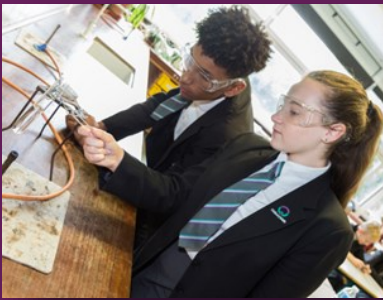




Oldbury Wells
Oldbury Wells School

Applicant Information Pack



Cluster Lead for Science

ENJOY | ASPIRE | ACHIEVE



Letter from the Headteacher

Thank you for your interest in Oldbury Wells School. I am delighted to welcome you to our thriving and successful school, a place where excellence, growth and opportunity come together

Oldbury Wells is a school where every student is known and valued. We are a co-educational secondary school with approximately 160 students in each year group. Our size strikes the right balance - providing extensive opportunities while maintaining a close knit community. This allows us to offer a rich and varied curriculum, a wide range of enrichment activities and tailored support for every learner. We have the capacity to stretch the most able and provide focused assistance to those who need it most, ensuring every student can thrive.

We are proud to offer a high-quality education that is both traditional in its values and forward-thinking in its approach. Our students benefit from a broad and balanced curriculum, enriched by a wide range of extra-curricular activities, trips and visits that help bring learning to life..

With a growing array of partnerships with outstanding institutions - such as Eton College (Windsor), Performers College (Birmingham) and the Royal Air Force - we provide students with unique opportunities that broaden horizons, build character and inspire excellence both inside and beyond the classroom.

Students are encouraged to explore their interests and discover future pathways from an early stage, supported by specialist teachers with deep subject expertise. This enables us to deliver a high-quality academic education in which students flourish.

Oldbury Wells is part of a flourishing academy and the founding school of the TrustEd Schools Partnership which currently comprises five secondary and four primary schools. All our partner schools work closely together to support professional development opportunities which ensure all members of the team are able to develop within their role. At the centre of our work is quality and inclusive education for students of all abilities.

We are located just 20 minutes from the West Midlands conurbation where we enjoy a small town location in Bridgnorth within easy reach of the Birmingham and Telford areas.

At Oldbury Wells, we aim to inspire every child to achieve their very best, promoting hard work, enjoyment and a love of learning within a nurturing environment. Our core values - **Aspire, Enjoy, Achieve** - are woven throughout our school culture and we look forward to welcoming you and sharing all that Oldbury Wells School has to offer.

Mr Adam Walker
Headteacher



Our Vision and Values

Our School is alive with learning, ensuring everyone continually improves to be the best they can be while developing individual interests and talents.

We aim for all our young people to further gain in confidence and **ASPIRE** to make the best progress in all they do within a safe, caring and supportive environment. Our school has high expectations and high levels of achievement and ensures **ENJOYMENT** is at the heart of all our work.

We provide high quality experiences through an exciting curriculum and extensive wider opportunities, ensuring our school is a great place to be and a great place to learn.

We are relentless in celebrating everyone's **ACHIEVEMENT** in all aspects of their academic and personal development, ensuring each student is fully prepared to move forward when taking their place in today's diverse society.

We value our traditions and encourage our students to have the highest expectations of themselves and others; our dedicated staff work in support of every individual to help them achieve their ambitions.

Our Ethos is built around three core principles - **ASPIRE**, **ENJOY**, **ACHIEVE** which are promoted through what we call the **Oldbury Wells Way**.



Introducing our Trust

TrustEd Schools is a family of nine schools: four serving the area around the market town of Bridgnorth, two around Church Stretton and three around Shrewsbury.

Oldbury Wells School is the founding school in our Trust, founded in Summer 2015; **Alveley Primary School** joined the Trust as a sponsored school in 2016. Since this time the school has gone from strength to strength and it secured one of the very first Ofsted 'good' judgments under the new framework. **St Leonards CE Primary School** joined us in 2016 at which point the Trust changed its status and we became 'mixed MAT'. This means we can have both secular and Church of England schools in our family and our MAT now has a Church of England Articles of Association. We are proud of this inclusivity, and we cherish this variety. **Castlefields Primary School** also joined the family of schools in 2016. **Church Stretton Secondary School** joined us in 2019 along with **Stokesay Primary School**, situated nearby in Craven Arms. Stokesay was also a sponsored school, but is now a very strong school, with a good Ofsted judgement and they enjoy top place in the Shropshire Performance Tables for progress. In 2022 **Meole Brace Secondary School**, **Belvidere Secondary School**, and **Mary Webb Secondary School** joined our Trust.

