



# Applicant Information Pack

## Teacher of Science



*'Every Individual is in a great school'*



## Letter from the CEO

Dear Applicant,

Thank you for your interest in this role. I am delighted you are considering The 3-18 Education Trust.

We are seeking to appoint an organised and proactive Teacher of Science with a successful track record of effective practice and delivering high quality levels of service. With an expected growth in the size of the Trust over the next few years, this is an exciting new role. The Trust central team prides itself on a high-quality support operation for our schools, to ensure that all young people in our Trust are given the best possible education.

The 3-18 Education Trust is a multi-academy trust with students aged from 3-18 and which works collaboratively to provide interesting and exciting opportunities for staff to share ideas, resources and expertise, for the benefit of the students. Our Schools serve their communities of small villages and the larger towns throughout Shropshire.

Our Trust has a philosophy that ensures that each school within the Trust has its own Head and Local Governing Body and can maintain its own ethos and independence whilst enjoying support and additional capacity where required from the Trust. The Trust is absolutely committed to ensuring that each of its constituent schools retains its unique identity, whilst the combined experience and expertise available provide a dynamic synergy. Our school within our Trust is an excellent place to develop your career.

This recruitment pack contains details about our Multi Academy Trust, the commitment to our staff and students and information about each of our unique schools. Please explore our website and read the additional materials included in this pack to find out more.

If you decide that you have the energy, enthusiasm and experience to enhance our culture and make a difference, then we look forward to your application. If you would like to arrange a visit or an informal discussion then please contact our Team via email [belinda.howells@tas.318education.co.uk](mailto:belinda.howells@tas.318education.co.uk)

We look forward to hearing from you.

Yours faithfully,



**David O'Toole**  
Chief Executive

## About our Trust



The 3-18 Education Trust is currently made up of ten schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

### Our Vision:

To ensure every individual is in a great school.

### Our Mission:

To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

### Our Values:

- **Accomplished:** to provide high quality education and training for all
- **Resilient:** to be solution focused and able to intelligently manage challenges
- **Compassionate:** to show care and understanding towards others

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our [Trust website](https://www.3-18education.co.uk) (<https://www.3-18education.co.uk>) for more details on what we offer. For information about each of our schools, please read on or click on the below links.



Bowbrook  
Primary School



## The 3-18 Trust: What We Offer

### Hours & Working Weeks

Work-life balance is important in our Trust.

Having the ability to organise your working hours in a way that suits you, whilst not compromising your hours and standard of work, alongside meeting the requirements of the post and the needs of the Trust can help to achieve this work-life balance. It may be to avoid a busy commute or to allow time to work around childcare or caring for dependents. We will be looking for core-working hours, which will be agreed with the successful applicant and other hours are to be worked around other commitments.

We also support home-working and this will be discussed at interview.

You must exhibit a high level of self-motivation and self-discipline and be able to manage your own time effectively for this to be successful.

### **In addition to a comprehensive induction and a commitment to your ongoing training and career progression, we also offer:**

#### ✓ Unbeatable Pension Scheme

Thinking about your future? We are too and it's never too early. We'll automatically enrol you onto the relevant pension scheme – we will pay a whopping 28.68% into your Teachers Pension scheme or 19% if you are a member of our amazing support staff through the local government pension scheme – you'll find it hard to beat that.

#### ✓ Holiday

Whilst holiday allowances vary across the roles, we offer no less than 27 days plus bank holidays– and to top it off, your holiday entitlement grows as your career does – as after five years' service you'll be awarded five extra days. Plus, we run a special leave policy making allowances for paid time off for those unplanned life events or family milestones that we just wouldn't expect you to miss.

#### ✓ Saving Scheme

Saving for those rainy days has never been easier than with our salary savings scheme where you can have your savings taken directly from your salary into an accredited savings scheme.

#### ✓ Support for you and your family

We understand that becoming a parent, growing your family or looking after those who mean the most to you, can be life changing. That's why we're proud to provide policies that fit around your family, whenever you might need it.

#### ✓ Your wellbeing

It's a top priority for us, and that's why we look after your physical wellbeing with free eye tests, flu vaccinations, and an outstanding occupational health service. We also look after your mental wellbeing too, with our employee assistance programme, providing legal, financial, health, parenting and life advice with 24 hour access for you and your family members. We also provide access to independent counselling specialists to beat those long waiting lists and ensure you have access to the right support at the right time.

✓ Online GP Service

Struggling to get an appointment with your local GP, we've got you covered. As an employee at The 3-18 Education Trust you will have 24 hour access to a GP appointment, these usually take place within 2 days at a time to suit you, prescriptions provided when required to be collected at your local pharmacy. This service is also open to your dependants.

✓ We've always got you covered

If the unexpected happens – for example, you can't work because of illness or you're in an accident – we've got you covered with excellent sick pay benefits. Plus, in the event of death in service, we'll pay up to three times your salary. All these give you financial protection and take away any worries – all at no cost to you.

✓ Cycle to work scheme

Choose a brand-new bike and accessories and save on tax and National Insurance. Select a bike worth up to £3,000 and spread the cost over 12 months, interest free.

✓ Home and Electronics Scheme

The latest Xbox on the birthday list? Washing machine broken down at just the wrong time of year? We have you covered with our newest salary sacrifice scheme, open all year round and open to all staff, spreading the payments for those expensive items over 12 months.

✓ Awards for long service

We owe so much to our long-serving colleagues. That's why we're all about rewarding their continuous service and celebrating their key milestones. Just the way it should be.

✓ Career Progression

From bitesize learning right through to professional qualifications. With our trust wide dedicated CPD leads, we believe every colleague should have the chance to progress – personally, professionally and as far as possible.

