



The Marlborough Science Academy



Headteacher Information Pack



shaping futures

Welcome from the Chair of Governors

Thank you for your interest in the role of Headteacher at The Marlborough Science Academy.

At this highly successful, oversubscribed secondary school with a "warm, progressive and caring community" culture, the governors are seeking to appoint an outstanding Headteacher for September 2026.

Marlborough is a very special place defined by our "Values". As a Single Academy Trust, we sit at the heart of a vibrant learning community in St Albans. We pride ourselves on our unique ethos described by staff and student as being 'just like a family'. We are a school that combines academic aspiration with a deep sense of care, inclusion, and opportunities for all.

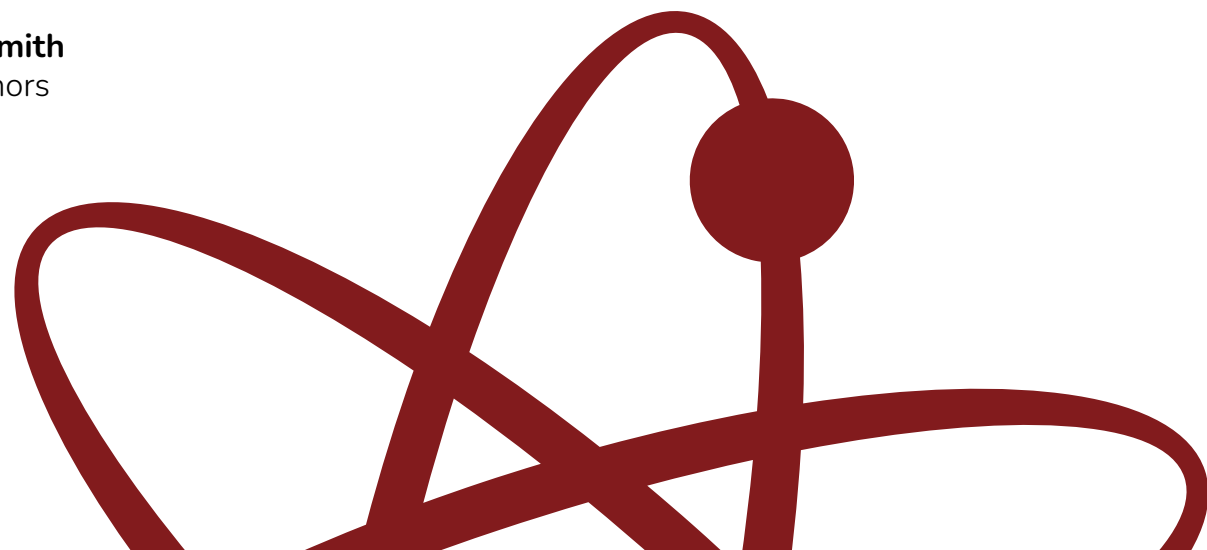
Our students are remarkable young people polite, respectful, and proud to be part of Marlborough. Visitors consistently remark on the "exemplary behaviour" and the "warmth and friendliness" that pervade throughout the school.

After 22 years of outstanding leadership, our current Headteacher has driven the school forward to the position it is in now, leaving it in a very exciting place to lead the school successfully into the next chapter. This vacancy creates a significant opportunity for an exceptional leader to join Marlborough. We are looking for someone who embraces our core values of **Courage, Endeavour, Dignity, Compassion, and Kindness**, and lead with both integrity, vision and humour.

We are looking for a Headteacher who must share the above Values but also possesses the drive to **stretch and challenge** our students further. We want a leader who understands that "to motivate children, learning needs to have purpose, rigour, joy and relevance". You will be warmly supported by a committed Governing Body, a loyal Senior Leadership Team, and a supportive PTA. We know there is still a job to do, there always is, we just need to appoint the leader who does the best for our children and staff.

We look forward to welcoming you to our very special learning community.

Jane Walker Smith
Chair of Governors



Letter from Ms Thomson, Headteacher

Dear Colleague,

This is a fabulous school and one that I shall miss dreadfully. After 22 years however, I feel the time is right to retire and pass the baton on to someone who will lead staff and students through the next chapter. Having the autonomy of being the Headteacher in a single academy offers enormous scope for creativity, autonomy and decision making based on our context. It would be important to visit Marlborough to understand this fully, particularly with references to whatever perceptions may be held about a school in St. Albans.

