



Meridian  
Trust



# Northstowe

Learning Community

## Recruitment Pack – Teacher of Science

**Start date: September 2025**



# Welcome Letter

Welcome to Northstowe Secondary College, part of the wider Northstowe Learning Community and Meridian Trust.

We are thrilled to have you join our team, and we look forward to continuing to inspire and support our students in their educational journey.

Northstowe Secondary College recently received its first-ever Ofsted inspection. The report, which comes just four years after the school opened, praises governors, trustees, and leaders at the school for their “relentless desire to provide the very best education for all pupils.” The quality of education, behaviour and attitudes, and personal development were all rated ‘Good,’ with leadership and management considered to be ‘Outstanding.’ This gave the school an overall judgement of ‘Good’.

The College, as part of the Northstowe Learning Community, is part of a growing education offer which now includes an expansion of the secondary school site to create 600 additional places. There is also a new 400-place sixth form, 630-place primary school, and 78-place pre-school.

Northstowe Secondary College holds the three key values of Kindness, Curiosity, and Hard Work at the heart of all that it does. All staff are expected to demonstrate those values towards others and to explicitly teach these to the children.

Our college is firmly underpinned and supported by the ethos and values of Meridian Trust, and these include:

- Achievement for All
- Valuing People
- A High-Quality Learning Environment
- The Pursuit of Excellence
- Extending the Boundaries of Learning



Dr Claire Mills – Principal



Martin Campbell – Executive Principal

# NSC Vision and values

Northstowe Secondary College is in an enviable position, located at the heart of what will be a thriving new community. It is our aim to deliver excellent education for local young people; to ensure that every individual is a confident successful learner, independent and a responsible and employable citizen.



*Northstowe Secondary College is at the heart of the local community where every child is known, valued and supported.*

In our school we focus on the development of the whole child. We believe that every child can achieve, given the right opportunities and we do not believe in putting a ceiling on a child's potential. We also understand that being successful at life means supporting students' personal growth and well-being. That resilience, perseverance and coping skills are essential for students to be able to tackle all that life brings. We pride ourselves on knowing and valuing every child to support them to achieve their dreams and ambitions.



**Kind** students who care about each other, the community and the wider world.

**Curious** students who want to find out more and are open minded to find creative solutions.

**Hardworking** students who practise, persevere and keep going even when things are challenging.

Northstowe Secondary College holds the three key values of **Kindness**, **Curiosity** and **Hard work** at the heart of all that it does. All staff are expected to demonstrate those values towards others and to explicitly teach these to the children. We are an inclusive family and expect our staff to be passionate about their subject and what it can give to children, adapt their teaching to meet the needs of the students, work proactively to promote good behaviour and to maintain these high standards in their classrooms and around the school. As a small group of staff in a brand-new school, we all have to go the extra mile however, we promote and support a good work life balance, we are a kind and supportive team and we have a lot of fun. If you think you have what it takes, then we look forward to hearing from you.

# Meridian Trust Vision and Values

Meridian Trust exists to provide, support, and champion high-quality education at the heart of local communities.

As members of the Meridian family, trust academies aim to unite their pupils, families, and other local stakeholders around this common purpose to share experience and resources, to improve standards and to maximise our contribution to their wider communities. Our vision, mission and values guide and bring together each of the trust's academies.

**Our Vision:** High-quality educational provision for all at the heart of local communities

**Our Mission:** To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Every child is a successful learner, confident individual, and responsible and employable citizen
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders

**Our Values:**

## **Pursuit of Excellence**

- By expecting this of every person, every day
- Rejecting outright any sense of complacency
- Continually striving for the creation of a true meritocracy
- Promoting and celebrating elite performance inside school and in the wider world

## **Value our People**

- Appreciating the incredible trust placed with us in educating young people and serving our community
- Valuing the diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated, and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies

## **Achievement for All**

- Ensuring that every student achieves their maximum potential
- Maintaining a relentless sense of optimism
- Removing barriers to learning
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond

## **High-Quality Learning Environment**

- Providing high quality buildings, engaging classrooms and excellent sporting facilities
- Delivering innovative learning resources and materials
- Ensuring a well-disciplined and caring environment
- Exploiting cutting edge technologies to expand the opportunities for students, staff, and our community to benefit from learning in a digital age

## **Extending The Boundaries of Learning**

- Providing positive memorable experiences inside and outside of the classroom
- Providing a diversity of experience to all
- Opening up the world to all students
- Securing the very best future educational and vocational experiences for our students

## **Academies within the Trust**

<https://www.meridiantrust.co.uk/cmat-academies/>



# About Northstowe

Northstowe Learning Community is at the cornerstone of the new town of Northstowe. This unique town will have up to 10,000 homes, making it the largest new town in the UK since Milton Keynes.

