



# **St. Margaret Ward Catholic Academy Recruitment Pack**

## **Head of Science**

**Closing Date:** Friday 17<sup>th</sup> April 2026 (noon)

Interviews: TBC

## A Message from the Catholic Senior Executive Leader

Dear Applicant,

Thank you for your interest in the position of Head of Science at St Margaret Ward Catholic Academy which forms part of the St. Gabriel the Archangel CMAT. I am delighted to have this opportunity to introduce myself, to give some details about our Trust and to describe the kind of candidate we hope to appoint to this position.

St Gabriel the Archangel CMAT encompasses 63 schools across multiple local authority areas, with a mission to provide an outstanding educational experience, whilst ensuring long-term sustainability and growth aligned with Catholic educational values.

We are ambitious and seek to secure the very best outcomes for all our learners, developing pathways from Early Years to Post 16 and beyond. Our Catholic ethos is based around nurture and the ambition to drive outstanding achievement – this applies both to our students and our staff who strive to live their lives in the values of our Faith. Through excellent and effective professional development and an extensive pastoral programme, we create an environment which enables staff to enhance their practice and develop professionally.

Parents and stakeholders in our Catholic communities are at the heart of our learning partnerships. Our Directors and Governors are both supportive and challenging and all our staff are committed and dedicated to providing the highest standards of education for all of the children and young people in our academies.

We are looking for a dedicated and enthusiastic professional to join our highly skilled staff and to be integral in delivering outstanding educational experiences to all the young people.

I look forward to receiving your application and meeting you soon.

Yours faithfully,



Ian Beardmore  
Catholic Senior Executive Leader



# Our Academy



## St Margaret Ward Catholic Academy

Our aim is to provide children, from all abilities and backgrounds, with the best possible opportunities for success. We aspire for all students to succeed through excellent teaching, uncompromising standards of behaviour and persistent unconditional care. Through the inspiration we find in the words and example of our three patrons, St Margaret Ward, Saint John Henry Newman and St John Baptiste De La Salle, we aspire to provide an education that produces responsible, compassionate, tolerant, courageous, and non-judgmental young people who live their lives with integrity.

As an Associate Lasallian school, the five core values of a Lasallian education are central to us; Faith in the Presence of God, Respect for all persons, Quality education, Inclusive community and Concern for the poor and Social justice. Inspired by these words of John Baptiste De la Salle; 'Teaching minds, touching hearts, transforming lives', we have developed a challenging knowledge centered academic 'Teaching minds' curriculum and a thorough 'Touching Hearts' curriculum that supports the holistic formation of each child in order to transform lives. Our mission therefore, is to educate their mind and heart and deliver an education for all our young people which will provide them with a broad range of choices and opportunities in the future. We proudly celebrate the high standards our students achieve in examination results, in the arts and in sport.

### Academy Location

St Margaret Ward Catholic Academy - Little Chell Lane, Tunstall, Stoke on Trent. ST6 6LZ



# Head of Science Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

*In a Catholic school the search for excellence is expressed in learning and teaching, which responds to the needs and aspirations of its pupils and acknowledges their individual worth as children of God.*

The overriding job of a Head of Department at St Margaret Ward Catholic Academy is to teach and lead so that students learn effectively and Departmental staff feel confident to teach well. This will be done by:

- modelling behaviour that reflects the Academy's Lasallian principles, showing awareness of God's presence in all people at all times.
- leading and managing student learning through effective teaching in accordance with the Department's Schemes of Learning and the Academy's policies.
- regularly monitor, evaluate and review the Department's curricula ensuring that it is sequenced well, ambitious and responsive to the needs of all students.
- ensuring continuity, progression and challenge is in place in all lessons across the Department.
- using a variety of methods and approaches to develop the intent of the curriculum and the range of student needs, whilst always ensuring equality of opportunity.
- consolidating and extending learning within and across the Department and encouraging students to take responsibility for their own progress.
- leading the Department to continuously improve the quality of teaching and learning.
- working in the wider Trust community to help organise and deliver primary Science outreach.
- setting high expectations for all students in the Department, deepening their knowledge and understanding and maximising their achievement.
- always using a "warm strict" approach to classroom management and treating all students with a mutual respect.
- effectively assessing, recording and reporting upon student progress.
- developing and implementing a range of assessment techniques to provide own and others' feedback to students and to inform future planning.
- being confident in preparing students for in-school and external examinations and leading others in the Department to do the same.
- taking an active role in all matters concerning Health and Safety.
- ensuring all practice and policy relating to the safeguarding of children is followed.
- striving for personal and professional development through active and purposeful involvement in the Academy's appraisal process.
- line managing and supporting the professional development and welfare of others in the Department.