I am blessed to have worked with a strong and supportive Governing Body and have enjoyed having an open and honest relationship with them, we have had our challenges so knowing that there is a wealth of experience and loyalty to our community behind you is of huge importance. Despite falling rolls, Marlborough continues to be full with a PAN of 240 and we have extended our buildings to accommodate this increase in number. We are in an exciting place in the history of our school, however the increase in roll has and could present some challenges, as well as opportunities for the future of the school.

I cannot express enough how happy I have been here. There are some exceptional staff and strong leaders but as always, as it is with schools, I am thinking on a daily basis, what could we do to make it better...?

I look forward to meeting you and know that here you will be making a real difference to children, who so deserve a safe and exciting place to learn and thrive.

Best wishes,

Ms. A. Thomson
Headteacher





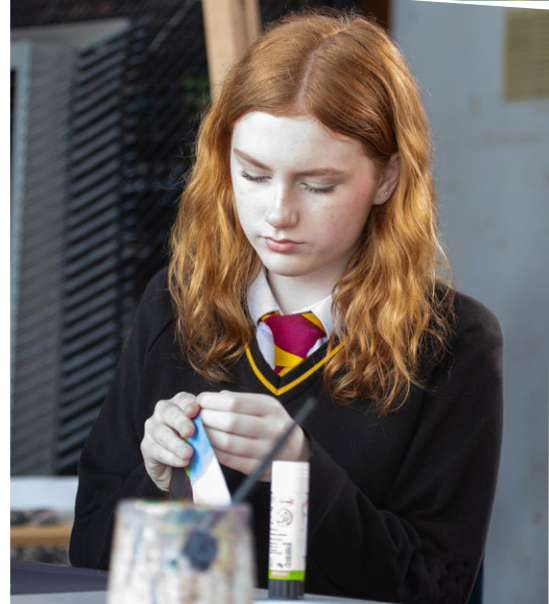
About The School

Shaping Futures

The Marlborough Science Academy is a highly successful, mixed comprehensive school with a reputation for its resilience, innovation and creativity. We do not believe in "glass ceilings" or labelling students by targets; we believe that with extraordinary teaching, no student is left behind and curiosity is the key. We do however, still have a disconnect between progress and the quality of teaching and learning.

Due to our growing popularity from our four main primary schools and our surrounding areas the local authority approached us to temporarily increase our PAN from 205 to 240, this has been made permanent resulting in two new builds and are in the process of building a third block.

The atmosphere at Marlborough is distinct, we operate a "no shouting" policy, creating a calm environment conducive to successful learning and positive relationships. Our pastoral support is robust, ensuring that even in a large school, every child is known as an individual. Relationships between staff and students are excellent with the school feeling very much like a community.



Our Values & Ethos

Our values are not just words on a wall; they underpin every decision, policy, and procedure. We are looking for a Headteacher who embodies these five values:

- **Dignity**
- **Kindness**
- **Compassion**
- **Courage**
- **Endeavour**

What this means in practice:

- A calm, respectful, safe, and inclusive environment where every pupil is known as an individual.
- High expectations for all, with a focus on personal development, character, and resilience.
- A clear emphasis on safeguarding, wellbeing, and the development of self-efficacy and enterprise skills.



Our Inspection Journey:

From 'Outstanding' Foundations to Future Aspiration



In November 2023, The Marlborough Science Academy achieved an impressive inspection report, securing Outstanding judgements in four out of five key areas:

- **Behaviour and Attitudes:** Rated Outstanding, with inspectors noting that "behaviour around the school and in lessons is exemplary".
- **Personal Development:** Rated Outstanding, described as "exemplary" with a "strong focus on diversity and inclusion". That "the school's commitment to supporting students' personal development and well-being is exemplary".
- **Leadership and Management:** Rated Outstanding, where staff "highly value leaders' consideration towards staff workload and well-being".
- **Sixth Form Provision:** Rated Outstanding, recognised as a "major strength of the academy".

"The school's commitment to supporting pupils' personal development and well-being is exemplary". Ofsted 2023



The Challenge

High Aspiration in the New Framework

While we are immensely proud of these accolades, we are not a school that "rests on its laurels". Our previous overall rating of 'Good' was defined by the **Quality of Education** judgement was challenged robustly but our IDSR prevented us from the outstanding.

