



**ADCOTE  
SCHOOL**

# Candidate Brief for: Head of Science



# About the School



Adcote School is a non-selective independent Boarding and Day School for Girls aged 7 to 18 that delivers strong academic results through highly personalised learning and pastoral care within a small, friendly school setting. The school aims to provide a supportive yet demanding learning environment and is renowned for building confidence through its nurturing environment.

Adcote was founded in 1907 by Amy Gough, moving to its current location in 1927. The school is housed in a Grade 1 listed building surrounded by 30 acres of Parkland. The school is located 6 miles north of the historic town of Shrewsbury, which has good road and rail links with Birmingham, Manchester and London. We welcome students from across Shropshire, with a small number coming from further afield. The school also has a number of international students, with 16 nationalities represented in school at the moment. Thus, the school has a vibrant and inclusive atmosphere. At present, there are 180 students on roll. The main points of entry are Years 3, 7 and 12, although girls can enter the school at other times throughout the year. 70% of students are day pupils with the remaining 30% being either full or weekly boarders.



Adcote has a family feeling, offering an education which is tailored to meet individual needs. We foster a sense of self belief and encourage all girls to be confident. Staff know the girls' well and this enables all talents and abilities to be recognised, encouraged and developed. Our girls feel secure and well supported in their learning.

Examination outcomes are strong at both GCSE and A level. Value added statistics against national benchmarking data are impressive and in 2025, 57% of our students' A-Level grades were A\*/A, and nearly 25% of the grades achieved were an A\*. STEM subjects excelled, with 80% of Further Maths, Biology, and Chemistry grades at A\*/A. .

An amazing 93% of our students' university offers came from top Russell Group universities, and one-third of students received an offer from UK G5 universities.

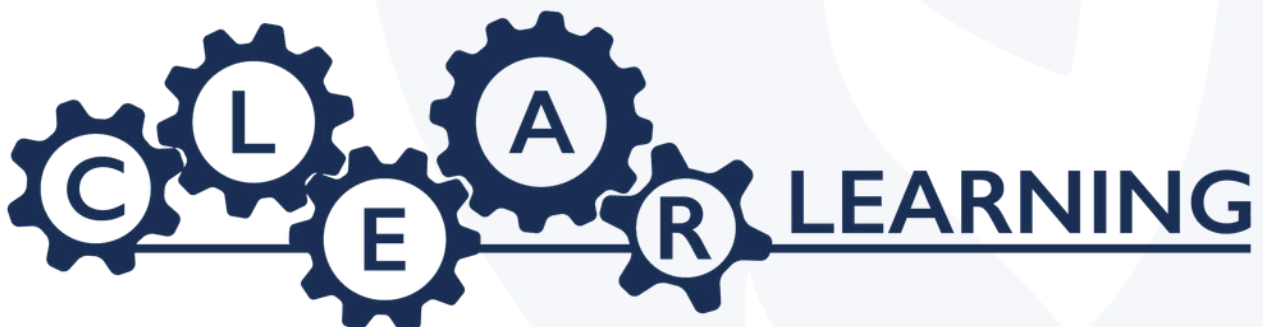
Our facilities include an air-conditioned sports hall where most sports are taught, tennis courts and beautiful large grass areas. We have two Boarding Houses: Norman, which takes boarders aged 7-15 and is housed in the main building, and Aston, a purpose built Year 11 and Sixth Form centre which has twin bedded, ensuite rooms.

# CLEAR Learning



We have a character-building programme called CLEAR Learning. The aim of the programme is to build five key traits in all our students, namely confidence, leadership, engagement, achievement and resilience.

The CLEAR Learning programme is central to our ethos and curriculum, its delivery being underpinned by termly whole school Challenge Days. It has been popular with both students and parents and has been a leading contributory factor to the school's recent growth in numbers.



# School Structure & Curriculum



## *Junior School*

Our Junior School provides the perfect foundation to nurture and develop young girls. Our emphasis on traditional values, means that our children are educated in a safe and homely environment where a passion for learning is born. Our younger students follow age appropriate activities to secure the core values of the CLEAR Learning programme and their progress in the key areas of confidence, leadership, engagement, achievement and resilience are explicitly reported in their written reports and at their parents' evenings so that parents have a clear understanding of how their daughters are developing as young people, not just how they are performing in their lessons.

