



Teacher of Science

ROLE INFORMATION PACK

Role	Teacher of Science
Main Location	New Road Academy, New Road, Wrockwardine Wood, Telford, TF2 7AB
School Website	https://newroad.lct.education/
Status	Permanent
Contract Type	Teacher
Salary	Main Scale/UPS
Accountable to	Subject Leader Science
Application deadline	23rd November 2026
Interview Dates	W/C 30 th November 2026
Enquires and applications to	Korina.papagianni@lct.education



Mission Statement

Delivering an inclusive, compelling and transformative education that empowers young people, both in the classroom and beyond, preparing them for the rapidly changing world ahead.



Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.



Our values



A Trust With Heart

We place our young people, staff and families at the heart of everything we do; we empower our young people to become compassionate, caring, humble and inspirational individuals.



Never Leave A Child Behind

We support all our young people to ensure that - regardless of their background or starting point - they can achieve exceptional educational outcomes.



Thriving Community

We passionately believe that a positive, thriving community is the heartbeat of the academy. We embrace our collective strength to create a range of opportunities that enhance the lives of our young people and families whilst also acknowledging and celebrating the distinctiveness and individuality of each academy's community.



Together We Are Stronger

We are united in our vision to ensure the best learning experiences for our young people, staff, and community through strong relationships and effective



Successful Young People

We create a pride in our academies and a thirst for learning that raises aspirations and ensures our young people are ambitious - both within school life and through extensive enrichment offers - to prepare them for the global community.



Learning For All

We deliver compelling, transformative and reflective learning in our classrooms, celebrating the differences of each academy's community, inspiring all our young people and staff to be the very best that they can be.



Respect For All

We celebrate equality, diversity, inclusivity and individuality because we believe that we have far more in common than that which divides us.



Coping With The Challenges Of Life

We develop resilience within all our young people and staff to ensure a mindset for success and readiness to thrive in an ever-changing global community.

Together, with our families, our staff and our communities, we are stronger.

At the Learning Community Trust, we are proud to lead a family of academies that spans education from early years through to post-16 within our specialist settings. We serve thousands of young people and staff across our academies and take our responsibility seriously, placing our young people, staff, and families at the heart of everything we do.

Our mission is so important to us all, we all work tirelessly to deliver an inclusive, compelling, and transformative education that empowers young people both in the classroom and beyond, preparing them for the rapidly changing world ahead. We are united by a shared vision: to develop compassionate, resilient, and inspirational individuals who are ready to thrive in an ever-changing global community.

Our eight core values: A Trust With Heart, Successful Young People, Never Leave A Child Behind, Learning For All, Thriving Community, Respect For All, Together We Are Stronger, and Coping With the Challenges of Life create our daily moral compass and guide every decision we make and every service we offer.

We believe that every young person deserves access to a rich and inspiring educational experience, one that fosters a mindset for success and importantly, prepares them to be global citizens. Across our Trust, we are proud to celebrate equality, diversity, inclusivity, and individuality, recognising that we have far more in common than that which divides us. Each of our academies is distinctive, with its own ethos and community, yet all are united in our commitment to exceptional outcomes and shared trust values.

Our success is rooted in a steadfast commitment to the professional growth and well-being of our staff. We believe that when our teams are empowered, supported, and continually developing, they create the foundation for truly exceptional learning experiences. That's why we invest in high-quality training, leadership development, and well-being initiatives that nurture both personal and professional growth. By fostering a culture of care, collaboration, and continuous improvement, we ensure that our staff feel valued, inspired, and equipped to make a lasting impact in the lives of our young people.

To ensure we remain focused and forward-thinking, we have developed a robust Five-Year Strategic Plan. This plan is more than a roadmap; it is a commitment to realising our mission and values across every academy and community we serve. Grounded in our eight core values, the plan sets out clear priorities, aligns resources,

and establishes measurable goals. It unites leaders, educators, families, and partners around a shared vision, ensuring we are prepared to meet challenges and lead with clarity, compassion, and impact.

A key strength of our organisation is our commitment to investing in the people who work within our Trust. We believe that when staff are supported to grow, our academies flourish. That's why professional development is at the heart of our offer. Every colleague, whether in teaching, leadership, support, or operations, benefits from access to CPD pathways designed to build expertise, confidence, and career progression.

