



Teacher of English
Mark Hall Academy
Candidate Information Pack

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Welcome from the CEO

I never originally set out to establish a Multi Academy Trust. That simply was not the plan – at least not at first.

The journey began in 2010 at Burnt Mill Academy in Harlow. At that time, the school faced significant challenges and required rapid improvement. From the outset, it was clear that transforming outcomes for children depended on having talented, committed staff who shared a strong belief in what young people could achieve. With a clear vision, high expectations and a relentless focus on improving teaching and learning, the school quickly began to flourish, leading to significantly improved outcomes for pupils and recognition from Ofsted.

Inspired by what could be achieved through strong leadership, collaboration and a shared commitment to excellence, BMAT Education was established with a clear purpose: to provide exceptional educational opportunities for children and young people across our communities.

Today, our schools work closely together to share expertise, develop staff and create the very best experiences for pupils. While each school retains its own unique identity and strengths, all are united by a commitment to high standards, inclusion, ambition and continuous improvement.

At BMAT, we believe exceptional staff transform lives. Whether in teaching, leadership or support roles, every colleague plays an important part in helping children thrive academically, socially and emotionally. We are committed to attracting and developing talented professionals who are passionate about making a positive difference.

This candidate pack has been designed to give you an insight into Mark Hall Academy, the role of Teacher of English, and the values and culture that underpin our work. We hope it provides a clear understanding of our ambitions for our pupils, staff and wider community.

If you are inspired by what you read in this pack and share our commitment to delivering the very best for children and young people, we would be delighted to hear from you.

I wish you all the very best with your application and thank you again for your interest in Mark Hall Academy and BMAT Education.

Helena Mills CBE

Welcome from our Executive Headteacher

Welcome to Mark Hall Academy

Thank you for your interest in joining Mark Hall Academy.

Mark Hall is a school with real energy, character and potential. It serves a community that deserves a strong, ambitious and successful school at its heart, and we are proud to be part of that work.

At Mark Hall, we are focused on building a culture of aspiration, respect and success. We want every student to feel known, challenged and supported, and to leave us with the confidence, character and qualifications they need for the next stage of life.

We believe young people achieve their best when schools get the important things right: strong teaching, a carefully planned curriculum, high standards of behaviour, good attendance, effective pastoral care and positive relationships with families. These are the foundations of a successful school, and they sit at the heart of our work.

We are looking for staff who share that sense of purpose. Colleagues joining Mark Hall will be part of a school that is ambitious for its students and serious about improvement. This is a place for people who believe in young people, value consistency and want to make a visible difference through their work.

As part of BMAT Education, Mark Hall benefits from the support, challenge and expertise of a wider family of schools. The Trust helps us raise expectations, strengthen systems, develop staff and share the best practice that makes a real difference in classrooms and across school life.

We also know that schools improve through people. We want staff to feel supported, valued and clear about what matters most. Leadership will be visible, expectations will be clear, and colleagues will be supported to do their jobs well. High standards matter, but so does working together with trust, honesty and care.

Mark Hall has students with talent, personality and potential. It has staff who care deeply and a community that wants its young people to succeed. There is a great deal to be proud of and a great deal to look forward to.

If you are ambitious for young people, committed to inclusive education and want to be part of a school with purpose, drive and heart, we would be delighted to hear from you.

Thank you again for your interest in Mark Hall Academy. We hope this pack gives you a sense of who we are, what we value and why Mark Hall is such a rewarding place to work.

Mike Yerosimou

About Our Trust

BMAT Education runs a community of schools which provide an outstanding education for every individual attending a Trust school. Our schools are places of aspiration, where individuals matter and confidence flourishes so that achievement for all is outstanding.

The trust currently oversees seven secondary academies and five primary academies, located in Harlow, Newham and Stansted. BMAT's vision is to work together to smash through the barriers that prevent children from becoming confident, high achieving and independent individuals.

Core to our ethos is that we believe that exceptional leaders create exceptional schools, and our leaders are given the support they need to serve these communities at the highest level. BMAT is driven by the ambition to be the best.