Students who are most able are fully stretched, heard and academically challenged. Their love of learning and their curiosity are encouraged. Those children who need extra help will receive it in a kind and supportive manner, in an atmosphere of care and respect. From a young age, our girls are encouraged to overcome their fears and to "have a go". Our approach means that we have a strong reputation for uncovering hidden talents.

Our Junior School caters for girls from Year 3 to Year 6. The school is very much part of the main school, so our younger students have all the advantages of seeing truly positive role models in our older girls.



# School Structure & Curriculum



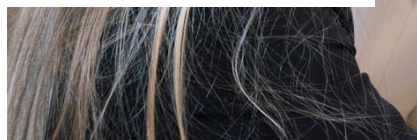
## Senior School



Our Senior School caters for students from Year 9 to Year 11 and takes girls through their critical GCSE years. The ethos of consideration and personal attention is carried on from our Junior School into our Senior School. As we know all our students really well, we can offer individual, tailored support regarding their learning and provide knowledgeable advice on career choices including guidance on A level subjects. Throughout their academic journey, we monitor our students closely, tracking their grades against their data, making sure that they are all fulfilling their potential, intervening when extra support is needed.

Small classes mean that our dedicated teachers are able to address girls' needs and friendly relationships mean that girls are not afraid to ask for advice if they need it. Additionally, the Senior School brings new opportunities for the girls to develop their skills and become the person they want to be. Combined Cadet Forces, Duke of Edinburgh, LAMDA, debating and Wayfarers all ensure that girls have the confidence and vision to succeed, as well as the organisational skills and resilience they will need to plan for success.

Our exemplary pastoral care, with sympathetic and understanding specialists, means that girls flourish and our strong Personal, Social and Health Education programme supports them as they make their way into adulthood. With growing maturity, we are able to make sure that they have a broad and sensitive understanding of the world they are entering once they leave the security of school. They develop a healthy sense of perspective that helps them in making crucial judgements. We encourage them to play a full and constructive role in society and they have a strong sense of civic duty. Thus, our students leave us as well-rounded, capable and well-qualified young women.



# School Structure & Curriculum



## *Sixth Form*

The Sixth Form at Adcote provides the bridge between school and the outside world, whether that's university or employment. It is a time for girls to develop their interests and challenge themselves as young adults as they approach the next important stage of their lives.

Success at A level naturally forms a central focus of students' time in the Sixth Form.

The majority of our students choose to follow three linear A levels. A small number of girls will take four subjects at A level. We offer a broad and challenging array of different A level options, together with a small number of BTEC courses.

Our small size tutorial classes not only offer a taste of the teaching style at university but also mean that as in other areas of the school, personal attention is high. This becomes increasingly important as girls make their plans for their futures.

Almost all of our girls choose to go onto university but the application route can be tricky to navigate. However, our girls receive individualised UCAS & Careers support, including Oxbridge and USA Universities guidance and preparation. Our Personal Statement workshops are followed by one to one advice and support from experienced practitioners so that applications made by students are the very strongest they can be.

Sixth Form at Adcote brings other opportunities too:

Girls will also be offered the chance to complete the Extended Project Qualification, this offers girls the opportunity to complete studies on a topic that is of particular interest to them and, is popular with universities as it can give them a valuable insight into the student's interest.

Our Sixth Formers play an important part in making our school the warm and inclusive school that it is. They are valued and cared for. This promotes excellent emotional well-being in them and this, together with their academic excellence, means that Adcote Graduates leave us as well educated and balanced young women who have all that they need to be happy in their futures.

# Extra-Curriculum



There is a vibrant extra-curricular programme across the entire school which enriches all students' educational experience and enables them to try out new things, develop their talent, leadership skills, teamwork and resilience.

Adcote School is proud of its reputation of excellence in Art, Music and Drama, subjects which have truly thrived over the past years, and we are incredibly proud of the girls' achievements in all areas of performance.

We pride ourselves on producing polished and professional in-house performances and we always have fantastic responses from our audiences. Musical productions over the last few years such as "Shrek", "Grease", "Sister Act" and "Billy Elliot" have been ambitious and impressive. Almost half the girls in school have individual instrumental or singing lessons and the girls enjoy string groups, a rock band, orchestra and informal concerts.

Adcote offers a wide range of activities including horse riding, music, dance, debating, stem club and many more. Many activities are connected to the CLEAR Learning programme and our staff deliver these activities with skill, passion and a knack for developing core skills. When girls reach 6th Form they have the opportunity to learn how to drive - truly building skills for life.

