

CARE
ASPIRE
INCLUDE



TEACHER OF ENGLISH

Join Us

The Romsey School
Greatbridge
Romsey
Hampshire
SO51 8ZB

01794 512334
jobs@gatewaytrust.org
www.romsey.hants.sch.uk

#WEAREROMSEY

Key Information / Gateway Trust

We have one role available.

The Teacher of English role is suitable for both ECT and Experienced teachers.

The Position

Post Title:	Teacher of English
Academy:	The Romsey School
Pay Range:	Main/Upper Pay Range
Line Manager:	Curriculum Lead of English
Team:	English Team
Year Group:	KS3 / KS4
Start Date:	1st September 2026
Closes:	9am, 5th February 2026
Final Interview:	TBC
School Visit	Contact HR to arrange

HR Administrator - Applications & Procedure

Hazel Hampton:	jobs@gatewaytrust.org
	01794 517527



www.gatewaymat.org

'If you have the knowledge, let others light their candles in it' - Margaret Fuller.

The Gateway Trust was established in 2019 and is a small multi academy trust consisting of two Secondary Schools, five Primary Schools and Gateway Central Services, including Little Sunlights nursery. It is a trust looking to grow and develop, focussed on making a difference to the unique communities that each school / setting serves.

As the trust grows and develops, opportunities to work across settings may become available. This particular post however is based at The Romsey School.

For your reassurance, whilst we enjoy the freedom of Academy status for our school settings, we tend not to deviate significantly from STPCD and Hampshire terms and conditions. We are always very happy to answer any further questions that you may have at any stage of your application to come and work with us.

The Gateway Trust is built on strong values, with a collaborative approach to positively impact young people and communities. While each of our schools maintains its unique identity, we work together to provide support, guidance, and leadership to ensure excellence

Gwennan Harrison-Jones
CEO- Gateway Trust

The Romsey School



Greatbridge, Romsey
Hampshire
SO51 8ZB
Tel: 01794 512334
Email: jobs@gatewaytrust.org



11-16 Comprehensive School

**Teacher of English
Full Time
MPR/UPR
Permanent contract
Required from September 2026**

Are you an ambitious and passionate English specialist at the start of your teaching journey—or an experienced educator seeking a new challenge in a supportive, forward-thinking school?

This is an exciting opportunity to join The Romsey School, a dynamic and aspirational secondary school at the heart of a growing trust. Our thriving English Department is looking for a motivated and enthusiastic Teacher of English who can inspire a love of literature, language, and critical thinking in our students.

Why Join The Romsey School?

At the heart of The Romsey School is our mission for a lived experience of 'Compassionate Excellence', meaning that we aspire, care and include in all that we do. This set of values extends to everyone within our community, and this includes staff as well as our students. As part of our commitment to Compassionate Excellence, you will benefit from:

Professional Development & Growth

- **Tailored Professional Development** – personalised support for Early Career Teachers and experienced practitioners.
- **Comprehensive CPD Programme** – access to high-quality training throughout every stage of your career.

A Supportive, Inclusive Culture

- A collaborative English Department with high expectations and a genuinely creative, supportive team ethos.

Teacher of English

**CARE
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Staff Wellbeing Matters

- 24/7 Employee Assistance Programme
- Free annual flu vaccination and eye-care vouchers
- Discounted lunches freshly prepared by our in-house kitchen
- Free on-site staff parking

Exclusive Staff Benefits

- Cycle-to-work and electric car leasing schemes
- Discounted childcare at our on-site nursery, Little Sunlights

Opportunities Beyond the Classroom

- Lead extracurricular clubs and enrichment activities
- Take part in UK and international trips (including Kenya, Iceland, Spain, Paris, and more)
- Support student leadership and Duke of Edinburgh initiatives

About You

We are looking for a teacher who:

- Has a passion for teaching English
- Holds (or is working towards) QTS and an English-related degree
- Be able to teach across the age and attainment range at both KS3 and KS4
- Brings creativity, enthusiasm, and a reflective approach to the classroom
- Demonstrates strong communication skills and a commitment to inclusivity
- Shares our commitment to building a positive, aspirational culture for every student

How to Apply

Please visit <https://mynewterm.com/jobs/137239/EDV-2026-RS-54446> to submit your application online.

- **Closing date:** 9am, 5th February 2026
- **Interviews:** Week commencing 9th February 2026

Informal visits are warmly welcomed—we would love you to see firsthand what makes our English Department such a fantastic place to grow and teach. To arrange one, please contact us at jobs@gatewaytrust.org.

