

**PRIMARY: LEAD READING
INTERVENTION AND CATCH
UP ACROSS KS3
RECRUITMENT PACK**

January 2025



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Meet our Headteacher



Michelle King

Headteacher

Idsall School is a popular, oversubscribed school that believes every student can reach their potential. By constantly thriving to offer the highest of standards, we value each and every one of our students and they are always at the very centre of what we do. By recognising their unique needs and aspirations, providing equal opportunities and a safe caring environment, our students are able to flourish and achieve their best in everything they do.

Students can take a wide range of subjects at both A Level and GCSE, as well as a suite of vocational qualifications, which are well supported by our busy and successful extra-curricular activities and extended opportunities. Offering a wide range of activities and challenges, we create friendships and pastimes which gives our students such fulfilment and memories through their lives, reflecting positively on our school motto.

We are on a journey to prove our relentless drive and commitment to showcase all of Idsall's successes. We continue to be a school of first choice with a growing sixth form.

Idsall is an exciting place to learn, work and grow. Building on our many strengths, we will ensure the seven-year journey rewards all academically, as well as developing the many other skills that will help each and every one of our students to become great citizens and highly successful in life.

In our recent successful Ofsted inspection in November 2024, they confirmed that Idsall is a rapidly improving school with good leadership, behaviour, personal development and sixth form.

Job description



Post title

Primary: Lead Reading Intervention and Catch Up across KS3



Salary

MPR/UPR + TLR 2b (£5,321)



Hours of work

Full Time



Post status

Permanent

We offer

- An 'Outstanding' curriculum and learning experience for our young people.
- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway Career development opportunities including funded NPQ qualifications.
- Funded monthly professional life coaching for Headteachers.
- An enthusiastic and supportive team of staff, parents and governors
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice.
- Year-round free access to our fitness suite.
- Benefits including funded counselling, physiotherapy and GP and other medical support.
- Spacious Sixth Form Facilities and excellent outcomes.

Purpose

Idsall School is a heavily oversubscribed 11 – 18 rural school with excellent facilities throughout the school. You will be joining the school at an exciting stage of it's development.

We are seeking a passionate and experienced educator to lead Reading Intervention and Catch Up across KS3. This TLR role focuses on ensuring that students who require additional literacy support make measurable progress, bridging gaps in their learning and equipping them with essential reading skills. Working closely with the Head of Department and wider staff, you will develop and implement targeted interventions to accelerate progress for underperforming students.

Why this role above others?

The Shore is a unique 'school within a school' where all Year 7 students begin their journey with us. Our focus is on creating a supportive environment where strong, lasting relationships are built, and students are empowered to learn for life.

We offer a welcoming, friendly, hard-working and committed team of colleagues whom, at all levels, are dedicated to making a difference to the children in their care.

Any questions in regards to the role can be raised with Louise Pinchin, PA to the Headteacher ahead of the closing date: 7th February 2025

admin@ids.mmat.co.uk

Responsible to:

Line Manager and Headteacher

Outline of role:

- Deliver high quality instruction tailored to the unique needs of Year 7 students
- Foster a positive and inclusive classroom structure
- Build strong relationships with students, parents and colleagues
- Contribute to the development and implementation of The Shore's curriculum and programmes
- Support students' social and emotional development during their transition year
- **Main duties:**
- Fulfil the professional responsibilities of a teacher, as set out in the School's Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards
- Have secure knowledge of the KS2 curriculum and an understanding of how this can be built upon into KS3
- Have a deep understanding of the teaching of reading both discretely and across the curriculum
- Provide first aid to staff and students when required and ensuring Plan and teach well-structured lessons to assigned classes, following the schools' plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Teaching and Learning:

Adhere to Teaching Standards

Maintain behaviour for learning in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

Contribute to the development of schemes of work, assessments, resources and displays.

Keep up to date with marking, assessments and data entry Keep an accurate teaching record.

Key responsibilities**Leadership of Reading Interventions:**

- Design, implement, and monitor targeted reading intervention programs for KS3 students
- Use data to identify students in need of support and track the impact of interventions on their progress
- Work with teaching and support staff to deliver effective small group and one to one interventions
- Ensure that interventions are tailored to individual needs including EAL and SED students
- Support the Head of Department in embedding a culture of reading for pleasure and academic progress across KS3

Whole-school Organisation, Strategy, and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.

Health, Safety and Discipline

- Promote the safety of wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment both indoors and outdoors

Professional Development

- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.
- Where appropriate, take part in the appraisal and professional development of others.
- Be proactive in personal development.

Communication

- Communicate effectively with pupils, parents and carers
- Communicate with other staff and governors
- Follow the federation policy for communication

Working with Colleagues and Other Relevant Professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and Professional Conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Management of Staff and Resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers.
- Contribute to the recruitment and professional development of other teachers and support staff.
- Deploy resources delegated to them.

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Community responsibilities:

- Effective dialogue with parents in accordance with school policies.
- Attend and support community events as required.