- being involved in the wider curriculum of the Academy and in being so, contributing to the holistic education of every student.

-maintaining a working knowledge and understanding of teachers' professional duties as set out in the current Teachers' Pay and Conditions document.

-undertaking any reasonable task as directed by the Principal (or on his behalf by senior leaders).

-keeping up to date with subject knowledge, current research and pedagogical developments.

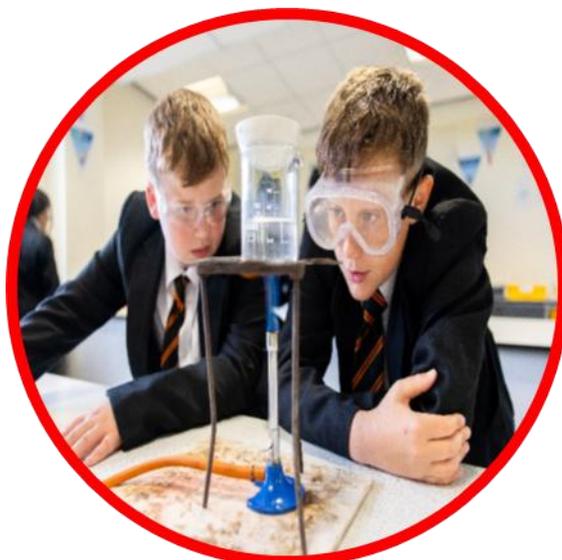
-representing the Academy and St Gabriel the Archangel CMAT positively at all times.

-playing an integral pastoral role

## Head of Science Person Specification

We are seeking to appoint someone with the following attributes:

- Qualified Teacher Status (QTS).
- Appropriate academic qualification e.g. Degree.
- Willingness to support and contribute to the ethos and mission of our Catholic Academy.
- Willingness to take an active part in Departmental and Academy development.
- Confidence to consult and use initiative.
- The ability to inspire confidence in both staff and pupils.
- An enthusiasm for the subject which is transmitted to students via a positive approach and demeanour.
- Ability to work independently and as part of different teams.
- Willingness to work hard and show resilience as a professional.
- Ability to innovate and encourage effective learning.
- A capacity to work in pressurised, time-limited situations with personal flexibility and good humour.
- Understanding of the importance of subject knowledge and challenge.
- Willingness to take part in extra-curricular activities.



## How to Apply

If you decide to apply for this post, please complete an application form, via My New Term. **CVs will not be accepted.** Your formal letter of application (supporting statement) should be **no more than 1,300 words** and should address:

- Why the post attracts you
- How your experiences and achievements match the job description and person specification.

St. Margaret Ward Catholic Academy will contact all candidates regarding their application and feedback will be given to all unsuccessful shortlisted applicants.

### Key Dates

**Closing Date: Friday 17<sup>th</sup> April (noon)**

**Interviews: TBA**

**As part of our shortlisting process, St. Margaret Ward Catholic Academy will carry out online searches of shortlisted candidates. This will help us to identify anything in a candidate's online activity that would not be in line with our Trust's Ethos. Candidates should be prepared to talk about this at interview.**

### Additional Information

Ofsted Reports: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

Information about Staffordshire County Council: [www.staffordshire.gov.uk](http://www.staffordshire.gov.uk)

Information about Stoke City council: [www.stoke.gov.uk](http://www.stoke.gov.uk)

A copy of the most recent inspection report, and copies of the Safeguarding and Safer Recruitment Policies can be found on the Academy website: <https://stmargaretward.co.uk/>



## Benefits of Joining St Gabriel the Archangel Catholic Multi-Academy Trust

- Great employer pension scheme (Teachers' Pension Scheme and Local Government Pension Scheme)
- CMAT recognition of national terms and conditions for teaching and support staff
- Valuable access to EAP
- Family friendly policies, including the opportunity to request flexible working, occupational maternity and paternity pay
- Free flu jabs
- A firm commitment to the Education Wellbeing Charter in all our schools

