

# TENBURYHIGH

ORMISTON ACADEMY



*A role at Tenbury High Ormiston Academy offers a future working with extraordinary children within an exceptional team.*

**JOB TITLE:** Teacher of Science – Physics specialist preferred

**START DATE:** Easter 2026 or September 2026

**SALARY:** Main Scale or UPS  
ECTs are welcome to apply for a September start



Tenbury High Ormiston Academy, Oldwood Road, Tenbury Wells, WR15 8EJ

[www.tenburyhighormistonacademy.co.uk](http://www.tenburyhighormistonacademy.co.uk)

T: 01584 810304





## Teacher of Science (Physics specialist preferred)

Tenbury High Ormiston Academy is a truly unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. It is part of Ormiston Academies Trust (OAT) which is one of the largest not-for-profit multi-academy trusts in England. OAT's mission is to become the Trust that makes the biggest difference, both inside and outside the classroom. This aligns with Tenbury High's vision of *High Achievement Outstanding Care*.

Our pupils at Tenbury High are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be. In our latest Ofsted inspection, inspectors described our pupils as confident, polite and pleasant. Inspectors recognised leaders were ambitious in all aspects of school improvement and have led and embedded significant and impressive change across all aspects of school life.

**We are seeking to appoint a committed, inspiring and enthusiastic Teacher of Science to join our successful and ambitious academy.**

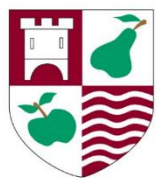
Tenbury High Ormiston Academy has many exceptional features and is a great place to work.

- Pupils who are happy, well behaved, positive in outlook and genuinely proud of the academy;
- Staff and pupil relationships are excellent;
- We have a stable and very committed, welcoming and hardworking staff
- Our staff teams work collaboratively and supportively to provide the best provision for our pupils;
- We offer an effective and bespoke CPD model providing regular opportunities for professional development for all career stages and a bespoke plan for our ECTs;
- We have a highly supportive and engaged board of governors and an equally supportive local community and multi academy trust;
- We are delivering improving pupil outcomes and have growing pupil numbers;

We hope that you will apply if you:

- have a positive, caring and inclusive outlook;
- want the best for all children and enjoy working alongside them
- enjoy a challenge and making a difference to the life chances of all our pupils
- set high standards and inspire pupils to meet them

Please visit the school website [tenburyhighormistonacademy.co.uk](https://tenburyhighormistonacademy.co.uk) to find out more about us.



# TENBURYHIGH

## ORMISTON ACADEMY

Oldwood Road, Tenbury Wells  
Worcestershire WR15 8XA  
Tel: 01584 810304  
Email: [admin@tenburyhigh.co.uk](mailto:admin@tenburyhigh.co.uk)

Principal: Mrs V Dean  
Vice Principal: Mrs D Wall  
Assistant Principal: Mr A Wilks



A Specialist Science and  
Mathematics College

**February 2026**

Dear Applicant

**Teacher of Science – Physics specialist preferred**

**Start: Easter or September 2026**

**Salary: Main pay scale/UPS pay scale**

**ECTs are welcome to apply for a September start**

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Thank you very much for the interest that you have shown in the above post at Tenbury High Ormiston Academy.

We are a unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. Our pupils are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be.

We are looking for a driven, committed and reflective practitioner to teach Science at Key Stage 3 and Key Stage 4 (physics). At Key Stage 4, pupils will opt to take either AQA Triple Science or AQA Combined science. Pupils love their Science lessons at Tenbury High. The current Science team consists of two full time staff (including a faculty lead), three part time staff (including our Vice Principal) and a full-time/ job share Science Technician. There is very little out of specialism teaching. We are a very well-resourced department considering the size of the school, and able to run all the required practical lessons at KS4 and we even have a class set of data loggers that we are now beginning to build into the curriculum. The team are forward thinking, ambitious and collaborative.

The science curriculum challenges all pupils to question the world around them through independent and group work that builds resilience through a variety of tasks to promote curious learners. All of our work has the intention of applying knowledge to real-world situations through big picture infused learning. This links key concepts to contexts which are relatable to pupils and important to the world. Our curriculum begins by fostering the inquisitive nature of all pupils throughout the start of their learning, but works to refine and deepen their understanding once broad key concepts have been delivered. Throughout this we integrate reflective practices in the lessons, homework and checkpoints throughout the course to allow students to develop their independent learning skills and create a stronger foundation for learning in the future.

We invest in our people to ensure all staff are supported to be the best they can be. Staff are supported to develop professionally through a well led induction and professional development programme involving a weekly CPD session. Our ECTs are supported through the relevant training network by a subject mentor (likely to be Head of Science) and a professional mentor. We use a variety of well-established and successful training and induction programmes. In addition, you will attend weekly whole school CPD opportunities as well as the chance to join a wider OAT training network. The CPD we offer our staff is excellent.

In order to understand our very special characteristics, you are welcome to, and strongly advise you to visit the academy to tour and meet with members of our staff and our pupils. Please contact Christine Sheppard, Office Manager, to organise this ([csheppard@tenburyhigh.co.uk](mailto:csheppard@tenburyhigh.co.uk)).

I am grateful for the interest that you have shown and would urge you to apply for the post. I do not believe in making the recruitment process a task which is too arduous to complete. Therefore, I ask you simply to complete the application on mynewterm and include the following information:

- your educational philosophy
- your experience to date and how it has prepared you for this role
- how you make Science exciting and challenging for all pupils

Please note that the closing date for all applications is **Monday 23<sup>rd</sup> February 2026** and interviews are planned for **Thursday 26<sup>th</sup> February 2026**. I appreciate the very short turn around in this process but it is necessary if we are to appoint for Easter.