## Sport

For a small school, Adcote punches well above its weight in competitions and has a strong reputation for success at both a local and national level.

Gymnastics has an outstanding reputation at Adcote and is at the forefront of the school's sporting achievements, being national winners at the ISA gymnastics competition. Additionally, the school excels in athletics with success gained at regional and national events. We also have pupils who have displayed extreme talent and succeeded in national championships, meaning that they have been good enough to train with professional teams.

In addition to our competitive sport, we also cover a range of sports in PE lessons and activities, with a focus on learning skills but also allowing the girls to engage in sport for fun: dance, badminton, basketball, hockey, netball and volleyball are a few of the activities that are available.



# Boarding



Adcote is a full termly boarding school, with a happy mixture of British girls and International students. Our 'home from home' boarding houses welcome girls from age 7-18 and we offer full and weekly boarding in a safe, caring, friendly and disciplined environment in a school where privacy and independence are respected, and where the girls can enjoy companionship, fun and a lively programme of boarding activities.

The Head of Boarding and her team provide the care, comfort and support which are so important for the girls' wellbeing and success, nurturing and guiding the youngest boarder through to the maturity of the Sixth Form student. Many of the staff at Adcote have been boarders themselves so have a real understanding of boarding and can empathise with the girls.

At Adcote, the boarding team aims to create a homely environment where girls can relax. They will find constant help and support from them, and fellow boarders are invaluable in helping girls to succeed. True friendships and support systems are forged that often remain strong for the rest of their lives. We have a strong sense of both family and traditional values in the boarding house.

By encouraging self-discipline and a sense of responsibility, we seek to promote good self-esteem and assurance. In the Sixth Form, girls enjoy supervised independent living, encouraging them to mature and enabling them to move on at the end of Year 13 with confidence.

Depending on availability, girls are welcome to stay in the boarding house for occasional nights. Ad-hoc boarding arrangements respond to the occasional need for overnight stays, such as involvement in a school drama production, a birthday celebration, or for when parents need to be away from home for a particular reason.

We are accredited for the Forces Continuity of Education Allowance and are members of the Boarding Schools Association (BSA), Independent Schools Council (ISC), Independent Schools Association (ISA) and Girls' Schools Association (GSA).



# Job Description



## Key Responsibilities

**Reporting to: SLT**

**Job Type: Full Time 1.0FTE**

**Grade: Adcote Main Pay Scale + TLR**

Are you a passionate, experienced, qualified and enthusiastic Science Teacher, looking for your next step, who places students at the heart of everything you do? Adcote School is a 7 – 19 school and part of the IQ Education Group. We invite applications from highly qualified and experienced Science teachers who share our vision for delivering World Class education.

The successful candidate will have enjoyed a range of experiences to date that will have prepared them for this role. They will be an outstanding Science teacher who can demonstrate a track record of raising standards and importantly, being child centered and able to inspire young people to be the best that they can be. The successful candidate will have the highest expectations for both the young people, staff and our wider community, underpinned by our school ethos and mission and aligned with our values. If you want to work in a School where you can make a real difference to young people, whilst working within a partnership of Schools, committed to cooperation and collaboration to unlock talent and fulfil potential, then this post is just right for you. In return you will be supported and encouraged to develop further and enjoy a long and rewarding career working at Adcote School.

### **We are looking for someone who:**

- has vision, energy and enthusiasm for teaching and learning and driving forward a team
- is proactive, innovative and focused on student outcomes and can motivate others
- is an inspirational, ambitious teacher with excellent communication and interpersonal skills
- has a proven track record of delivering and shaping high quality outcomes for young people
- is an advocate of partnership working and community engagement
- is a highly effective, credible classroom practitioner with excellent student outcomes and high expectations of all learners and professionals
- has an appreciation for and commitment to broadening the experiences of young people

### **In return we can offer:**

- the opportunity to work in an excellent School with a talented and committed team of staff
- a dynamic and thriving student body who deserve the best
- the support and shared purpose of SLT and IQ Schools
- a competitive salary
- excellent career opportunities and access to a comprehensive programme of professional learning and development
- national networking opportunities
- a commitment to your own professional development.

The willingness to participate in the school's busy extra-curricular programme is essential. This job description does not form part of the contract of employment and may be varied in accordance with the demands of the appointment.