Our Schools:

- Burnt Mill Academy
- Cooks Spinney Primary Academy and Nursery
- Epping St Johns Church of England School
- Freshwaters Primary Academy
- Forest Hall Academy
- Little Parndon Primary Academy
- Magna Carta Primary Academy
- Mark Hall Academy
- Royal Docks Academy
- Roydon Primary Academy
- Sir Frederick Gibberd College
- STEM Academy



Job Description

Job title	Teacher of English
Reports to	Senior Leader, Faculty Lead of English
Pay scale	Main Scale (£34,398 – £46,839)
Location	Mark Hall Academy
Terms	You will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Executive Headteacher/ Head of School.
Contract	Permanent – Full Time

Purpose of the Job

- Teachers make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Liaison With

- The post-holder will be expected to network and liaise with the Head of Faculty, Faculty Team, Teaching / Associate Staff, School Representative, External Agencies, Students and Parents.

Specific Responsibilities

Oversight of:

- Students' attainment, progress and outcomes.

Specific Responsibilities

- To teach and be responsible for the progress of English students across key stages, including GCSE under the direction of the Head of Faculty
- To work with the Head of Faculty to plan, develop and improve the extra-curricular offering for English
- To adapt the curriculum to ensure the needs of all pupils in your classroom are met and pupils see the relevance in the curriculum content within your subject area
- To embed the knowledge gained from CPD to help improve quality of education in your subject.
- To ensure students in your classroom are provided with reading resources that link to your curriculum
- To provide feedback to all students in a timely manner to address gaps in knowledge
- To ensure the curriculum being taught in your classroom is challenging for all pupils and scaffold is provided where needed.
- To participate in the development of appropriate schemes of work, taking specific responsibilities in some areas.
- To assess and report on students' attainment and progress in KS3 and on GCSE grades and progress in KS4.
- To monitor the progress of pupil's in your classes and implement intervention strategies where needed
- To embed SMSC, PSHE, Diversity and inclusivity curriculum strategies into your lesson planning and delivery.
- To be a form tutor to an assigned tutor group and to carry out related duties.
- To carry out a share of supervisory duties.
- Communicate effectively with parents with regard to students' achievements and well-being.
- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- 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 a clear understanding of the needs of all students, including those with special education 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.
- To impart knowledge and develop understanding through effective use of lesson time.

- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.

Main Expectations of the role

- Being aware of students' capabilities, their prior knowledge, and plan teaching to build on these.
- Guide students to reflect on the progress they have made and their emerging needs.
- Demonstrate a clear understanding of appropriate teaching strategies.
- Demonstrate an awareness of the physical, social and intellectual development of children and know how to adapt teaching to support students' education at different stages of development.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support. January 2025
- Encourage students to take a responsible and conscientious attitude to their own work and study.
- Establish a safe and stimulating environment for students, rooted in mutual respect.
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Promote a love of learning and children's intellectual curiosity.
- Support strategies to promote high standards of behaviour.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.

Additional duties:

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To develop a calm learning atmosphere by completing lunch duties each week as required by the Head of School.
- To support student progress by completing one homework club session and/or one enrichment/booster session after school each week as required by the Head of School.

Other specific duties:

- To continue personal development as agreed.
- To actively engage in the performance review process.
- To undertake any other duty as specified by the Head of School not mentioned in the above
- To comply with the School's Health and Safety Policy and undertake Risk Assessments as appropriate.

- To be aware of and work in accordance with the school's child protection policies and procedures, and to raise any concerns relating to such procedures which may be noted during the course of duty.

Safeguarding Children

BMAT is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The person undertaking this role is expected to work within the policies, ethos and aims of BMAT and to carry out such other duties as may reasonably be assigned. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

English Duty

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

The duties above are neither exclusive nor exhaustive and the post-holder may be required to carry out appropriate duties within the context of the job, skills and grade.

General responsibilities common to all members of staff

All staff are responsible for the safeguarding and wellbeing of pupils and must follow BMAT guidance and policies.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post-holder.