I do understand the effort required to submit an application and appreciate the time that you will take to do so.

Kind regards



Vicki Dean  
Principal

*Tenbury High Ormiston Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. This post is covered by the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and you will be required to declare whether you have any criminal convictions. Tenbury High Ormiston Academy is an equal opportunities employer and welcomes applications from all sections of the community. All successful appointments will be subject to suitability checks in accordance with KCSIE, including identity, Right to Work, qualifications, online searches, Prohibition check, two references and enhanced DBS check including Children's Barred List.*



## **JOB DESCRIPTION**

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### **Teacher of Science**

**Start: Easter/September 2026**

**MPS/UPS (ECTs welcome to apply for a September 2026)**

#### **Core purpose of subject teachers**

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the School Teachers' Pay and Conditions Document
- To secure and develop a high quality of education
- To improved standards of learning and achievement for *all* pupils in relation to prior attainment

#### **Key outcomes of subject teachers**

Effective subject teaching results in pupils:

- improving subject knowledge, understanding and skills in relation to prior attainment
- showing sustained improvement in pupil progress and personal development
- being well prepared for tests/examinations
- who are enthusiastic about the subject and can articulate their learning
- can demonstrate skills of independence and ambition

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The postholder should:

- be able to teach Science to groups of pupils from all abilities across at Key Stage 3 and Key Stage 4
- be able to teach Physics at Key Stage 4 to Combined and Triple classes
- ensure that all lessons are planned with clear aims and objectives and follow the THOA non-negotiables and whole school curriculum aims
- ensure that all lessons are delivered in line with the departmental schemes of work and academy policies
- challenge all learners to achieve their potential
- encourage and foster a thirst for learning as a lifelong process
- be involved in a strong extra-curricular offer within the faculty
- implement all whole academy policies on discipline and rewards within the department
- deal with inappropriate behaviour quickly and effectively according to the academy behaviour policy
- provide timely and meaningful feedback to all pupils in line with the academy feedback policy
- ensure development of pupils' learning through effective assessment systems designed to heighten expectation, promote confidence and encourage higher achievement in line with the academy's assessment policy
- keep careful records of student progress in line with departmental and academy policy
- use data to identify under-achieving pupils and implement effective plans to support those pupils
- promote positive attitudes, good behaviour and successful learning
- create an attractive and stimulating learning environment which is refreshed frequently
- attend scheduled meetings in departments and the academy
- take a keen and proactive interest in developing your own learning
- work with colleagues in the department to formulate plans which have coherence and relevance to the needs of the individual pupils and to the aims and objectives of THOA
- ensure that all work in the department reflects the distinctive ethos of THOA
- engage faculty trips and learning outside of the classroom
- help develop resources for the department
- be a form tutor



## PERSON SPECIFICATION FOR TEACHER OF SCIENCE

Attributes	Essential	Desirable	Evidence
<b>EDUCATION AND QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Enhanced DBS certificate, vetting, disclosure and barring service checks</li> <li>Relevant PGCE or equivalent 11-18</li> <li>Educated to degree level</li> </ul>	<ul style="list-style-type: none"> <li>First degree in a relevant subject</li> </ul>	<ul style="list-style-type: none"> <li>Production of evidence by candidate and subsequent verification</li> </ul>
<b>KNOWLEDGE AND EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of Safeguarding</li> <li>Familiarity with National Curriculum requirements</li> <li>Ability to teach in a wide range of styles</li> <li>Knowledge and experience of differentiated approaches to teaching the whole ability range</li> <li>Understanding of the role of the form tutor</li> <li>Understanding of the value of extra-curricular and cross curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using ICT</li> <li>Successful experience of form tutoring</li> </ul>	<ul style="list-style-type: none"> <li>Application form and subsequent verification</li> <li>Interview</li> <li>Observed lesson on interview</li> </ul>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>Enthusiasm for engaging in relevant in-service training and development of self</li> </ul>	<ul style="list-style-type: none"> <li>Recent relevant in-service training</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>High level of teaching and classroom management skills</li> <li>Good oral and written communication</li> <li>Excellent organisational skills</li> <li>Two satisfactory references</li> </ul>	<ul style="list-style-type: none"> <li>Car/minibus driver</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> <li>Observed lesson on interview</li> <li>References</li> </ul>
<b>QUALITIES</b>	<ul style="list-style-type: none"> <li>Enthusiastic</li> <li>Energetic</li> <li>Innovative</li> <li>Optimistic; positive outlook</li> <li>Flexible</li> <li>Team player, able to build on achievements of existing team</li> <li>Shows warmth</li> <li>Self-motivated and hard working</li> <li>Likes children!</li> <li>Sense of humour</li> <li>Passionate about supporting the wider personal development of our pupils</li> </ul>	<ul style="list-style-type: none"> <li>Ambitious</li> <li>Keen to play a part in other aspects of the life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview</li> </ul>
<b>VALUES</b>	<ul style="list-style-type: none"> <li>Commitment to comprehensive education</li> <li>Commitment to teaching approaches and an environment which secures success for pupils of all abilities</li> <li>Commitment to close home-academy partnership</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>CIRCUMSTANCES AND HEALTH</b>	<ul style="list-style-type: none"> <li>Able to participate fully in the life and work of the academy</li> <li>Usual medical clearance</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> <li>Subsequent verification</li> </ul>