# Job Description



The responsibilities of the role are as detailed below:

- Provide a high quality of teaching and learning provision which ensures that all students are catered for and individuals make at least good progress.
- Be accountable for the attainment and progress of all students who are taught by the post holder.
- Supervise and guide the work of any support staff who are assigned to work with post holder's classes/students.
- Provide pastoral support and guidance for all students in the post holder's care, classes
- Contribute to the overall development work of the teaching and learning at Adcote School.
- Set clear learning objectives, plan for and teach across the whole age and ability range for an appropriate proportion of the week.
- Use data to refine curriculum plans, plan lessons and learning materials to motivate and support all students to make at least good progress taking into account of students' prior attainment, learning styles and needs and use them to set appropriately challenging targets and learning activities.
- Set high expectations for student behaviour, learning, motivation and presentation of work by establishing a purposeful working atmosphere and providing challenging and inspirational learning experiences.
- Use ICT and other technologies and learning resources as learning tools to inspire and motivate learners.
- Mark, assess and return students' work in line with school policy, providing constructive oral and written feedback with clear targets and guidance for future improvement.
- Set and mark examinations assessments as assigned by the Senior Leadership Team.
- Attend the appropriate Parents' Evenings and individual meetings to keep parents/carers informed of attainment and the progress of their child towards targets.

## **Pastoral Responsibilities**

- Take responsibility for promoting and safeguarding the welfare of children and young persons.
- Participate in the pastoral organisation of the school as a form tutor, including the support of private study for pupils.
- Be the first point of contact for parents/carers in the assigned tutor group.
- Promote good attendance and punctuality and monitor in accordance with the school's attendance policy providing support/intervention for those who find it hard to maintain high standards.
- Attend and contribute to school assemblies.

## Specific Responsibilities

- To ensure student progress in Science and make certain that each student can achieve their planned outcomes
- To ensure that all relevant school policies and procedures are implemented in full.
- To liaise with colleagues and line manage staff to deliver the SOW and units of work in a collaborative way to ensure improved outcomes.
- To ensure that all Science staff follow the School policy for planning, assessment, recording and reporting.
- Assist in the recruitment, training and ongoing development of Science staff.
- Conduct Return to Work meetings and manage sickness and absenteeism in accordance with School policy.
- Carry out staff probation reviews, annual appraisals, return to work meetings and manage your staff, in line with School policy.
- Lead weekly CPD sessions and regular team meetings, to keep your team informed of procedures and develop pedagogy.
- Operate to agreed budgets and manage budgets effectively, including keeping within these budgets, in all areas.
- Exercise vigilance in respect of Health and Safety and promptly report all hazards and/or remedying them where appropriate. Meet the requirements of CLEAPSS.
- Report issues and/or incidents relating to staff and students that have arisen in the day promptly to the relevant person.
- Participate in training and take responsibility for personal development.
- Uphold the School Code of Conduct and ensure members of your team adhere to the policies and procedures of the School.
- Take responsibility for the progress and achievement of high ability students in Science and stretch and challenge their progress.
- Work closely with the SENCO to ensure the progress of SEND students.
- Have an agreed teaching responsibility.
- Take responsibility for implementing and improving Performance Management of the Science teachers.
- To allocate and deploy support staff and resource needs, with maximum efficiency, to meet the objectives of the School and to ensure value for money.
- Provide appropriate induction and support to newly appointed teaching staff, including school-based in-service training (INSET) and wider CPD. Plan and deliver CPD, linked to responsibilities, through the provision of high quality professional development.
- Keep up to date with developments and current curriculum research, as well as innovative and creative developments in the scientific field, and areas specific to your responsibilities.
- Attend parents' evenings, staff meetings, Open Days, celebration evenings and other activities as associated with the School.
- Promote the aims and values of the School and support and promote the ethos.
- Lead by example, setting high expectations for all.
- Create a positive climate where students aspire to be the best that they can be and believe in themselves.
- Organise, run and promote STEM, revision, catch ups and extracurricular activities across all year groups.