✓ Additional Perks

Many of our sites have access to freshly made hot meals at a discounted rate, free carparking, gyms and swimming pools all open to members of staff at greatly reduced rates or free.



## Application & Appointment Process

An application form is available on the Trust website. Please complete and return it promptly, highlighting your relevant experience, skills, and personal qualities.

For more information or to arrange an informal conversation, contact [Name] at [email address].

**Application Deadline:** Noon Friday 20<sup>th</sup> March 2026

**Interview Date:** w/c Monday 23<sup>rd</sup> March 2026

**Submit Applications to:** [belinda.howells@tas.318education.co.uk](mailto:belinda.howells@tas.318education.co.uk)

Interviews will be offered to applicants who best match the person specification and job description.

If invited for an interview, bring evidence of qualifications and documents for the DBS application process.

### Important Notes:

- Please complete all elements of the application form, incomplete forms will not be put through shortlisting.
- CVs are not accepted.
- The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check and, where applicable, a prohibition from teaching check.
- This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013, 2020 and 2023). Guidance on disclosing convictions can be found on the [Ministry of Justice website](#).
- Under the Immigration Act 2016, candidates for customer-facing roles must meet the necessary standard of spoken English.
- It is an offence to apply if barred from engaging in regulated activity relevant to children.
- Employment is subject to medical fitness, satisfactory references, right to work in the UK, and an Enhanced DBS check. Online checks will be carried out on successful applicants.



## About our Science Department

The department comprises of six full time and six part time Science teachers. We also have four excellent laboratory technicians who work closely with Science staff to deliver the curriculum at KS3, KS4 and KS5. The department has nine modern and well-serviced laboratories. The key strength of the department lies in the fact that we operate as a team; all members are committed to a sense of strong personal and professional support towards each other and this extends into a very caring and supportive attitude towards the students.

Science subjects are popular at A Level. Currently, we offer OCR Physics, Chemistry and Biology. At Key Stage 4 and 5, we use the specialist strengths of our Science staff wherever possible. At Key Stage 4 we study OCR Science. Pupils usually have three different teachers for each of the Science specialisms, and most students gain 2 good GCSEs in Science. We also offer Triple Science to one set in Year 10 – although this is presented as an ‘option’ subject, these pupils are selected based on prior attainment and suitability, and achieve three GCSEs in Physics, Chemistry and Biology.

At Key Stage 3 we follow a syllabus based on the National Curriculum. The emphasis is on engendering a feeling of confidence and enjoyment in the subject and aiming to realise the potential of every student. The students are taught in mixed ability groups at KS3, and set according to ability at KS4. We cover a broad and balanced curriculum in Science – pupils cover all aspects of the subject, and have opportunities to improve their Science Skills.

*Pupils are regularly assessed, and appropriate feedback is offered.*

The department is very hard working, taking all aspects of the job very seriously. Staff are always willing to share ideas for the mutual benefit of others. We work very closely with parents and the excellent Pastoral team that we have at Thomas Adams to ensure Science lessons are a positive, enjoyable and progressive experience. The school is a very happy school for both students and staff and there is a very noticeable ‘family’ atmosphere. The available post represents an excellent opportunity to join an already successful team.

## Job Description

<b>Title of Post:</b>	Teacher of Science
<b>Post Status:</b>	Permanent, Full Time Required September 2026
<b>Salary Range:</b>	£MPS/UPS
<b>Accountable to:</b>	Head of Science



The following subject job description is in addition to any statutory requirements and responsibilities of a Main Scale Teacher:

- Bring Science to life with inspirational teaching and excellent relationships with students
- Promote the highest standards of teaching Science within the framework of Science and share ideas to promote best practice within the department;
- Maintain and update innovative and challenging schemes of work in partnership with the Subject Leader;
- Ensure high standards of discipline and organisation within a practical environment;
- Demonstrate high standards of ICT competence in both teaching & learning and develop these as technologies change.
- Regularly assess, through verbal and written means, students' work in accordance with the School's and Department's policies;
- Work with full regard to the Health and Safety requirements of Science;
- Ensure the smooth running of internal and external controlled assessments;
- Ensure that Departmental records and information are regularly updated and keep informative records of students' progress;
- In partnership with other members of the Department, assist with Information Evenings for parents, and attend Departmental meetings or any other meetings as deemed appropriate

## Person Specification

Criteria	Essential	Desirable	Evidence
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good honours graduate</li> <li>• Qualified teacher status</li> <li>• Commitment to personal/professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Letter of application</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching Science at KS3 and KS4</li> </ul>	<ul style="list-style-type: none"> <li>• Ability and willingness to teach other related subjects</li> <li>• Experience of practice or observation at KS5</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of Application</li> <li>• Selection process</li> <li>• References</li> </ul>
<b>Learning and Teaching</b>	<ul style="list-style-type: none"> <li>• Ability to challenge, support and motivate students</li> <li>• Ability to monitor and evaluate student performance</li> <li>• Ability to meet challenging targets</li> <li>• Secure knowledge and a good understanding of the key skills, concepts in specialist subject</li> <li>• Clear understanding of the secondary curriculum and its assessments</li> <li>• Committed to the role of form tutor for a group of students and the benefits of pastoral care</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of, and sensitive to, the needs of teaching students with all ranges of needs and abilities</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> <li>• Selection process</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> </ul>		<ul style="list-style-type: none"> <li>• References</li> <li>• Selection process</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to build effective working relationships</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and trust</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Cheerful, enthusiastic and committed</li> <li>• Dynamic, positive, organised and constructive</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to take on other roles and responsibilities within the department</li> </ul>	<ul style="list-style-type: none"> <li>• Selection process</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Commitment to equality of opportunity</li> <li>• Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check</li> </ul>		<ul style="list-style-type: none"> <li>• References</li> <li>• Selection process</li> </ul>