Northstowe was designed to encourage active lifestyles, independence and happiness, providing excellent facilities for people to play, relax and enjoy sport.

To find out more about Northstowe, visit: [www.northstowe.com](http://www.northstowe.com).

## Our Vision for Education in Northstowe

At the heart of Northstowe is the Northstowe Learning Community Campus.

We have an ambitious vision for Northstowe for a community learning campus that serves all ages and abilities, taking a lead role in bringing people together to create a sustainable and empowered local community. Our ambition is to create an all-through campus that will contain a nursery and primary school, a special educational needs (SEN) school, a secondary school with a dedicated post-16 centre and community sports and arts facilities.

An extension to the existing Secondary College building was completed for September 2024. Construction for the sixth form and primary school buildings is underway as of Summer 2023 and are due for completion in Spring 2025. For more information about the build progress and future campus please visit <https://northstowe.education/>



## JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Teacher of Science
JD Reference:	Teacher
School/Academy:	Northstowe Learning Community
Salary:	MPS/UPS
Responsible to:	Curriculum / Faculty Leader

Role:	Class teacher with expert subject knowledge.
Purpose of job:	Deliver high quality teaching and pastoral support to all students.

To be an excellent classroom practitioner and committed to becoming an expert in the relevant subject specialism. In line with our model of vertical tutoring all teachers are required to be form tutors with the associated pastoral responsibilities.

### **In addition to the responsibilities listed below there is an expectation that those paid on Upper Pay Scale:**

Will be expected to demonstrate that their level of competence and performance is:

- highly competent in all elements of the relevant professional standards; and
- achievements and contributions to the school are substantial and sustained.

### **Responsibilities and Accountabilities:**

#### **Set high expectations which inspire, motivate and challenge pupils:**

- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

#### **Promote good progress and outcomes by pupils:**

- Be accountable for pupils' attainment, progress and outcomes.
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

#### **Demonstrate good subject and curriculum knowledge:**

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.

- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics.
- If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

#### **Plan and teach well-structured lessons:**

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

#### **Adapt teaching to respond to the strengths and needs of all pupils:**

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

#### **Make accurate and productive use of assessment:**

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure pupils' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

#### **Manage behaviour effectively to ensure a good and safe learning environment:**

- Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

#### **Fulfil wider professional responsibilities:**

- Make a positive contribution to the wider life and ethos of the school.

- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents with regard to pupils' achievements and well-being.

#### **Support for School/Academy/Place of work:**

- Participation in staff events by arrangement.
- Attend Staff Meetings.
- Contribute and participate in Trust events and activities where possible.
- Develop and maintain effective working relationships with other staff and parents/carers.
- Adhere to the Trust values.
- Follow school policies, practices and procedures.

#### **Data security:**

- Act in accordance with legal provisions regulating confidentiality and security of data and information in accordance with GDPR regulations.

#### **Health and Safety:**

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare.
- To work/operate all equipment within Health and Safety and other legal regulations, including risk assessments.
- Contribute to the maintenance of a safe and healthy environment.

#### **Continuing Professional Development:**

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust.
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping.
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice.

#### **Child Protection and Safeguarding**

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- To inform the Child Protection Officer of any issues relating to the safety and well-being of students.

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with line manager.



This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

***The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.***

***All staff will be subject to an enhanced check with the Disclosure & Barring Service.***

**Updated: January 2023**

<b>Person Specification – Teacher</b>	<p>Assessment Key:</p> <p>A = Application Form</p> <p>I = Interview</p> <p>RE = Reference</p> <p>AS = Assessment</p>
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<b>Education and Qualification</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
1	Qualified Teacher Status.	✓		A
2	Good educational background including a good Honours Degree or equivalent.	✓		A
3	Evidence of continuing professional development.		✓	A/I
<b>Experience</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
4	Excellent classroom practitioner.	✓		A/I/RE/AS
5	Excellent subject knowledge.	✓		A/I/AS
<b>Knowledge and Skills</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
6	Evidence of both curricular and pastoral responsibilities.	✓		A/I/RE/AS
7	Understanding of and commitment to teaching standards.	✓		A/I/RE
8	Ability to foster and promote good relationships with all stakeholders.	✓		A/I/RE