In addition to the above all Marches Academy Trust staff are required to:

- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent Customer Care in dealing with all customers.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.




Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.

Person specification



	Essential 
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Successful primary teaching experience
Skills and Knowledge	<ul style="list-style-type: none"> • Knowledge of the National Curriculum at KS2 and KS3 • Knowledge of effective teaching and learning strategies • A good understanding of how pupils' learn • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies • Good ICT skills, particularly using ICT to support learning
Personal Qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • High expectations for pupils' attainment and progress • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • Flexibility

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

Motivation to work with children and young people

Ability to form and maintain appropriate relationships and personal boundaries with children and young people

Emotional resilience in working with challenging behaviour, and

Attitudes to use of authority and maintaining discipline

Welcome from the CEO



This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

Sarah Finch

CEO

The Marches Academy Trust

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal

Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

The prospect of this role goes beyond the immediate job description. The successful candidate will influence and help shape the strategy of the Trust,

have the opportunity to support our ITT provision, support leadership development and career paths as well as drive efficiencies across our schools.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

Who we are



Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

Welcome to our school. Idsall is more than just a place of learning; it's a thriving hub where every student is empowered to reach their full potential.

At Idsall, we hold a firm belief that each student is unique, with their own set of talents, aspirations, and dreams. With this principle at the forefront of everything we do, we strive to provide an environment that nurtures individual growth and fosters a sense of belonging. Our commitment to maintaining the highest standards ensures that our students are at the heart of every decision we make.

We are proud to be recognised as a first-choice school, where students and families choose to embark on their educational journey. We offer a diverse range of subjects at both A Level and GCSE, complemented by a comprehensive suite of vocational qualifications. Our curriculum is enriched by an extensive range of extracurricular activities and extended opportunities, providing our students with a well-rounded education that prepares them for success beyond the classroom.

Check out our website:

[Home - Idsall School](#)

Interested? Here's how to apply:

[Job Vacancies - Idsall School](#)

The closing date for applications is:

midday Friday 7th February 2025

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in
staff wellbeing
and work life
balance evidenced
in policy and
practice