# Job Description



## General Responsibilities

- Undertake professional development identified through the performance appraisal structure and as organised for staff to promote individual, teaching and learning area and whole school improvement work.
- Support and implement all relevant teaching and learning area policies, including the Code of Conduct for staff and whole school policies.
- Act as a role model to students in respect of dress, attendance and punctuality and general conduct.
- Undertake professional duties and responsibilities necessary for the smooth running of the school, as may be reasonably assigned to them by the Headteacher/Senior Leadership Team.
- Fulfil the conditions of employment for school teachers, as laid down in the postholder's contract and the 2012 Teachers' Standards in England.
- Be willing to 'roll up your sleeves' and exhibit a high level of flexibility within the role that would be necessary within a new and fast-growing school environment.

## PERFORMANCE MANAGEMENT:

Participating in the School's arrangements for performance management, professional development and the School's arrangement for quality assurance and internal verification.

In addition to salary other benefits of teaching at the School include:

- c.17 weeks holiday per year
- Access to the Peoples' Pension Scheme
- Free lunch and refreshments during term time
- Free onsite parking
- Provision of a laptop
- Professional development training opportunities
- Free access to sports facilities for staff
- 75% discount on fees (pro rata for part-time staff) for children attending the School

# Person Specification



	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Honours Degree</li> <li>• PGCE &amp; QTS</li> </ul>	<ul style="list-style-type: none"> <li>• First-class or upper second-class degree</li> <li>• Further degree or related qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience developing wider-curriculum provision or system reform in an area of focus, engaging with current and forward-thinking perspectives.</li> <li>• Experience of teaching A Level Science</li> </ul>	<ul style="list-style-type: none"> <li>• Outstanding track-record of outcomes as a teacher</li> <li>• Developing colleagues/line management/ coaching others</li> </ul>
<b>Knowledge/ Skills</b>	<ul style="list-style-type: none"> <li>• Detailed knowledge of personal development curriculum design to ensure exceptional opportunities for all student groups.</li> <li>• Exam success in own specialism to GCSE</li> <li>• Knowledge of current external examination changes in Science and impact on schools</li> <li>• Knowledge of behaviour/pastoral systems and how these can promote sustained excellence</li> <li>• Knowledge of best practice in teaching and learning to ensure world-class standards</li> <li>• Managing budgets and being resourceful to ensure value for money</li> </ul>	<ul style="list-style-type: none"> <li>• Evidencing of embracing technology to improve engagement</li> <li>• Know how to best improve outcomes for students irrespective of specific needs or groups e.g. SEND, disadvantaged, EAL etc.</li> <li>• Knowledge of ways to interpret data at all levels</li> <li>• How best to promote personal development throughout the curriculum and build cultural capital both inside and outside of the classroom</li> </ul>
<b>Special Requirement</b>	<ul style="list-style-type: none"> <li>• Commitment to inclusion.</li> <li>• High expectations of pupils in behaviour and achievement.</li> <li>• Is happy to work in an environment of change.</li> <li>• A good sense of humour.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in the independent sector would be an advantage, but is not a requirement</li> </ul>

# Terms & Conditions



## Appointment Procedure:

**Closing Date:** 9am 8<sup>th</sup> June 2026

**Interview:** TBC

**Start Date:** Employment will begin on 1st September 2026

## Application Process

If you would like an informal conversation about this opportunity, please contact Lucy Carpenter on [schoolsecretary@adcoteschool.co.uk](mailto:schoolsecretary@adcoteschool.co.uk). An application form for this post is available on the School website: [Job Vacancies](#) | [Day & Boarding School Shropshire](#) | [Adcote School For Girls \(Teaching Staff\)](#). It would be helpful if the letter in support of your application is no more than 2 sides of A4. Completed application forms should be returned to [schoolsecretary@adcoteschool.co.uk](mailto:schoolsecretary@adcoteschool.co.uk)

Adcote School is committed to the safeguarding and welfare of children and young people and expects all its employees to share this commitment. Applicants should note that, in accordance with Keeping Children Safe in Education (2023), it is the applicant's responsibility to have made any necessary registrations relevant at the time of making this application which is required for people working or volunteering with children. Accordingly, any offer of employment made will be conditional upon the results of enhanced checks from the Disclosure & Barring Service ("the DBS") and Employer Access Online (regarding teacher prohibition/disqualification from working with children and young people). Furthermore, since 1st September 2022 Keeping Children Safe in Education requires us to conduct online searches.

All applications will be acknowledged by email. If you do not receive an acknowledgement that your application has been received within three working days, please contact the school by telephone (01939 260202).



# ADCOTE SCHOOL

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