



Mary Webb School &
Science College



Candidate Information Pack

Mary Webb School & Science College
Pontesbury
Shrewsbury
Shropshire
SY5 0TG

Dear Applicant

We are very pleased that you are considering applying for the role of Assistant Headteacher at Mary Webb School and Science College.

We are seeking to recruit an Assistant Headteacher (Teaching and Learning) to further enhance the high quality support we provide for students and staff, following the promotion to Deputy Headteacher of an established colleague on our Senior Leadership Team.

Mary Webb School and Science College has many strengths: our well-qualified, committed staff supporting our Science, Technology Engineering, Art and Maths (STEAM) agenda; our friendly, cooperative and well-behaved students; our excellent facilities and our very strong links to our local community, including our feeder primary schools. We also have a unit from a leading special school on site with whom we work very closely.

We are seeking a dynamic, courageous and compassionate leader, with a track record of dedicated service to those they lead, who will uphold our ethos of “working together to ensure success for all”.

The successful candidate will display the following qualities and characteristics. They will:

- have a clear understanding of how to ensure students are provided with appropriate levels of support and challenge, in order to develop their independence and resilience
- have the ability to monitor practice, apply accountability and contribute to team thinking
- have demonstrated an ability to lead a team of professional colleagues as a middle or senior leader
- be capable of self-reflection to continually develop leadership
- display initiative and the ability to self-motivate
- display genuine interpersonal skills to motivate, inspire and lead others
- use data to question performance and set challenging targets
- be committed to the academic and personal development of students as individuals

The successful candidate will join an experienced, supportive and capable Senior Leadership Team and will have the wholehearted encouragement, engagement and involvement of a strong and enthusiastic local governing body.

Whilst we believe that our website will give you a feel for life at Mary Webb School and Science College, we encourage you to visit the school, if at all possible, to learn more about us.

Thank you for your interest in what is sure to be a very rewarding role; we look forward to receiving your application.

Yours sincerely



Peter Lowe-Werrell
Headteacher

Advertisement

Assistant Headteacher

(Teaching and Learning)

L8 - L12

Permanent

Required January 2026

The Headteacher and Governors wish to appoint a dynamic, courageous and compassionate leader, with a track record of dedicated service to those they lead, who will uphold our ethos of “working together to ensure success for all”. The successful candidate will find an experienced, supportive and very able Senior Leadership Team and will have the wholehearted encouragement, engagement and involvement of a strong and enthusiastic local governing body.

Potential candidates are encouraged to contact the school to speak to the Headteacher, Peter Lowe-Werrell. Full details are available on the school website.

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

Closing date: 9.00am Monday 20th October 2025

Interviews to be held on: Wednesday 22nd and Thursday 23rd October 2025

Information about the school

Mary Webb School and Science College is situated in a particularly beautiful location in the village of Pontesbury, just a few miles south of Shrewsbury. The site, surrounded by hills and woodland, provides an ideal setting for a school that aims to provide an educational experience firmly rooted in a modern rural context. We seek to open minds and widen horizons by ensuring that all our students are prepared for the challenges of life in the 21st century.

As a relatively small, community secondary school of over 700 students, staff and governors, we feel that the school has a number of distinctive features that makes it a little bit special. We aim to provide an environment in which each and every student can develop and flourish, and where the pursuit of excellence, in terms of personal development and academic achievement, is the aspiration of all. Relatively small class sizes ensures that every student receives personal attention.

The curriculum at Key Stage 4 is based around a core GCSE offer. We believe that this provides students with robust qualifications that support transition to post-16 education, training and employment. GCSE examination results at Mary Webb School and Science College have been good in recent years and are above national averages for attainment and progress across the curriculum.

In our most recent published examination results, the Progress 8 score was +0.08 and 43.8% of our students achieved a grade 5 or above in English and Maths GCSE. Attainment 8 score was 47.9. Historically, the combined GCSE English and mathematics pass rate at grades 9–4 has consistently met or exceeded both national and local averages.

To view our latest Ofsted report from May 2023 please visit our website.

Inspection of Mary Webb School and Science College

Pontesbury, Shrewsbury, Shropshire SY5 0TG

Inspection dates: 7 and 8 June 2023

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Previous inspection grade	Not previously inspected under section 5 of the Education Act 2005

- Pupils feel safe and happy in this inclusive and supportive school.
- Pupils behave well and have positive attitudes to learning.
- Governors and leaders ensure that staff's well-being matters.
- Staff morale is high.
- The arrangements for safeguarding are effective.

Job Description

Assistant Headteacher (Teaching and Learning)

Job Description

Overview

The Assistant Headteacher (Teaching and Learning) will work closely with the Deputy Headteacher (Curriculum), the Headteacher and the wider Senior Leadership Team to provide professional leadership and management. The Assistant Headteacher's main responsibility is for the leadership of teaching and learning throughout the school. The Assistant Headteacher will lead on the development, monitoring and evaluation of all aspects relating to teaching and learning and in doing so, will contribute to the formation of a high performing secondary school catering for all students with a diverse range of needs. In addition, the Assistant Headteacher will also contribute to the broader strategic and operational aspects of the school's provision. The Assistant Headteacher will have an appropriate teaching commitment.

Reporting to: Deputy Headteacher (Curriculum)

Working closely with: Headteacher, other members of SLT, Heads of Department, SENCO.

Responsible for: Teaching and Learning

Liaising with: Senior Leadership Team, Heads of Department, SENCO, governors, parents, external agencies and relevant support staff.

Please note, this job description is subject to some change depending on the needs of the school as it continues its school improvement journey and subject to skills and experiences of the successful candidate.