Our Governance has two tiers. The Trust Board (and its committees) has the overarching responsibility for governance of the Trust and each school. Each school also has delegated powers to their Local Governing Body. Our Headteachers report to three groups: the Executive Team (led by the CEO), our Trust Board (Chair is Mark Anderson) and their own Local Governing Body. At the present time, Belvidere's LGB is supported by the Trust.

As a Trust we support our schools with a helpful suite of central services which has its offices at Oldbury Wells, Bridgnorth. The team consists of Sarah Godden (CEO), Jo Evans (Deputy CEO, Director of Education and School Improvement), John Parr (Deputy Director of School Improvement) and Gwyneth Evans (Director of Finance), along with a central admin team who all support in the core aspects such as finance, HR, and premises. Each Headteacher retains leadership and responsibility for these areas but is supported in these tasks by the trust. As a result of this approach all our schools continue to develop and improve under their Headteacher's leadership, and each enjoys healthy finances. HR is run through our Trust, as the employer of all staff our schools, including of course Headteachers.

Our schools are also supported by a central service for education and governance. Sarah Godden, supported by Nicky Murray who is our Trust's Clerk, leads this joint work. We employ a School Improvement Advisor and three of our Team are Ofsted inspectors, which is most helpful. We work in a consistent way on several key education processes, such as Ofsted preparation and improvement planning. Each headteacher retains leadership and responsibility for education in their schools and as a result each school continues to retain their uniqueness.

For more information see: www.trusted-schools.com

Vacancy: Cluster Lead for Science

Salary	MPS / UPS plus TLR 1.2
Contract Term	Permanent
Contract Type	Full time / FTE 1.0
Start Date	September 2026

We are seeking to employ an inspirational Cluster Lead for Science who shares our commitment to all students across our community. Applications will be welcomed from science specialists from any science discipline. Ideally, candidates will have led an area of responsibility within science or elsewhere and be ready for a wider role.

We are looking for candidates who will bring additional experience to a well-established team, who will actively promote and understand what makes Oldbury Wells such an effective school and who appreciates and promotes our inclusive school ethos. In return, we offer a school which is a great place to be and a great place to learn, where students **Enjoy, Aspire** and **Achieve** within all elements of their academic and personal development.

The successful candidate will join a teaching team of 10 staff, consisting of the following:

- Cluster Lead for Science - Vacancy
- Assistant Cluster Lead for Science
- Senior Technician
- Teaching team - 5 full-time, 1 part-time and 1 Trainee teacher
- Technician team - 3 technicians

If you require any further details please telephone 01746 765454 or e-mail school@oldburywells.com.

Application Deadline: 9am on Tuesday 5th May 2026

Submit applications to: Vince Dovey at vince.dovey@oldburywells.com



Cluster Lead for Science - Job Description

Title:	Cluster Lead for Science
Reports to:	Line Manager in Senior Leadership Team
Salary:	MPS / UPS plus TLR 1.2
Responsible for:	Successful teaching and learning in the department; Leadership of TLR holders and staff within in the subject area; Delivery of Curriculum Programme (and any other specified personnel within the subject).
Liaising with:	Other members of the department, Headteacher & SLT; teaching & support staff; LA representatives; external agencies; Governors and parents (as required).

Cluster Leads are required to meet the Teaching Standards, school expectations (see Appraisal Policy) and requirements of their TLR

- Develop and lead an appropriately broad, balanced, relevant and adapted curriculum for students across the subjects.
- Ensure expected standard or strong standard quality teaching and learning within the subject areas, leading aspects of appraisal.
- Lead the department in continuous improvement in teaching and the development of creative and engaging approaches.
- Monitor and support the overall progress and development of students as a teacher and/or Form Tutor and as Head of Science.
- Facilitate and encourage a learning experience which provides students with the opportunity to develop their learning skills, achieve their individual potential and meets their individual needs.
- Monitor the work of the department to ensure it has an impact on raising standards of student attainment.
- Remove barriers to strong or exceptional outcomes
- Ensure the department contributes positively to valuable qualifications for students and good outcomes.
- Share and support the school's responsibility to provide opportunities for personal and academic growth.
- Show all children that they are valued.