No academy within our Trust stands alone. We work collaboratively to share best practice, provide targeted support, and create opportunities for staff to connect, learn, and lead. From coaching and mentoring to leadership development and subject networks, our CPD offer is designed to meet the needs of every role and every stage of a career. Our aim is simple: to empower educators to deliver exceptional outcomes for young people, while building fulfilling and sustainable careers.

We are proud of our reputation, both regionally and nationally, for strong educational outcomes and community focus. Our academies work closely together, sharing best practice across phases and settings to create thriving learning environments. We believe that Together We Are Stronger, and through collaboration, we can build a resilient, inclusive educational system where every young person can flourish.

Thank you for considering the Learning Community Trust as your partner in education. We look forward to working with you to create lasting, positive change for your school and your community.



Paul Roberts

Chief Executive Officer



Leadership of New Road

Thank you for your interest in joining New Road Academy. We are a vibrant, ambitious and inclusive academy where students are at the heart of everything we do. Our commitment is simple: *to provide an exceptional education that enables every young person to thrive and achieve their potential.*

Our values of **Ambition, Respect and Courage** shape the culture of our academy and guide our work each day. We strive to create a supportive environment where students are challenged to succeed, encouraged to develop confidence and resilience, and inspired to become responsible members of their communities.

We believe education is the gateway to opportunity. Our broad and ambitious curriculum is designed to challenge, engage and inspire learners, equipping them with the knowledge, skills and experiences they need for future success. Through high-quality teaching and a relentless focus on improvement, we support students to achieve their best academically while also developing their character and wellbeing. At New Road Academy, we recognise that strong relationships are fundamental to

success. We work closely with families and the wider community to ensure that every student feels valued, supported and able to fulfil their aspirations. Our dedicated staff are passionate about making a difference and are committed to creating opportunities that enable all young people to flourish.

As a school on an exciting journey of development and growth, we are looking for talented and committed colleagues who share our vision and values. This is an opportunity to join a collaborative and forward-thinking team that is ambitious for its students, its staff and its future.

If you are passionate about improving life chances, believe in the power of education to transform lives, and want to play a key role in shaping the success of young people, we would be delighted to receive your application.

We look forward to the possibility of welcoming you to New Road Academy.

Andrea Bell

Headteacher
New Road Academy



Why work for the Learning Community Trust?

The Learning Community Trust, is a large employer with staff working in all sectors of education as leaders, teachers, educational and pastoral support, business support, and other services across our growing trust.

We are committed to ensuring that Learning Community Trust is an outstanding employer. Recruiting, developing and supporting the best staff is essential to the success of our Trust and academies. Our head office is based in the heart of Telford, with academies across Telford and Shropshire and excellent road and rail links to the West Midlands and beyond.

- **Flexible working and work-life balance** — We recognise the importance of balancing work with personal commitments. Where the role allows, working patterns, core hours and home-working arrangements can be discussed and agreed, while ensuring the needs of the post, school and Trust continue to be met.
- **Generous pension provision** — Staff are automatically enrolled into the relevant pension scheme, with employer contributions through either the Teachers' Pension Scheme or the Local Government Pension Scheme.
- **Holiday and special leave** — Holiday entitlement varies by role, but support staff receive a generous annual leave allowance plus bank holidays, with additional entitlement awarded after five years' service. Our special leave policy also supports staff through important life events and family milestones.
- **Comprehensive induction, CPD and career development** — We are committed to helping colleagues grow throughout their careers, with structured induction, ongoing training, professional development, instructional coaching and opportunities for progression across our Trust.
- **Health and wellbeing support** — Staff have access to wellbeing resources, free eye tests, flu vaccinations, occupational health support and an Employee Assistance Programme offering confidential advice and support for employees and their families.



- **Counselling support** — Employees can access independent counselling support, helping colleagues and their families receive timely advice and support when they need it most.
- **Family-friendly policies** — We understand that family life and caring responsibilities matter. Our policies are designed to support colleagues through key life stages, including becoming a parent, growing a family or caring for dependants.
- **Financial protection and peace of mind** — We offer supportive sick pay arrangements and death in service benefits, providing reassurance and financial protection should the unexpected happen.
- **Salary sacrifice schemes** — Staff can access practical schemes to support financial wellbeing, including salary sacrifice options.
- **Modern working environments and the right equipment** — Our academies provide safe, modern and well-equipped working environments, with the technology, systems and resources colleagues need to work effectively, including remote access where appropriate.
- **Collaboration across a growing Trust** — Staff benefit from working across a diverse family of primary, secondary and specialist academies, sharing expertise, developing practice and contributing to Trust-wide improvement.
- **Additional staff perks** — Depending on the site, colleagues may benefit from discounted freshly prepared meals, free parking and access to facilities such as gyms and swimming pools at reduced rates or free of charge.