MAIN DUTIES

The key focus of this post is to ensure the highest quality of teaching and learning provision and support the development of good and outstanding teaching by ensuring high quality CPD for all staff, by:

- Developing, leading and managing effective strategies to improve standards of teaching and learning by use of appropriate strategies across the school.
- Supporting the development an effective CPD programme for staff and leading aspects of it. This will be multi-faceted and appropriate to career stage.
- Developing the leadership and management skills of curriculum leaders through a rigorous programme of support and the setting of challenging targets for improvement.
- Accountability for line management of designated curriculum subjects.
- Support access to peer-to-peer and external professional development, including within our Trust.

Job Description (Cont.)

Areas of Responsibility and Accountability

Under the direction of the headteacher or deputy headteacher, the assistant headteacher will:

a) Leadership and Management

- Support the vision and mission of the school through strategic leadership.
- Make significant contributions to meetings of the Senior Leadership Team, Extended Leadership Team and Heads of Department.
- Contribute to the day-to-day organisation of the school and ensure it functions efficiently and effectively.
- Be a highly visible presence around the school and model expectations of staff and students.
- Use consistent and fair approaches to manage behaviour, in line with the school's behaviour policy.
- Take full accountability for targets relating to the performance of an agreed area/department.
- Take full accountability for the examination results of the designated curriculum subjects (line management).
- Leadership of the teaching and learning aspects of the school's Curriculum, Assessment and Feedback policy, including whole-school Assessment for Learning strategies.
- Make a significant contribution to the school's self-evaluation process, including the SIP and SEF.
- Manage staff well, with due attention to workload.
- Ensure a culture of staff professionalism.

b) Student learning and achievement

- Monitor the quality of teaching and learning and ensure the school's Curriculum, Assessment and Feedback policy is implemented consistently and effectively.
- Support the leadership team with the pastoral care of all students who are under-achieving.

c) Staff management and professional development:

- Lead and manage the CPD programme for teaching staff and ensure its efficient and effective implementation that impacts on professional learning at all levels.
- Performance-manage middle leaders, including carrying out appraisals and holding staff to account for their performance.
- Undertake lesson observations, book looks, learning walks, student interviews, and use the outcomes to identify and promote "best practice".
- Remain positive at all times and lead staff by example.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet their own needs.

Job Description (Cont.)

d) Governance, accountability and working in partnership

- Work with the governing board as appropriate.
- Make sure the school effectively and efficiently operates within the required regulatory frameworks and meets statutory duties.
- Work successfully with other schools and organisations.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.

The post holder is expected to carry out such other duties as may be reasonably assigned by the Headteacher. The precise duties of this post may vary from time to time without changing the general character of the post or the level of responsibility entailed. The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers' Pay and Conditions Document. This job description will automatically be reviewed annually and may be amended at any time during the year after discussion with the member of staff.



Personal Specification

Requirements	Form of Assessment	
	Essential	Desired
Qualifications and Experience		
- Qualified teacher status with a graduate level qualification (essential) - Additional professional qualification(s) - Substantial and successful teaching and leadership experience in the secondary setting - Experience of teaching in more than one school and securing high standards - Experience of management experience in more than one school - A recent proven track record of leading school improvements - Has proven commitment to professional development in leadership and management. - Proven track record of leadership within teaching & learning. - Successful leadership experience specifically in teaching areas - Evidence of a recent higher-level study in teaching and learning and/or evidence of recent higher-level study in leadership and management.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓
Qualities, Skills and Knowledge		
1. Have the best interests of pupils and the highest ambitions for all pupils, as the guiding principles of personal practice	✓	
2. Have personal leadership qualities that inspire the work and trust of others	✓	
3. Consistently demonstrate integrity, determination, positivity, fairness / equality and strength / resilience in professional practice.	✓	
4. Demonstrate the ability to clearly communicate the strategic vision; motivate and inspire the school community.	✓	
5. Have a proven track record of running effective teams and securing the support of other key professionals / staff.	✓	
6. Demonstrate the ability to work with other senior leaders collaboratively and to be 'Trust minded' and well as 'school minded.'	✓	
7. Can sustain and develop pupils' behaviour and can also consistently promote pupils' welfare.	✓	

Personal Specification (Cont.)

8.	Capacity to respond effectively and efficiently to short - and medium - term challenges, able to think decisively.	✓	
9.	Able to find ways to enable all staff to feel a valued part of our school.	✓	
10.	Has up to date knowledge of pedagogical approaches and evidence informed approaches.	✓	
11.	Experience of school-self review, and application of Ofsted standards.	✓	
12.	Has led whole-school CPD, as part of a programme of school improvement.	✓	
13.	Able to inspire and support staff to improve and able to hold to account.	✓	
14.	Able to design and implement teaching and learning systems.	✓	
15.	Excellent communicator with demonstrable experience of communicating effectively to different audiences across different channels.		✓
16.	Knows what an engaging, rigorous, broad and rich curriculum is and how to develop one across a school.		✓
Trust and Governance			
17.	Experience of working in partnership with Governors or a Trust, providing information and advice (desirable).		✓
18.	Willing and able to contribute to the development of the Trust and other Trust schools / colleagues.	✓	

How to Apply

If you think that Mary Webb School and Science College is the right school for you please complete the application form, and submit it along with a personal statement explaining why you are a strong candidate for this leadership role at Mary Webb School and Science College. Your supporting statement should be a maximum of 2 sides of A4, 10pt, submitted as a separate word document or PDF. This also applies to online applications.

The closing date for receipt of applications is 9.00am on Monday 20th October 2025.

Interviews will take place on Wednesday 22nd and Thursday 23rd October.

Completed applications should be submitted by email to Mrs S Lamplugh, PA to the Headteacher: sarah.lamplugh@marywebbschool.com.

Please note, we do not accept CVs.