Key Duties and Responsibilities

Strategic Planning

- Coordinate the development of appropriate syllabuses, resources, schemes of work/learning, marking policies and learning and teaching strategies in the department.
- Contribute to the department's development plan and its implementation.
- Monitor, plan and prepare courses and lessons which will provide a positive learning experience for students in line with the Teaching and Learning Policy.
- Take a leading role with other faculty leaders in contributing to the whole school's planning activities.
- Actively contribute to the delivery of the whole school targets.

Curriculum Provision

- Ensure that the curriculum area provides a range of teaching and learning opportunities which complement the school's strategic objectives and are in line with the Teaching and Learning Policy.
- Lead and monitor the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Mission and

Strategic Objectives.

Staffing, Staff Development and Recruitment/ Deployment of Staff

- Contribute to the school's staff development programme for further training and professional development.
- Lead and continue personal development in the relevant areas including pedagogy and practice as well as subject knowledge.
- Engage actively and lead some areas of the Performance Management Review process.
- Ensure the effective/efficient deployment of classroom support.
- Ensure positive and effective working relations with staff and students across the department.

Self-Evaluation

- Engage in self-reflection to identify personal strengths and areas for development.
- Take a leading role in the designated area to the process of monitoring and evaluating the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- Review, from time to time, methods of teaching and learning and programmes of learning.
- Lead and coordinate the review, development and management of activities relating to the curriculum, organisation and student support functions of the school.
- Monitor and quality assure the assessment, recording and reporting process in the department and monitor the impact of work on standards.

Management Information

- Maintain and coordinate appropriate records and provide relevant accurate and up-to-date information for the school's Information Management System.
- Ensure the department completes the relevant documentation to assist in assessing students' achievements.
- Evaluate and respond to the assessment of student progress and use this information, along with knowledge of students' targets, to inform management action, teaching and learning and intervention.

Communications

- Communicate effectively with students and staff.
- Communicate effectively with the parents of students.
- Where appropriate, communicate and co-operate with persons or bodies outside the school (eg. exam bodies and governors).
- Follow agreed policies for communications in the school.
- Ensure the department meets exam regulations and protocols.

Marketing & Liaison

- Take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Information Evenings and liaison events with partner schools.
- Contribute to the development of effective subject links with external agencies.
- Be constantly aware of the school profile in the local community and enhance this wherever possible.

Environment & Resources

- Ensure that the curriculum area provides an exciting, stimulating and informative environment for learning
- Identify resource needs and contribute to the efficient/effective use of resources.
- Ensure the sharing and effective usage of resources to the benefit of the school, department and students.

Student Support System

- Promote the personal development, general progress and well-being of individual students and of the form group as a whole.
- Be a Form Tutor to an assigned group of students.
- Act as an academic mentor to students in your form group.
- Liaise with your Head of Year on a regular basis to ensure the implementation of the school's student support system.
- Register students, accompany them to assemblies, teach PSHE, encourage their full attendance at school, at all lessons and their participation in other aspects of school life.
- Actively participate in identifying and celebrating student achievement.
- Evaluate and monitor the progress of students through progress data and support students in your form to make improvements.
- Contribute to the preparation of school reports, progress reviews and other reports.
- Alert the appropriate staff to problems experienced by students and make recommendations as to how these may be resolved.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff and with due regard to confidentiality.
- Apply the school's behaviour and reward systems so that effective learning can take place.