Teacher of Science

ROLE OVERVIEW

The **Teacher of Science** will play a key role in delivering excellence in teaching, learning and curriculum implementation across the academy. Working closely with the Subject Leader of Science and senior leaders, they will support the development of consistently high-quality classroom practice and contribute to improving outcomes for all students.

The postholder will champion the Trust's teaching and learning approach, including atomisation, ensuring that complex scientific knowledge and concepts are carefully sequenced into precise, manageable steps that secure deep understanding and scientific literacy. They will contribute to the development and delivery of an ambitious, knowledge-rich science curriculum that enables all pupils to make strong progress and achieve highly.

As an excellent classroom practitioner, the Teacher of Science will deliver engaging and effective lessons, demonstrating strong subject knowledge, effective assessment practices and the consistent application of the Trust Learning Framework. They will contribute positively to the collaborative culture of the department, sharing expertise, resources and best practice to enhance teaching and learning across all key stages.

The role will include supporting curriculum development, monitoring student progress and implementing effective intervention strategies that strengthen scientific understanding and help close gaps in learning. The successful candidate will be committed to maintaining high standards of achievement, fostering curiosity and inspiring a passion for science among all students.

Through high-quality teaching, collaboration with colleagues and a commitment to continuous professional development, the Teacher of Science will have a measurable impact on student achievement and contribute to the continued success of the academy and wider Trust.

Job Description

Main purpose

To deliver high-quality Science education that inspires curiosity, develops scientific knowledge and understanding, and enables all students to achieve their full potential. The postholder will plan and deliver engaging, challenging lessons, assess and monitor student progress, and create a positive learning environment that promotes high standards of achievement, behaviour and inclusion. They will contribute to the ongoing development of the Science curriculum, support the wider life of the academy, and work collaboratively with colleagues, parents and external partners to ensure excellent outcomes for all learners while fostering a lifelong interest in Science and its relevance to the modern world.

Duties and responsibilities

Quality of Education

- **Planning:** To plan effectively to ensure high quality delivery to all pupils at all times
- **Classroom Management:** Establish a positive and organised classroom climate that promotes focus, participation, and respect.
- **Engagement Strategies:** Employ a variety of techniques to capture and maintain pupils' attention, creating an inspiring learning experience and a thirst for learning that raises pupil aspirations.
- **Innovation:** Deliver exciting, engaging, modern approaches to learning that inspires all pupils to be the very best that they can be.
- **Clear Communication:** Provide explicit and concise instructions to ensure pupils understand expectations and learning objectives.
- **Curriculum Development:** Design and implement a rich and rigorous curriculum that aligns with educational standards and pupil needs.
- **Pupil Achievement:** Tailor instruction to meet the needs of all pupils, especially those with additional needs and identified sub-groups, to ensure that - regardless of background or starting point - all pupils can achieve exceptional educational outcomes.
- **Subject Expertise:** Demonstrate a deep understanding of the subject matter and effectively convey knowledge to pupils.
- **Scaffolding and Modelling:** Offer guidance, examples, and support to help students grasp new concepts and essential knowledge.
- **Independent Practice:** Provide opportunities for pupils to practice and apply their learning independently, reinforcing understanding.
- **Assessment and Feedback:** Utilise effective formative assessment strategies to monitor pupil progress, identify areas for improvement, and provide timely feedback.
- **Pupil progress:** Analyse pupil performance through effective assessment and identify areas for improvement, offering targeted interventions, both in the lesson and beyond, to help them achieve their full potential.
- **Homework:** Uphold the academy's homework policy.
- **Department Development Plan:** To support the delivery to the DDP, lead on areas as appropriate and provide evidence of completion as required.

Professional learning and development

- **Coaching:** actively participate in coaching to enhance teaching practices and improve pupil outcomes.
- **Subject knowledge:** Continuously seek opportunities to further enhance subject knowledge.
- **Trust network:** Participate in network hub meetings and other professional L&D activities.
- **Collaboration:** Willingness to work with others to share good practice and develop resources.
- **Appraisal:** To work effectively with line manager to support academy and personal development progress through proactive engagement in the appraisal cycle.