Person Specification

Teacher of English

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS) or equivalent.	✓	
A degree in English or English related subjects.	✓	
Evidence of ongoing professional development relevant to teaching and learning.	✓	
Additional qualifications or training in literacy development or other relevant areas.	✓	
Postgraduate qualifications in education or English.		✓
Experience		
Proven record as an outstanding teacher with a proven track record of securing outstanding outcomes for students over the last three years (depending on experience)	✓	
Proven experience teaching English at Key Stage 3 (KS3) and Key Stage 4 (KS4).	✓	
A track record of achieving good or better outcomes for students in English.	✓	
Experience in planning, delivering, and assessing engaging lessons aligned with the National Curriculum.	✓	

Experience using data to track and improve student progress.	✓	
Experience in delivering or contributing to extracurricular activities or school-wide literacy initiatives.	✓	
Evidence of leadership or responsibility roles within a school setting.		✓
Skills and abilities		
Strong subject knowledge of English language and literature.	✓	
Ability to differentiate lessons to meet the needs of all learners, including SEND, EAL, and more able students.	✓	
Effective classroom management skills and behaviour strategies.	✓	
Understanding of safeguarding and child protection protocols.	✓	
Proficiency in using ICT tools to enhance teaching and learning.	✓	
Excellent communication and interpersonal skills.	✓	
Understanding of current educational research and its application to classroom practice.		✓

Personal Qualities

A commitment to the vision and values of the Trust, including collaboration and high expectations.

✓

Enthusiasm and passion for teaching English and inspiring a love for the subject.

✓

Resilience, adaptability, and the ability to work under pressure.

✓

A reflective practitioner who is committed to continuous improvement.

✓

High levels of professionalism and integrity.

✓

How to Apply

Teacher of English

We look forward to hearing from you.

Closing date for applications: 5th June 2026

Interviews: As soon as possible

Please carefully review the following information before submitting your application.

Application form

To apply for this position, you must complete the official application form in full via MyNewTerm. Please note that CVs will not be accepted as part of the application process. We recommend retaining a copy of your completed application for your records should you be shortlisted for interview.

The application form includes several sections relating to your employment, education, and personal history. The information you provide will be used to assess your suitability against the requirements and competencies outlined for the role. Please ensure your full employment history is included, with clear explanations for any gaps in employment. You should also highlight any relevant skills, qualifications, and achievements that demonstrate your suitability for the position.

Supporting Statement

Please submit a letter of application or supporting statement of no more than 1,000 words. In your statement, outline your motivation for applying for this role and demonstrate how your experience, skills, training, and personal attributes align with the job description and person specification.

You should also include clear examples from your current or previous roles that evidence your impact. This may include, for example, measurable outcomes such as improvements in pupil progress and attainment within teaching roles, or reductions in exclusions and improved outcomes for pupils within pastoral roles.

Disclosure of Relationships

All prospective employees are asked to declare any personal or professional relationships with trustees, governors, senior leaders or employees of the Trust. This ensures BMAT Education can uphold transparency and fairness throughout the recruitment process.

Safeguarding Commitment

BMAT Education is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment and undergo appropriate checks, including enhanced DBS checks.

Pre-Employment Checks

Applicants must provide details of two referees, one of whom should be their current or most recent employer. References from relatives or friends will not be accepted. References will normally be requested for all shortlisted candidates unless otherwise stated.

This role is exempt from the Rehabilitation of Offenders Act 1974 and is therefore subject to an enhanced Disclosure and Barring Service (DBS) check. Any information disclosed will be treated in the strictest confidence. A criminal conviction will not automatically prevent appointment; however, it will be considered in relation to the requirements of the role and suitability to work with children.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence for individuals who are disqualified from working with children to apply for, or undertake, a role that involves such work.

Fluent spoken English is a requirement for this role in line with Part 7 of the Immigration Act 2016.

Thank you for taking the time to review this information. We look forward to receiving your completed application form and supporting documentation. Should you have any questions regarding the process, please do not hesitate to contact us.

BMAT Education is committed to safeguarding children; successful candidates will be subject to an Enhanced Disclosure and Barring Service check. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties, in accordance with Keeping Children Safe in Education (KCSIE)





Mark Hall
Academy



Supporting primary and secondary schools across Essex and East London, BMAT is a growing multi-academy trust with a singular vision: **schools, teachers and pupils freed to succeed.**