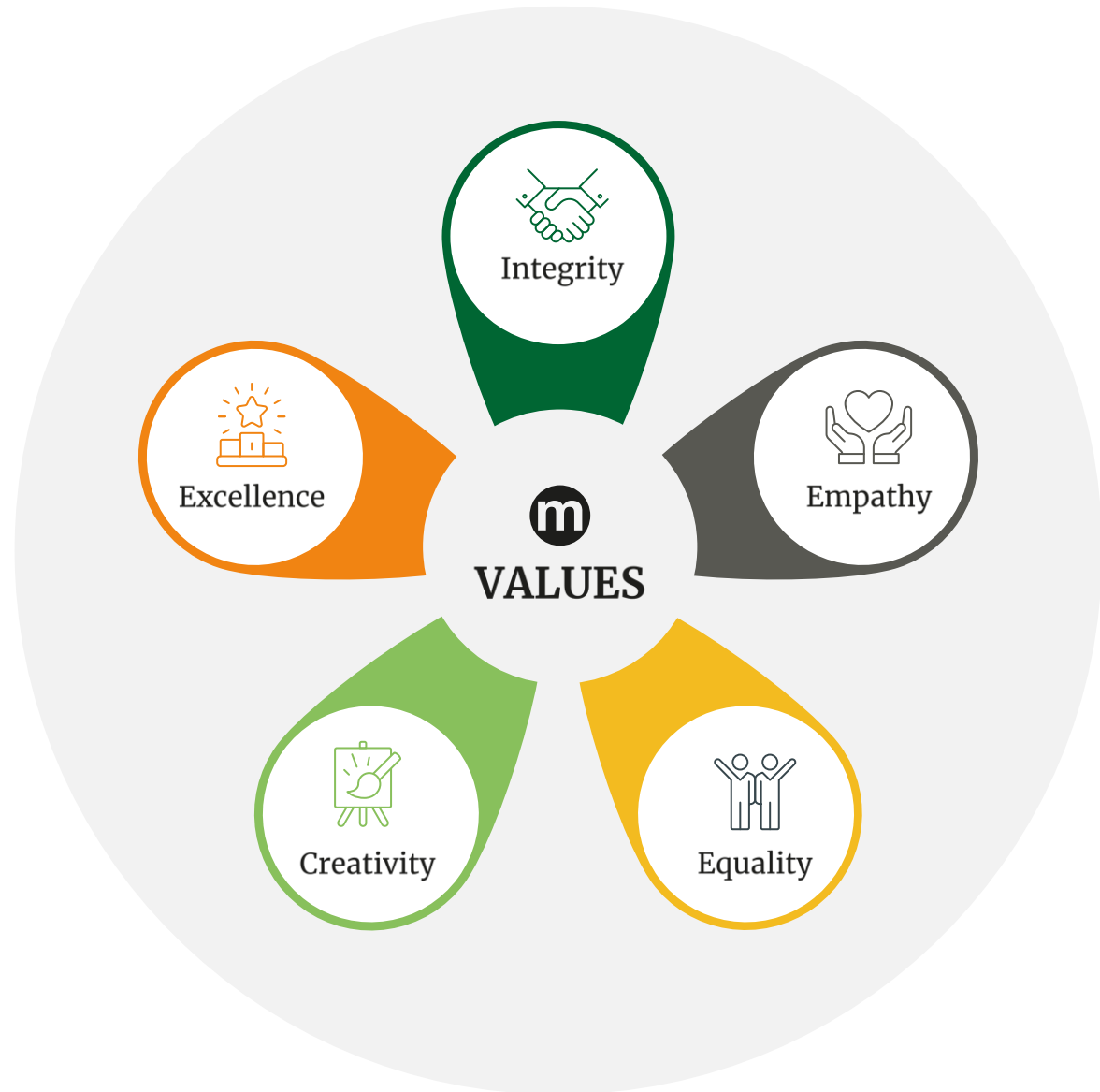
Our Vision

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:

Head of Department and Headteacher

Outline of role:

- Teach Science at Key Stage 3, 4 and 5.

Main duties:

- Contribute to other areas of the curriculum as and when necessary
- Provide cover for the lessons of other teachers as and when required, whilst maintaining teachers PP allocation
- Take part in extra-curricular activities. Be responsible for a tutor group.
- Be a part of a duty team and undertake the responsibilities desired.

Teaching and Learning:

- Adhere to Teaching Standards
- Maintain behaviour for learning in accordance with the Academy's procedures and to 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

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.



Interested? Here's how to apply:

[Search for Jobs | SAMpeople Recruit](#)

The closing date for applications is:

Midday Friday 8th May 2026

Person specification

	 Essential	 Desirable
 Qualifications and training	• Qualified teacher status Degree • A successful PGCE year. • Demonstrable experience of improving teaching and learning standards	• Evidence of working as a member of a team
 Skills	• A commitment to getting the best outcomes for all students and promoting the ethos and values of the school. • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position • A willingness to attend personal and 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 behaviours; and
- Attitudes to use of authority and maintaining discipline.