Our Trust Vision Statement and Values



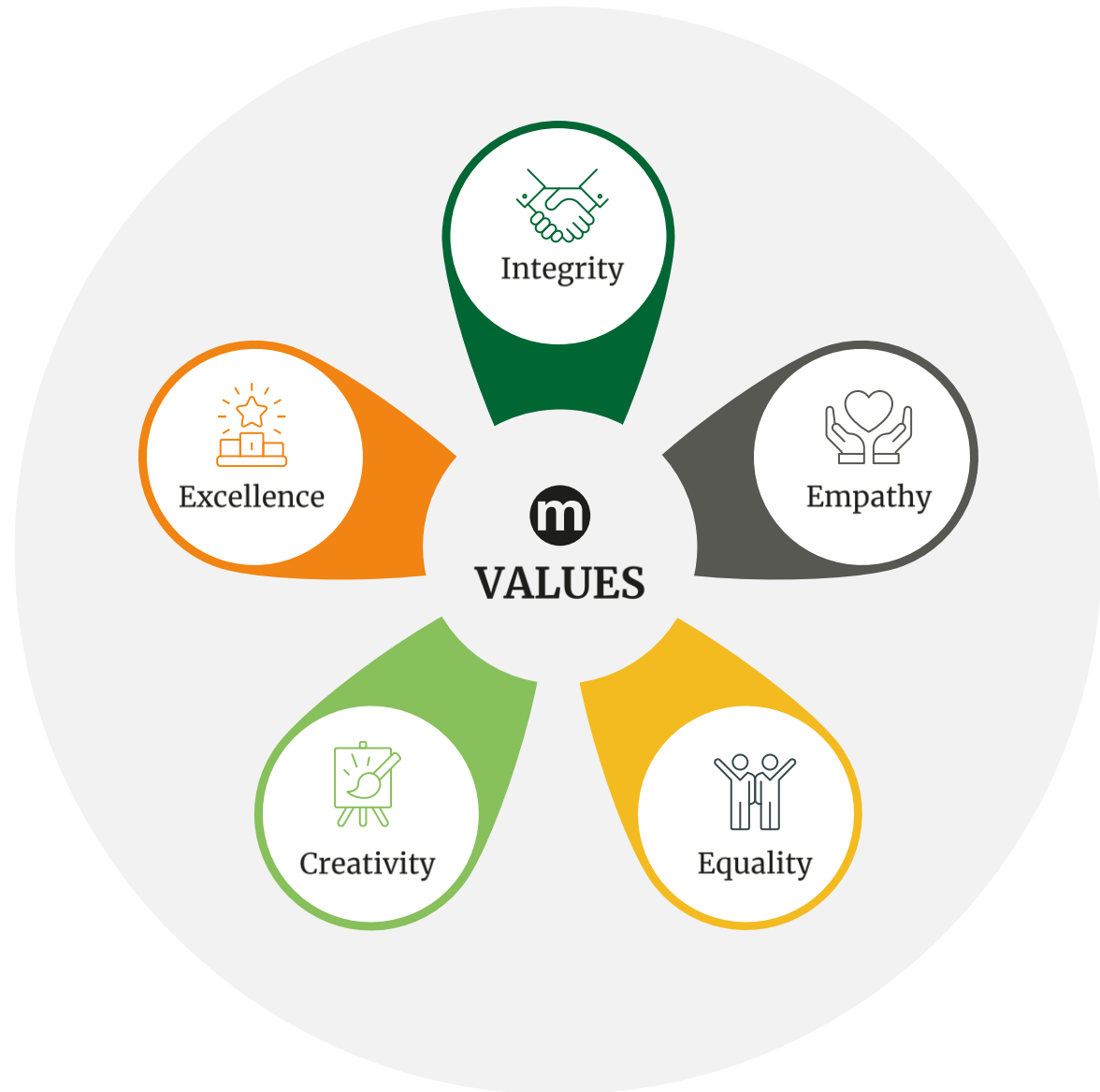
Our Vision

Achievement through caring



Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



Our investment in you

Talent Spotting our Future Leaders

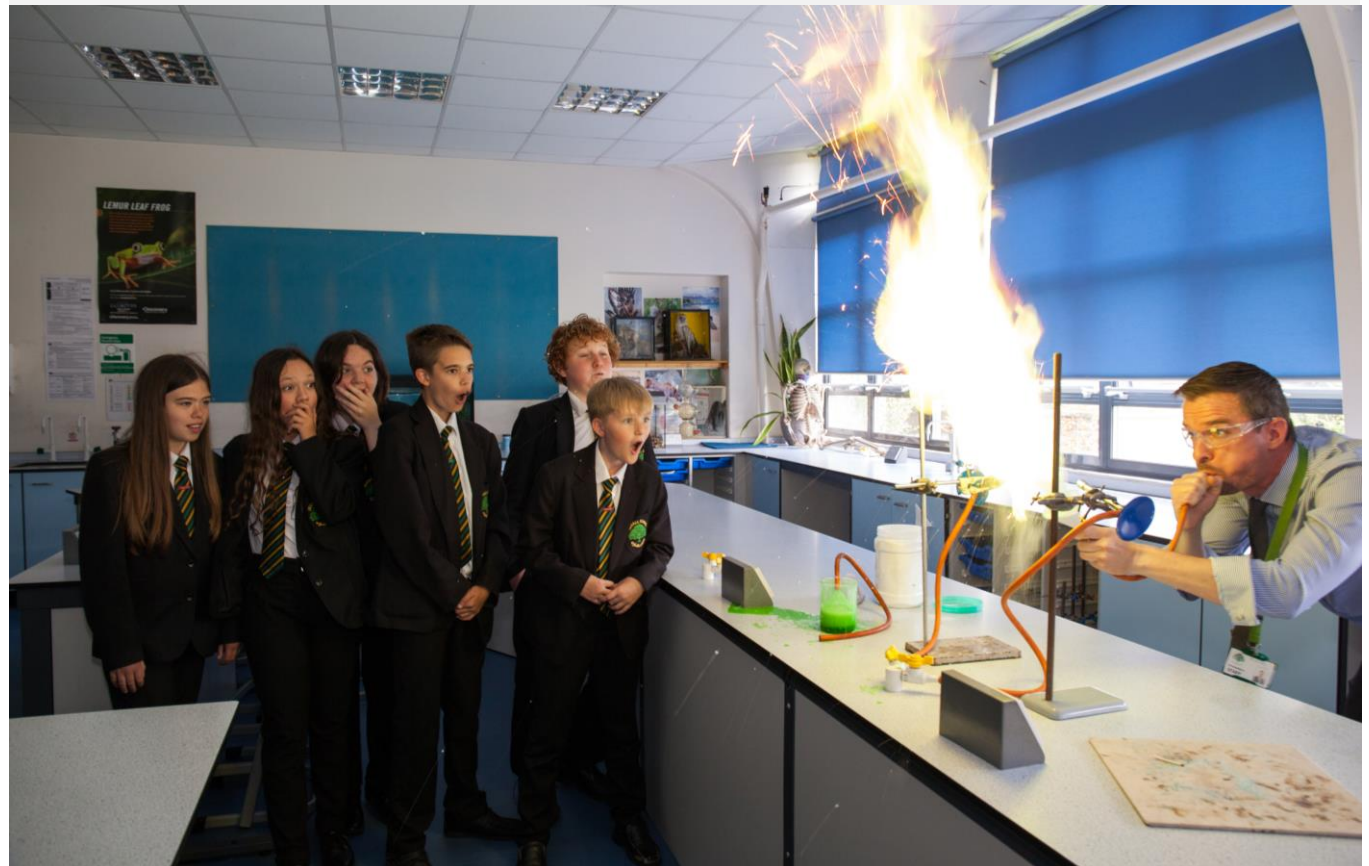
Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous
non-contact
time for
staff

Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!



We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

Cavelle Priestley-Bird, Executive Director
of People and Development)

Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”



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#togetherwegrow