9	Ability to contribute to team meetings and contribute ideas.	✓		A/I/RE
<b>Personal Qualities</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
10	High personal standards in terms of attendance, punctuality and organising workload.	✓		I/RE/AS
11	Willingness to undergo further training and development.	✓		I
12	Excellent interpersonal and communication skills.	✓		I/RE/AS
13	Think creatively and collegiately to solve problems and identify opportunities.	✓		I/RE/AS
14	Positive and enthusiastic approach towards work.	✓		I/AS
15	Professional approach when dealing with all issues, students and staff.	✓		I/AS
16	Clear, fully inclusive, educational philosophy.	✓		A/I/RE
17	Commitment to continual improvement and challenging norms.	✓		A/I/AS
<b>Child Protection</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
18	Support the Academy policies on safeguarding and child protection.	✓		A/I
<b>Other</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>
19	Flexibility of working hours	✓		A/I

**TEACHER OF SCIENCE**  
**Required for September 2025**

**Salary:** MPS / UPS depending on experience

**Hours of work:** Full-time

We have an exciting opportunity for a kind, curious and hardworking individual to join our expanding teaching team as a Teacher of Science. You will deliver high quality lessons to students, using your expert subject knowledge, as well as providing excellent pastoral support through our vertical tutoring programme. Candidates must be able to teach across the age and ability range (KS3-KS5).

Northstowe Secondary College was built in 2019 and is the cornerstone of the Northstowe Learning Community, an all-through school from 2024, catering for students aged 4-19. We are also lucky enough to have the Martin Bacon Academy, an area Special School, on our campus that also caters for children aged 4-19. Northstowe Secondary College opened to just 71 students but is now over-subscribed with students in Years 7-11. In September 2024, Northstowe Primary School opened with its first intake of Reception aged children and our Sixth Form Provision welcomed its first young adults into Year 12. The secondary school has grown year on year, and it will continue to grow until it reaches its full capacity of 1,800 places for students aged 11-16, with a further 400 places available for sixth form students.

You will be part of an experienced and growing team of teaching and support staff working to create an inclusive, innovative and aspirational learning environment for the young people and families within the community we serve.

**The Opportunity**

- To join our established but growing team of teaching and support staff
- To contribute to the educational outcomes of young people in our community
- Collaboration and training opportunities within Meridian Trust

**The ideal candidate will**

- Be a qualified teacher with a good track record
- Be knowledgeable around child protection and safeguarding matters
- Be a team player, with a 'can do' solution focused attitude
- Possess outstanding communication skills and personal integrity
- Demonstrate the Core values of Meridian Trust schools and Northstowe Learning Community

**Benefits of working for us:**

As a multi-academy trust of over 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

Meridian Trust offers a wealth of fantastic benefits for teaching and support staff which are highlighted below but are not limited to -

- Support for mental health and wellbeing through our Employee Assistance Programme and other resources
- Cycle to work scheme

- Defined benefit local government or Teacher's pension scheme
- Healthcare benefits including free eye test vouchers and flu vaccinations
- Free on-site parking
- Discounts on a wide range of benefits from everyday essentials to holidays To explore our full range of benefits, please visit <https://www.meridiantrust.co.uk/jobs-and-training/benefits/>

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve. The Trust currently operates 30 schools across Bedfordshire, Cambridgeshire, Peterborough, Lincolnshire and Northamptonshire and has forged strong links within all these communities. We are committed to high quality professional development and career opportunities for all staff. To find out more about the Trust, please visit: [www.meridiantrust.co.uk](http://www.meridiantrust.co.uk)

**How to apply:**

For more information about the role please download the Applicant Information Pack below.

Applications must be submitted via My New Term. In line with safer recruitment practices, we are unable to accept CVs. If you have any questions about the application process or you would like to arrange a visit to the school, please contact Sarah Wakerley, HR Officer on [recruitment@northstowe.education](mailto:recruitment@northstowe.education)

Closing date for applications is: **Monday, 24<sup>th</sup> February 2025 (by 8am)**

Interviews will take place on: **Monday, 3<sup>rd</sup> March 2025**

**We reserve the right to close the advert early if we have successfully recruited before the application deadline.**

The Trust is committed to diversity and inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.

***The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to pre-employment checks, including an enhanced check with the Disclosure & Barring Service (DBS), as well as online searches.***