Personal and professional Conduct

- Code of conduct: Follow LCT code of conduct.
- Adhere to Ethical Standards: Maintain the highest standards of conduct, both inside and outside the academy, to uphold the integrity of the profession.
- Respect Academy Values: Embrace the academy's ethos, policies, and practices, demonstrating commitment and professionalism in all aspects of your work.
- Passion and Enthusiasm: Demonstrate a passion and enthusiasm for education and the teaching of pupils that translates to an energy and hunger in pupil learning.
- Understand Professional Responsibilities: Fully understand and fulfill your professional duties and responsibilities as outlined in relevant statutory frameworks.
- Promote Public Trust: Strive to maintain public trust in the academy, trust and the profession by acting with integrity and upholding ethical standards.
- Treating pupils with dignity: Building relationships rooted in mutual respect, and always observing proper boundaries appropriate to a teacher's professional position.
- Pupils' Wellbeing: Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions.
- British Values: Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Objectivity: Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Other Responsibilities

- Responsibility for safeguarding and promoting the welfare of children.
- Comply with and assist in the development of policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, reporting concerns to an appropriate person.
- Be aware of and comply with all academy and Trust policies and procedures.
- Promote equality, diversity and inclusion, ensuring equal opportunities for all.
- Contribute to the overall ethos, values and aims of the academy and Trust.
- Appreciate and support the work of colleagues and other professionals.
- Attend and participate in relevant meetings, training and learning activities as required.
- Undertake any other duties reasonably requested by the Headteacher or Subject Leader of Science that are commensurate with the grade and responsibilities of the post.

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review by the line manager in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Person Specification

	Essential	Desirable
Qualifications	• Qualified teacher status • Degree in suitable subject •	•
Work or Relevant Experience	• Successful teaching experience in Secondary Phase, KS3 and KS4. • Sustained and successful record of high-quality classroom practice. • Demonstrable consistent and high quality Experience of modelling high expectations, strong routines and effective teaching practice.	•
Skills/Knowledge	• Strong understanding of curriculum, pedagogy, assessment, instructional coaching and evidence-informed teaching practice. • An excellent knowledge of the National Curriculum • An excellent knowledge of effective teaching and learning strategies • An excellent understanding of how children learn • Extensive knowledge of how to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • An excellent knowledge of guidance and requirements around safeguarding children • Extensive knowledge of effective behaviour management strategies	•

Person Specification

	• Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject/curriculum area you teach • A more developed knowledge and understanding of your subject/curriculum area and related pedagogy, including how learning should progress • Flexible, creative and adept at designing learning sequencing within and across lessons as part of the curriculum • Good ICT skills, particularly using ICT to support learning •	
Personal Attributes	• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy. • High expectations for children's attainment and progress • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality	•
Special Conditions	• Sufficiently fluent in spoken English to ensure effective performance in the role. • Able to work at times to meet the needs of the academy and Trust.	• Experience of contributing to wider academy life, enrichment or community engagement.

Person Specification

	• Willingness to undertake an enhanced Disclosure and Barring Service check. • Commitment to safeguarding and promoting the welfare of children.	
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How to apply

Please complete our application form which can be downloaded from [Our vacancies - Learning Community Trust](#) following the relevant job advert. Please complete highlighting your relevant experience, skills, and personal qualities. Once completed email to the email address on the front of this role information pack by the deadline.

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.

We are committed to providing a fair and accessible recruitment process. If you require any adjustments at any stage, please contact us using the email address provided at the start of this pack.

Important Notes:

- Please complete all elements of the application form, incomplete forms will not be put through shortlisting.
- CVs are not accepted.
- If shortlisted, references will be requested before interview
- All shortlisted candidates will be visited in their current setting ,where possible.

Please note that by submitting an application you agree for your personal data to be processed in line with the trust's privacy notices. Further information can be found at [Privacy Policy - Learning Community Trust](#)

Trust commitment to Safer Recruitment and Safeguarding:

The Learning Community 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, children's barred list check and, where applicable, a prohibition from teaching check.
- An online social media check will be undertaken for all shortlisted candidates prior to the interview.
- 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.
- Any offer of employment is subject to medical fitness, satisfactory references, right to work in the UK, satisfactory online check and an Enhanced DBS check.
- References will be requested and checked prior to any interview and in line with the Learning Community Trust recruitment and selection process.
- Applicants must have current right to work visa status, this role does not support visa applications

For more information regarding our commitment to safeguarding, visit <https://lct.education/statutory-information/safeguarding> to find view the latest statutory guidance.