As we move into the new Ofsted framework our ambition is clear. We are seeking a Headteacher who can leverage our exceptional culture and behaviour to drive **Quality of Education** to the same exemplary standard.

We are more than just a school; we are a hub for the community. Our PTA is active and enthusiastic, organising the famous annual '**M Festival**'. A music and arts festival that raises funds for school facilities. Raising over £10,000 each year, it is a platform real showcase for our talents and place in the community.



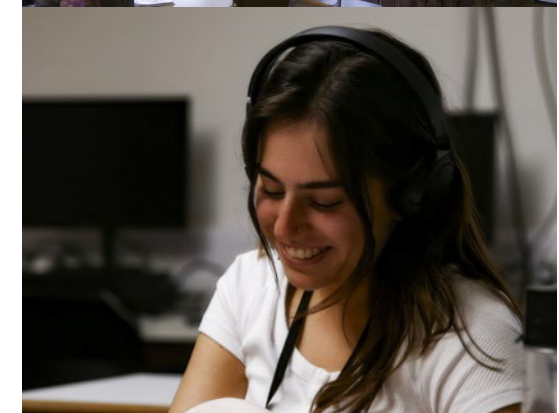
Curriculum & Enrichment

- We offer a dynamic, student-centred curriculum designed to stretch, challenge, and prepare students for adulthood
- Evidence-informed, high-quality teaching
- Regular reviews to reflect changes in technology and national policy
- We believe education must unlock hidden talents and gifts. The headteacher will oversee a vast enrichment programme, including
 - **Global Expeditions:** Trips to Rome, Pompeii, Andalusia, the Somme, and bi-annual international expeditions.
 - **Technology:** The use of VR headsets to bring the world into the classroom.
 - **The Arts:** From "Rock School" and "Dance" to performing at the Edinburgh Fringe.
 - **Student Voice:** Our students shape the school. They run The MO an extraordinary student magazine, influence policy on uniform and the school day, and present views to Governors. The leadership team meet weekly to meet each year group to discuss about their learning which is fed back to staff
 - **An outstanding Drama faculty,** which this year was nominated for "Outstanding School Drama Department" in the prestigious national Music & Drama Education Awards.



Post-16 Excellence

Our Sixth Form is a "beacon of success," operating in its own block with increased numbers and strong outcomes. We work within a consortium STAGS, Samuel Ryder, Townsend, Nicholas Breakspear and Loretto to offer over 30 A-Level subjects and vocational pathways.



Benefits and Remuneration

We know that to shape the future, we must care for our staff. There are many benefits on offer at Marlborough. We want to help and support you in your well-being and work-life balance.

Health and Well-being

Staff Wellbeing

There is a strong commitment to staff wellbeing here at Marlborough and always has been. The commitment to staff wellbeing filters down from SLT – who understand that good mental health as well as kind working conditions can make, what can sometimes seem, a challenging role a little kinder.

Staff Wellbeing Programme – Schools UK Health

- 24/7 GP Anytime with unlimited calls/unlimited prescriptions (NHS prices)
- Available to staff member and their family members (whether they live with them or not)
- £200 combined musculoskeletal cashback per annum (including physiotherapy, acupuncture, chiropractic care, osteopathy, homeopathy and craniosacral therapy)
- £200 combined X-ray/consultations cashback per annum (including MRI's)
- 6 face to face counselling sessions per annum (for anxiety, stress, trauma or life challenges) plus stress telephone counselling
- Wellbeing portal

Employee Health and Wellbeing Support – Legal and General

- Employee Assistance Programme on demand wellbeing support
 - Immediate crisis intervention
 - Telephone Counselling 24/7
 - Debt Information
 - Legal Information
 - Support for Managers
- Virtual GP and Advanced Nurse Practitioner Service (for you and your immediate family)
- Online Physiotherapy Service
- Cancer Awareness and Nurse Support
- Child Mental Health Support
- Long term condition support
- Second medical opinion support
- Adult and Elder Care support

Benefits and Remuneration

Staff Benefits

- Staff Pension Scheme – Teacher Pension Scheme and Local Government Pension Scheme
- Occupational Health – Commitment to physical health
- Regular Inset Training Sessions / Wellbeing Inset days
- Access to 'Cycle to Work' salary sacrifice schemes
- Access to Financial & Investment planning with free initial consultation
- On site EV charging
- Regular staff social events and recognition opportunities