Safeguarding Statement

The Gateway Trust is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Job Description – Teacher of English

Area: English Faculty

Line Manager: Curriculum Leader – English Faculty

Principal Purposes: To participate fully in the teaching of English within the school and other duties as appropriate, as reasonably directed by the Headteacher

Main Duties

1. To carry out the duties of a teacher as outlined in National agreements.
2. To assist the Headteacher in delivering the school's policy in respect of legal, moral and educational obligations placed upon it by Education Acts.
3. To further the school's aims and objectives.

Specifically:

- a. To participate in the school's pastoral programme
- b. To work within agreed school and Faculty policy guidelines regarding teaching, record keeping and assessment of pupils.
- c. To teach throughout the age and ability range, following appropriate schemes of work for all years and ability levels.
- d. To attend various school meetings as required within directed time.
- e. To participate in relevant INSET activities and review methods of teaching and learning, and programmes of work.
- f. To participate in the development of schemes of work and resource material for the faculty.
- g. To participate in cross-curricular developments within the school.

Community Activities

To contribute to and promote community activities within the ethos of a community school.

Extra-Curricular Activities

To contribute to the programme of extra-curricular activities taking responsibilities for groups or events as delegated by the Curriculum Leader.

General

- Be aware of and comply with policies and procedures relating to child protection, safety and security and confidentiality, reporting all concerns to an appropriate person.

- Contribute to and promote the overall ethos/work/aims of the school.
- Ensure that all information of a confidential nature gained in the course of duty is not divulged.
- Ensure the security of the school and those within it is maintained at all times.
- Adhere to all The Gateway Trust and The Romsey School policies and procedures within the defined timescales.
- Understand and support the implementation of the Gateway Trust's Health & Safety Policy and Emergency and Fire procedures, promoting safe working practice in the school.
- Undertake training and other learning activities and attend relevant meetings as required to ensure your own continuing professional learning.

Person Specification

Essential Qualifications	<ul style="list-style-type: none"> • Degree or equivalent qualification • Qualified Teacher Status (QTS)
Essential Knowledge, Skills and Experience	<ul style="list-style-type: none"> • Proven record of raising standards and pupil achievement • Proven record of outstanding classroom practice • Excellent oral and written communication skills • Ability to establish a positive presence in the school • Ability to inspire, challenge, motivate and empower others to carry the vision of the school and faculty forward • To be pupil focused in all regards • To develop positive and mutually supportive working relationships with all colleagues • To promote learning through the full range of extra-curricular opportunities and community events • To build positive relationships with parents • A genuine reflective practitioner • Belief in the responsibility of a school to include pupils with a diverse range of educational needs • Display an awareness, understanding and commitment to the protection and safeguarding of children and young people.

Additional Information

The Gateway Trust is committed to safeguarding young people and expects all employees, workers and volunteers to share this commitment. We will ensure all our recruitment and selection practices reflect this commitment.

This post is subject to an Enhanced Disclosure and Barring Service Check. As with all posts, the successful applicant will be required to provide proof of their right to work in the UK and, if they have lived abroad, overseas police clearance will need to be sought.

This document is a guide to the current role and person requirements of this post. Reasonable changes may be made to the specific requirements of the job from time to time following consultation with the postholder.

THE ENGLISH FACULTY

The English Faculty has an established team of experienced teachers who are committed to enabling students to achieve high standards of literacy, fostering an enjoyment of reading and develop the critical skills with which to analyse fiction and non-fiction texts. The team is currently comprised of seven full time teachers and two part time teachers.

The English Faculty aims for all pupils:

- to acquire the functional reading, writing, and communication skills essential for life in the modern world
- to become confident speakers and empathic listeners so pupils can express themselves in a mature and respectable way
- to develop a life-long love of reading and literature – to make sense of the world around them
- to understand that behind every text ever written or word spoken there is authorial intent, and to ask critical questions in order to seek this out
- to use their imagination, to be curious and creative, to express themselves
- to be supportive and work collaboratively together
- to reflect constructively on their own strengths and weaknesses

Our flexible groupings allow us to provide a bespoke curriculum for all ability pupils. We make challenging text choices for all pupils, drawing on texts from the literary canon and quality contemporary texts. Some pupils will study these as whole texts, others may focus on key extracts and poems. We include texts with high engagement, and texts from a range of authors, genres, backgrounds, and experiences (include). We draw on the context of our text choices, placing them on a historical timeline to encourage a rich interpretation, and seeking out links and influences.