Other specific duties

- Undertake any other duty as specified by STPCB not mentioned in the above.
- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- Participate in and engage with School Inset and Professional Development, whether in-house or external.
- Through the mechanisms of Appraisal and Quality Assurance, demonstrate improvement in your role as a result of Professional Development and Inset.
- Disseminate the outcomes of Inset to other staff and ensure that the Senior leadership group are aware of such innovation and cutting-edge development.
- Effectively contribute to the school improvement planning process.
- Ensure that 'no student is left behind', in their school and personal development.
- Conform to the School's Dress Code for staff and demonstrate exceptional standards of presentation, conduct and time keeping.
- Build team commitment amongst students and staff alike.
- Engage and motivate students and staff to do their best by doing your very best.
- Demonstrate a positive approach to your professional duties and improve the quality of student learning.
- To consistently uphold the school's aims and strive to attain School Targets.
- To work in a cooperative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the school.
- To work with students within the framework of the school in a courteous, positive, caring and responsive manner.
- Play a full part in the life of the school's community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- Be courteous to colleagues, visitors and telephone callers and provide a welcoming environment.
- Demonstrate both enthusiasm and high standards of professionalism to all School stakeholders.
- It is the responsibility of each employee to carry out their duties in line with all school policies promoting a positive approach to a harmonious working environment.
- The job purpose and key task statements above are indicative and by no means exclusive. Given the evolving status of the school, the need for flexibility amongst staff is therefore considered important.
- To undertake any other duties deemed reasonable by the Senior Leadership Group for the post at this level.

Health and Safety Responsibilities

- All staff have a responsibility to be aware of, comply and act upon the Health and Safety Policies of school/Trust and undertake risk assessments as appropriate. Full details can be accessed via the staff work area.
- The school is a designated no smoking site, any incidents should be reported immediately.

The above list is indicative and not exhaustive. The post holder will be expected to carry out any other duties associated with the work of the School as may be directed by the Chief Executive/Head of School, commensurate with the grade of the post. This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed or to incorporate any proposed changes. This procedure will be conducted by the Head of School/Line Manager in consultation with the post holder and if applicable the relevant trade union. In these circumstances it will be the aim to reach agreement on reasonable changes but if agreement is not possible management, the employee and Trade Unions will continue to consult within an agreed time period to seek a reasonable solution to amend and make changes to the job description which are agreeable by both parties.

The School/Trust is committed to safeguarding and promoting the welfare of children.

This post is subject to an enhanced Disclosure & Barring Service Check (DBS), satisfactory employment references, online checks, identification and qualification checks which will be required prior to commencing duties to establish the suitability of the candidate.

We are committed to broadening our staff diversity to better reflect the diversity of the West Midlands. We are committed to gender equality and to being a family friendly employer. We therefore always consider requests for flexible working and part-time alternatives to full time



Person Specification - Cluster Lead for Science

AREA	ESSENTIAL	DESIRABLE
Qualifications, Education and Training	<ul style="list-style-type: none"> • A Science specialist (Physics, Biology or Chemistry). • Degree and teaching qualification. • Q.T.S. • Strong track record of continuing professional development or further professional study within the last two years. 	<ul style="list-style-type: none"> • Other further professional qualifications.
Knowledge, Skills and Competencies	<ul style="list-style-type: none"> • Outstanding teacher with good exam results for classes taught. • Knowledge of requirements in the Science area. • Excellent communication and presentation skills. • Knowledge of recent developments in areas of responsibility. 	<ul style="list-style-type: none"> • Cross-faculty experience. • Evidence of making a positive impact through their leadership. • Recent evidence of successful work in leading and managing others. • Subject leadership of a science area.
Leadership and Management Experience and Skills	<ul style="list-style-type: none"> • Ability to work as part of a team and to lead others by example. • Successful experience that demonstrates the ability to confront and resolve problems and to effectively innovate and manage change. • An ability to work efficiently and prioritise conflicting demands. • Curriculum development. 	<ul style="list-style-type: none"> • Leading the appraisal of others • Teaching experience including recent teaching to GCE level. • Teaching in more than one science area. • Reporting and evaluating experience (to Headteacher / SLT). •
Other	<ul style="list-style-type: none"> • To gain enjoyment and inspiration from working with young people. • Excellent health and attendance record. • A passionate commitment to developing the best in all young people. • A commitment to reflect on personal strengths and areas for development and a willingness to participate in further relevant CPD. • Willingness to engage in partnership, Trust and community activities, and to potentially work, if required, in another setting. • Commitment to the vision and values of our school • Cheerfulness and good humor • Commitment to equal opportunities across the Academy. 	


Contact Details

Should you require any further information about the school, please visit our website at:

www.oldburywells.com

You can also see our latest news via our social media pages:

 Oldbury Wells School

 @oldburywellsschool

 @oldburywells

You can also find details about our Trust at www.trusted-schools.com

We hope that you decide to apply and I look forward to receiving your application.



Inspiring Education, Inspiring Lives!



Oldbury Wells
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