Professional Development

- Access to substantial CPD platforms
- As headteacher you will have access to local and regional heads networks, through being a member of the St Albans and Harpenden Secondary Heads group (STASSH), and also the Hertfordshire Association of Secondary Heads (HASSH)



Job Description

Post: Headteacher

Salary: Leadership Range L33-L38

Reporting to: Chair of Governors

Purpose of the Role: To provide visionary leadership that balances **academic rigour** with the school's established culture of **kindness and creativity**. To stretch and challenge students to achieve their absolute best, while maintaining the school as a "sanctuary" where well-being is paramount and family engagement central to our success.

Key Responsibilities

Strategic Leadership

- Uphold the "Shaping Futures" vision, ensuring the school remains a "global inclusive family".
- Address key priorities and recommendations highlighted in the November 2023 Ofsted inspection report.
- Drive the school's "no glass ceilings" philosophy, ensuring high aspirations for all students regardless of starting points.
- Navigate the changing educational landscape, including the integration of AI and new technologies into the curriculum.
- Close the GAP

Teaching, Learning, and Standards

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence.
- Ensure teaching is underpinned by subject expertise.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Ensure the curriculum remains "dynamic, carefully crafted and student-centred".
- Ensure that our ambitious curriculum is implemented consistently across all subjects, ensuring that "all pupils achieve as highly as they should".
- Foster an environment where learning has purpose, rigour, joy and relevance.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- Ensure a culture of staff professionalism
- Uphold rigorous safeguarding procedures, ensuring all statutory requirements are met.

Job Description

Community and Partnerships

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students
- Sustain the unique "Home School Partnership," working openly and honestly with parents/carers
- Champion the "Student Voice," ensuring students remain instrumental in policymaking and school development as well as attending governors' meetings and interviewing staff,
- Support and collaborate with the PTA to ensure the continued success of community events like the 'M Festival'.
- Foster effective partnerships, engaging parents, governors, and the wider community

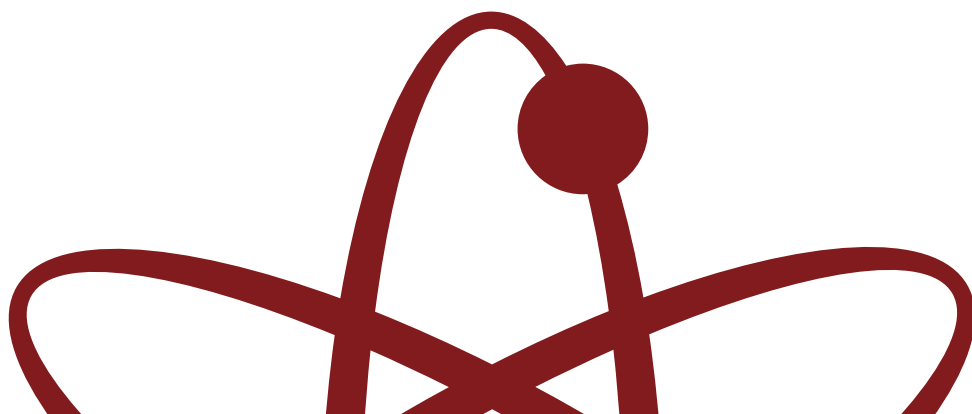
Professional Development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

In addition, the headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing body and through consultation with the school community.
- Establish and oversee systems, processes, and policies so that the school can operate effectively.
- Identify problems and barriers to school effectiveness and develop strategies for school improvement that are realistic and suited for the school's context.
- Make sure these school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently and effectively