We begin all years with a Reading focus as the sharing of a text is key to the English experience. It allows for plenty of discussion around prediction, retrieval, inference, analysis and context. The skills assessed at the beginning of the year, for example in Y7 retrieval, inference and evidence, will be developed through the other reading units, where analysis will be added, along with authorial intent. Writing units focus on developing pupils' ability to write for different audiences and purposes, with an emphasis on the key elements of vocabulary choices, linguistic devices, sentence variety, whole text cohesion and SPaG.

Our curriculum is carefully mapped both vertically and horizontally, including key assessment details and dates. The National Curriculum expectations for English, the key skills, and the GCSE objectives are mapped across our curriculum to ensure we cover what is required. All units have core texts and core skills to be addressed, differentiated as required. Some assessments are common to all pupils to allow for moderation, monitoring and effective progress tracking. Others are differentiated across an ability range (KS3) e.g. a more challenging unseen text, comparison over a single text, open/closed book.

Reading is central to all that we do in English. Even when we are looking at writing skills, we generally start with reading. Explicit teaching of tier 2/3 vocabulary is common-place and our Do Nows often have a literacy focus. Retrieval tasks are used to reinforce the learning and retention of vocabulary. Teachers demonstrate high quality talk, using discussion to extend thinking and prepare for writing. In the Spoken Language assessments, we provide a framework for discussion to make the skills explicit. Exploring the world through reading a wide range of texts helps pupils to develop an appreciation for people, places, and experiences. One of our greatest challenges is to keep pupils reading. Modern life moves apace and with technology demanding pupils' attention, books are often seen as a poor substitute for screen-time. As a department we invest heavily in regularly updating our reading resources, our displays often have a reading focus and we model reading 'behaviours', demonstrating our passion for books and stories.

School Teaching and Learning Ethos:

Our Mission

Our lived experience of compassionate excellence means that we aspire, care and include. These values result in young people who are inspired, confident and fulfilled. Students leave our school ready to rise to the challenges of their future.

We Aspire - to inspire confidence, ambition and a desire to go further than others might think is possible.

We Care - to be able and willing to help, nurture and support both ourselves and each other.

We Include – to appreciate our similarities and differences leading to a feeling of belonging.

THE ROMSEY SCHOOL SENIOR TEAM

WHY WORK WITH US?

Annie Eagle (Headteacher)

Thank you for having an interest in coming to work at The Romsey School. Romsey School is a very special place. It is a place which prides itself on aspiration, on its exceptional Student Support, superb Teaching & Learning and on the highly effective relationships that we have across our community. Our culture is based on mutual respect and members of our community strive to be the best we can be every day. [This link](#) will give you more details about our school values and our curriculum intentions.



As you will learn, our overarching vision is that we deliver “Compassionate Excellence” for all our students through the values of “Aspire, Care & Include”. We aim to ensure that our youngsters leave our school confident, inspired and fulfilled, ready to rise to the challenges of their future.

We hope that after reading this pack you will be excited about applying to become part of the continuing success that is The Romsey School. We are a great team, looking for likeminded people to join us. If you would welcome an initial discussion about this role and/or a tour of the school, please contact HR via jobs@gatewaytrust.org



Chris Cove (Deputy Headteacher)

The Romsey School is a place that lives its Values; Aspire, Care & Include. The staff are incredibly supportive and strive to ensure that students are successful in all aspects of school life. They do this through creating a safe and engaging environment for students to learn whilst ensuring they develop both academically and personally both in and out of the classroom. The Senior Leadership Team are excellent at nurturing staff whilst driving the school forward with an aspiration to create a world class education for our students. I look forward to meeting you and welcoming you to The Romsey School in the near future.

Chris Stephens (Deputy Headteacher)

Working at Romsey is incredibly rewarding because the school truly embodies a ‘High Challenge, Low Threat’ ethos, creating an environment where both staff and students can thrive. Our students are a joy to work with, they are enthusiastic, approachable, and eager to learn, which makes every day fulfilling. I also greatly value the strong culture of professional development here; the support I’ve received has enabled me to grow in my career and take on exciting new opportunities.



Alison Clarke (Assistant Headteacher – Pupil Premium & Personal Development)



I love the shared excitement at Romsey, finding out what works, what makes students and staff motivated to achieve, and most importantly to be happy. Romsey is an inclusive school where teachers and support staff of all career stages are excited about the learning and outcomes in the classroom and beyond. We enjoy working in our school because members of the community are valued and nurtured, feeling a sense of belonging where they can work and grow in an inclusive and supportive environment.

David Fawcett (Assistant Headteacher – Teaching & Learning)

Having worked in a number of schools around Hampshire, The Romsey School is a place where both student learning and staff development are front and centre of its drive towards being exceptional. The spirit around the campus is infectious with both students and adults hungry to learn and improve. The school has such a community feel. It is a place where students shine, and staff meticulously develop their craft, working in synergy to be the best they possibly can be. The Romsey School is special and unique, full of opportunities, full of talent, and a place where working with our strong leadership team can help move our school beyond what can be imagined.