Our investment in you

Talent Spotting our Future Leaders

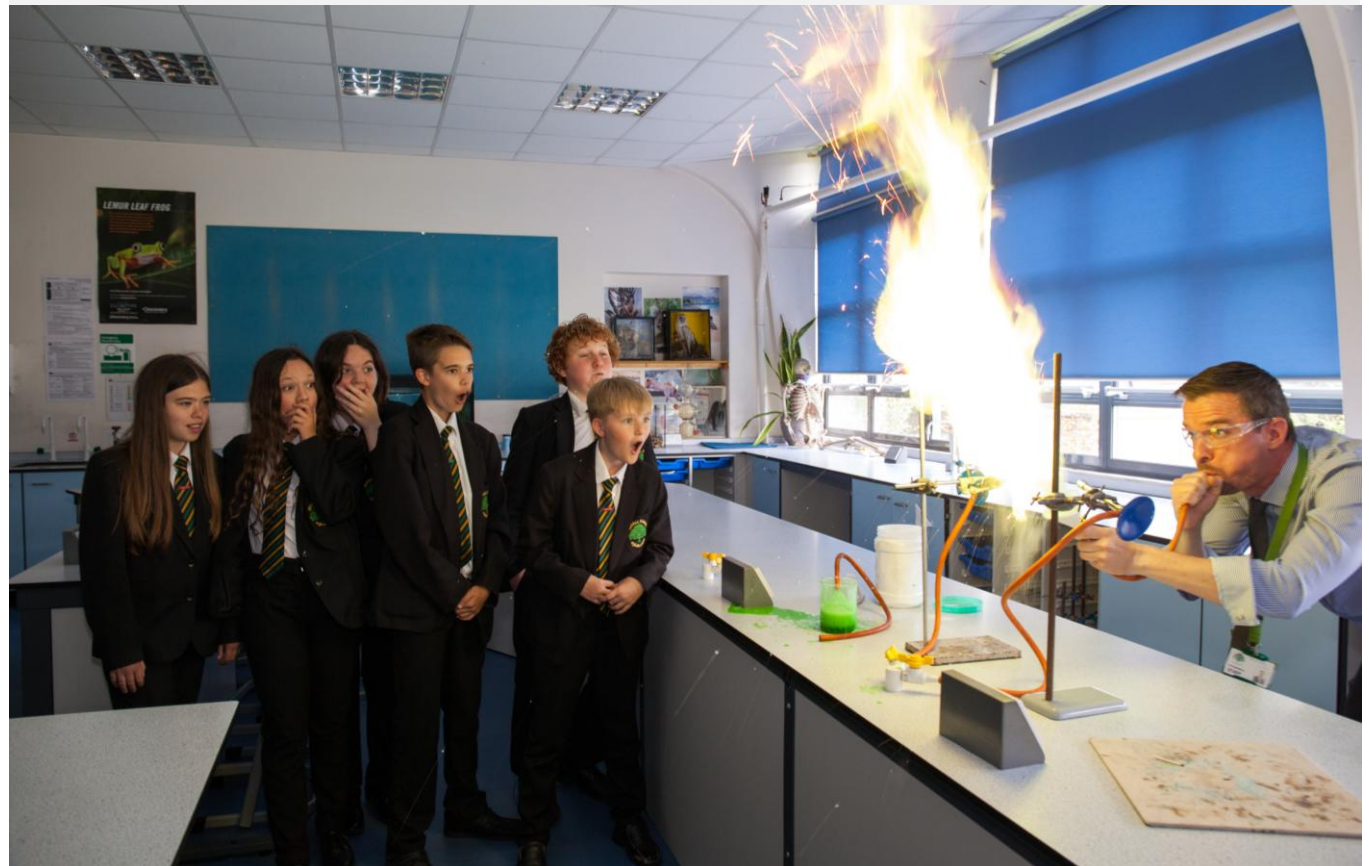
Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

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 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!



Join a team that listens , values, and celebrates YOU

This isn't just another job. At Idsall, you'll join a team where your ideas are seen, your voice is heard, and your wellbeing truly matters.

What Makes Us Different?



We Make Things Happen: We're open to ideas and always ready to listen. If something matters to you; talk to us, we'll try and do the impossible to make it work.



A Great Welcoming Environment: From day one, you'll feel part of a team that values trust, respect, and collaboration. Everything is important here.



Flexible and Personal: We understand life outside school matters. That's why we offer flexible approaches and a personal touch in how we support you when you want it.



Well-Resourced to Help You Succeed: We make sure you have the tools, technology, and support you need to do your job brilliantly.



Happy Students, Happy Workforce: We know that when staff feel valued and supported, students thrive. The Idsall family supports one another, celebrates together.



Good Food, Great Atmosphere: Our school canteen offers quality, affordable meals, free drinks at break and regular snacks at meetings because the little things matter.

Work-Life Balance



Early Finish Fridays to give you time back.



Flexible working options to support your personal commitments when they arise.



A leadership team that listens and acts to keep workloads manageable.

Why You'll Stay



A proven track record of helping staff grow and succeed many of our leaders started right where you are now.



A culture that listens, collaborates, and puts **wellbeing** at the heart of everything.



Opportunities to lead, innovate, and make a real difference in a school that values progress without losing its personal touch. **Everyone is equal and valued.**

What We Offer



Competitive salary and Trust-wide benefits.



Tailored CPD and leadership development.



Flexible approaches and wellbeing initiatives.



A team that works together, celebrates together, and succeeds together.

If you want more than a job, if you want to belong, be heard, and make an impact, this is the place for you.

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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