Person Specification

Category	Essential Criteria
Qualifications & Training	<ul style="list-style-type: none"> • Qualified teacher status (QTS) • Relevant degree and leadership qualifications (e.g., NPQH or equivalent) • Evidence of ongoing professional development relevant to headship
Experience	<ul style="list-style-type: none"> • Successful senior leadership and management experience within a secondary school setting • High quality teaching experience Involvement in school self-evaluation and development planning • Proven track record of school improvement and raising standards • Demonstrable experience of successful line management and staff development • Proven ability to stretch and challenge high ability students while raising aspirations and outcomes for vulnerable learners. • Experience in maintaining "Outstanding" standards • Ability to build positive relationships with all stakeholders • Ability to work under pressure and prioritise effectively
Skills & Knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Understanding of school finances and financial management • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships
Values & Ethos	<ul style="list-style-type: none"> • Commitment to upholding and promoting the school's values and ethos • Belief in a "no shouting" culture. Passion for inclusive education where one size does not fit all
Leadership	<ul style="list-style-type: none"> • Ability to inspire staff who "go the extra mile". • Ability to implement robust safeguarding and child protection policies
Curriculum	<ul style="list-style-type: none"> • Forward-thinking approach to curriculum design, specifically regarding the use technology and AI. • Commitment to an extensive enrichment programme.
Personality Qualities	<ul style="list-style-type: none"> • Courageous: Willing to take considered risks for the benefit of students. • Approachable: Committed to an "open door" approach with parents and staff. • Curious: A leader who never stops learning. • High expectations for all students and staff • Commitment to always maintaining confidentiality • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in any ways

Application Process

How to Apply: Submit a completed application form and a supporting letter (maximum 2 sides of A4) detailing how your experience meets the job description and person specification. Please send this to Mrs D. Dean, Director of Finances and Resources, D.Dean@marlborough.herts.sch.uk.

• **Closing Date:** Thursday 5th March 2026

• **Shortlisting:** Friday 6th March 2026

• **Selection Days:** Thursday 12th & Friday 13th March 2026

Prospective Candidates

We welcome visits! Come and see our “exemplary behaviour” and feel the warmth and friendliness for yourself. To arrange a confidential conversation or visit, please contact the Headteacher’s PA, Marie Moynihan M.Moynihan@marlborough.herts.sch.uk

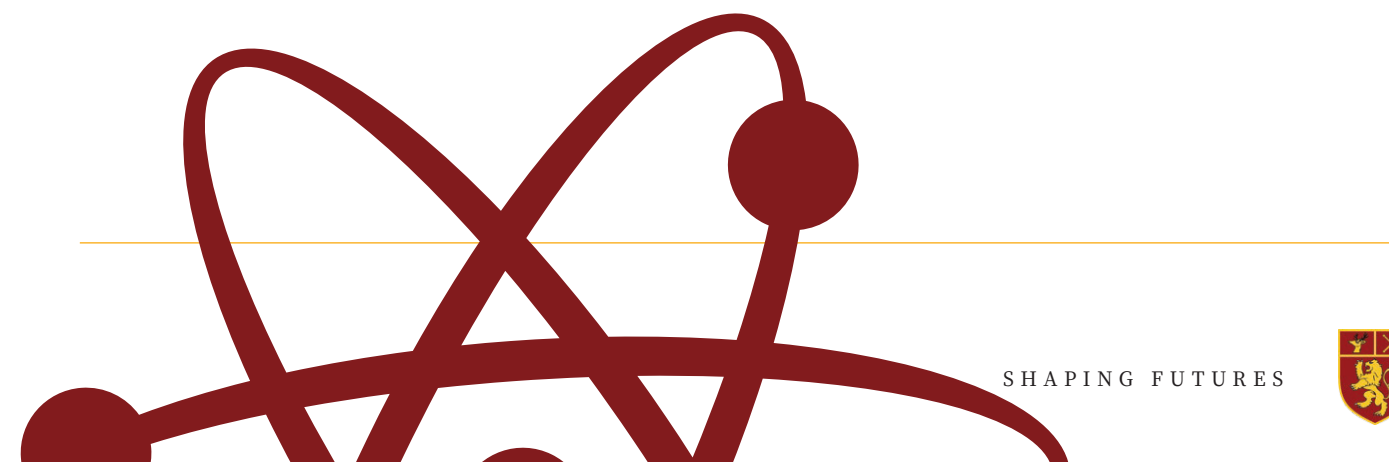
School Address:

The Marlborough Science Academy
Watling Street
St Albans AL1 2QA

Email: admin@marlborough.herts.sch.uk

Website: www.themarlboroughscienceacademy.co.uk

The Marlborough Science Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment





The Marlborough Science Academy
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Headteacher: Ms A F Thomson

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On our school website you will find detailed information about the subjects available in each faculty. You can use this QR code or the link above to access more information about The Marlborough Science Academy: www.themarlbroughscienceacademy.co.uk