Donna Page (Assistant Headteacher - SEND, Diversity & Inclusion)

If you are looking for a supportive team, amazing children and a lovely location - Romsey is the place for you. When I researched job opportunities and then interviewed, I was so excited by the vision of 'aspire, care, include' and I still am. It's not just 'lip-service' of a vision, it is what we do, what we believe and how we run our school.

Adam Bettiss (Assistant Headteacher - Behaviour, Safeguarding and Attendance)

Romsey is a school that is genuinely at the heart of the community it serves and not just in the physical sense. We Aspire, Care and Include in equal measure and the care shown by the student support team for our entire community (parents, pupils and staff) is second to none. It is this unrelenting desire by all staff to support each and every pupil to reach and exceed their potential that gets me through my lengthy commute each day.



Nick Chafer (Senior Leader)

I've been here for 27 years and the main reason why I love it so much? The people and the community. Working here is a joy and allows you to develop a whole spectrum of skills to really make a difference. As a school we have continually evolved, and we are all pushed to constantly ask ourselves if we could be doing things better. The Senior Leadership Team at Romsey is a creative and supportive one. We have a strong focus on empowering all colleagues to develop and evolve teaching and learning and we believe in improving, not proving. As a group we have challenging and also creative conversations, along with lots of laughs.



Simon Lawrenson - Associate Assistant Headteacher

Having been part of The Romsey School community for the past nine years, I feel incredibly proud to work in a place where students and staff are genuinely supported to grow and thrive. My role gives me the privilege of overseeing attendance, leading our Year 7 cohort, working closely with Upper School Progress Leaders, and championing our culture and diversity work. What inspires me most is the shared commitment across the school to creating an environment where every student feels valued, included, and motivated to succeed. Romsey is a special place—full of energy, ambition and heart—and it's a joy to contribute to a community where people truly belong.



N.B. The current senior team's roles and responsibilities are available on request.

EXTRA APPLICATION INFORMATION

Safer Recruitment

Gateway Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks.

Data Protection Data Protection Act 1998.

You should be aware that the information you have provided will be stored on Gateway Trust/The Romsey School secure database and will only be used to process your application. It will not be passed to any other organisation.

Privacy Notice

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the school to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the Schools website for further details on their privacy notice and data protection policy.

You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the HR Department on jobs@gatewaytrust.org

Selection Procedure

The shortlist will be drawn up soon after the deadline. Further details will be sent to those candidates called for interview. Failure to send your application form to the above address may invalidate your application.

Equality Monitoring

All applicants are requested to complete a Confidential Equality monitoring form.

The Romsey Charter

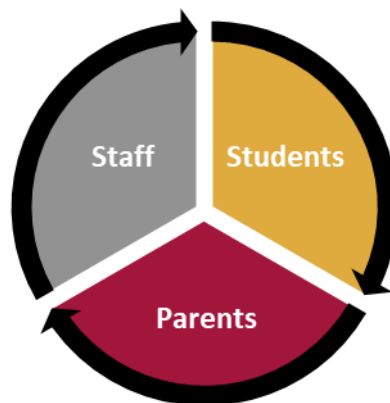
Our lived experience of '**Compassionate Excellence**' means that we **aspire**, **care**, and **include**. These values result in young people who are **inspired**, **confident**, and **fulfilled**. Students leave our school ready to rise to the challenges of their future.

All members of our community have the RIGHT:

- To feel and be safe in their working environment
- To be treated fairly, with respect and without prejudice
- To have a voice, to be listened to and to be included
- To deliver and receive a high quality education
- To be encouraged to explore, develop and flourish
- To be able to make mistakes and to have the chance to learn from them
- To be able to ask for, receive and offer support

All members of our community have the RESPONSIBILITY:

- To deliver our curriculum intentions for all learners
- To support students & guide them on how to improve
- To monitor pupils' wellbeing and to raise concerns
- To model standards and professionalism at all times
- To communicate respectfully with other staff, pupils & parents



- To meet the expectations for all Romsey Students
- To take care of our environment (local & global)
- To be honest and take responsibility for our actions
- To seek help and support from others as needed
- To communicate respectfully with other pupils, staff & parents

- To support their child in their learning, and the school in maintaining high standards
- To support and trust in the decisions made by the school staff
- To provide boundaries, model and encourage good behaviour
- To support their child in meeting the expectations for all Romsey Students
- To communicate respectfully with other parents, pupils & staff