

UNIVERSITY ACADEMY  
HOLBEACH



UNIVERSITY OF  
LINCOLN

# University Academy Holbeach



## Job Application Pack: Teacher of English

Permanent, Full time

Salary: MPS / UPS

Start date: 1<sup>st</sup> September 2026



# Principal's Welcome

Welcome to University Academy Holbeach (UAH). I am delighted that you are interested in applying for the position of Teacher of English with us due to an increase in pupil numbers.

UAH is an 11-18 secondary, serving young people in the surrounding towns and villages. This is a unique school with a strong vocational offer that enables youngsters to study traditional GCSEs alongside courses such as Motor Vehicle, Brickwork, Electrical Installations and Hair & Beauty.

We have over 1390 pupils on roll, including over 200 students within our Sixth Form, studying a combination of A-Levels, T-Levels and Vocational & Technical qualifications.

We uniquely offer an Apprenticeship programme, supporting local employers and providing training for an average of 130 learners at one time.

Our ethos is built on mutual respect, underpinned by an understanding of the benefits of hard work. We encourage all our learners to make the best of their ability and to strive for the highest possible standards.

Our curriculum is broad and balanced, ensuring our learners experience high quality teaching in state-of-the-art classrooms and suites.

We invite you to explore our website to gain a deeper understanding of the life at UAH, and we look forward to welcoming dedicated, passionate professionals who share our commitment to cultivating a culture of high expectations, ambition, and success for all.

If you require further information, please visit our website, [www.universityacademyholbeach.org](http://www.universityacademyholbeach.org) or email us at [enquiries@uah.org.uk](mailto:enquiries@uah.org.uk)

For further information about our Trust, University of Lincoln Academy Trust (UOLAT), please visit [www.uolat.co.uk](http://www.uolat.co.uk)

Sheila Paige  
Principal



# About the Role

Thank you for your interest in the position of Teacher of English at UAH. We are excited to appoint a talented, enthusiastic, highly motivated and inspirational teacher to join our successful English department.

This post is suitable for an experienced or early careers teacher wishing to join a team of specialists who ensure a high standard of teaching, learning and achievement. Support for ECT induction is available.

Interested candidates will have:

- QTS or be an ECT.
- The ability to teach English at both KS3 / KS4.
- The ability to teach English to KS5 (desirable).
- The ability to plan and deliver high quality lessons.
- The ability to motivate and achieve excellent results.
- Excellent organisational skills.
- The ability to form positive working relationships with staff and pupils.
- The ability to work collaboratively.

*Early applications are encouraged. We reserve the right to interview and appoint prior to the closing date of the advertisement, should we identify an appropriate candidate.*

*University Academy Holbeach is committed to the safeguarding and promoting welfare of children and young people. All pre-employment checks undertaken are in line with “Keeping Children Safe in Education”.*

*All posts are subject to an enhanced DBS check and Child Protection screening.*



# How to Apply

If you wish to know more about this exciting opportunity, need further information or would like to arrange an informal discussion or visit please contact Lauren Conboy (PA to Principal) using [lauren.conboy@uolat.co.uk](mailto:lauren.conboy@uolat.co.uk) who will arrange this.

**Closing Date: Monday 11<sup>th</sup> May 2026 (9am)**

Apply on MyNewTerm and complete all sections in full.



**Interviews: To be advised.**

References will be obtained after shortlisting and prior to interview.  
Please ensure that contact details are accurate.

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# Teacher of English Job Description

**Ambition | Inclusion | Integrity**

**Job Title:** Teacher of English  
**Salary:** MPS / UPS  
**Start Date:** 1st September 2026  
**Reports to:** Head of English

Full Time, Permanent.

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### Job Purpose & Key Responsibilities

UAH is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

As a Main Pay Range teacher, you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in Part 6 Contractual Framework for Teachers of the School Teachers Pay and Conditions Document 2013, and as may be amended by subsequent Documents, and to act in accordance with the Academy's ethos, policies and practices, under the direction of the Principal.

#### The Role

- To deliver high quality, inspirational teaching to our KS3 and KS4 pupils.
- To work within our highly successful English Department, continuing to support the growth and development of the department.
- The post is suitable for an experienced teacher or Early Careers Teacher.
- To inspire all pupils to reach their full potential.
- A willingness and enthusiasm to organise and run extra-curricular activities.
- Excellent organisational skills and an appreciation of your subject.
- Teach a range of classes across KS3 and KS4, delivering a range of classes in KS3 and GCSE English Literature and Language to KS4 pupils.

### Specific areas of responsibility and key tasks

#### Teaching

- To plan and deliver lessons effectively to meet the varied and special educational needs of pupils and to maintain appropriate records of teaching.
- To mark and assess the work of pupils in accordance with school and departmental policies and to maintain appropriate records of pupil attainment and progress.
- To set and mark homework in accordance with school policy.
- To be an active member of the school's English Department.
- To participate proactively in professional development initiatives.

	<ul style="list-style-type: none"> <li>• To contribute in developing/reviewing/revising schemes of work and engaging and challenging resources.</li> <li>• To contribute to the creation, planning and organisation of extra-curricular activities to promote the subject and enhance pupil learning.</li> <li>• To carry out duties as appropriate to the position of a classroom teacher within school.</li> </ul>
<b>Whole Academy organisation, strategy and development</b>	<ul style="list-style-type: none"> <li>• To contribute to the appearance and ethos of the Trust through the maintenance of a pleasant learning environment within the classroom and departmental areas.</li> <li>• To actively celebrate the achievement of pupils using school systems to praise and reward.</li> <li>• To participate in general supervisory duties in accordance with published duty rotas.</li> </ul>
<b>Health, safety &amp; discipline</b>	<ul style="list-style-type: none"> <li>• Promote the safety, wellbeing and safeguarding of pupils in accordance with the UOLAT Child Protection and Safeguarding Policy and Behaviour and Anti Bullying Policy, and any other relevant policies.</li> <li>• Work in accordance with all Trust and Academy policies, including those relating to Health &amp; Safety Handbook and Policy.</li> <li>• To manage behaviour effectively to ensure a good and safe learning environment, in accordance with the school's behaviour policy.</li> </ul>
<b>Management of staff &amp; resources</b>	<ul style="list-style-type: none"> <li>• Direct and supervise support staff assigned to you and where appropriate, other teachers.</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>• To participate in professional development and Performance Management reviews in line with school policy.</li> <li>• To monitor action and self-evaluate, to learn from successes and mistakes.</li> <li>• To be committed to the philosophy of continuous professional development and undertake any additional training where required.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• To ensure effective communication/consultation as appropriate with the parents/carers of pupils.</li> <li>• To participate in required meetings with colleagues and parents/carers.</li> <li>• To ensure the maintenance of accurate and up-to-date information concerning pupil learning and progress.</li> <li>• To liaise with colleagues in other departments as appropriate.</li> </ul>
<b>Working with colleagues</b>	<ul style="list-style-type: none"> <li>• To work with relevant staff to identify and address the needs of pupils.</li> <li>• To plan and adapt material to support all pupils.</li> </ul>
<b>Fulfil wider professional responsibilities</b>	<ul style="list-style-type: none"> <li>• To contribute to maintaining the ethos, values and expectations of the Academy and to work to Academy Policy and established procedures.</li> </ul>

## Requirements for all colleagues

- Employees are expected to comply with any reasonable request from a line manager, Senior Leader or Chief Executive Officer to undertake work of a similar level that is not specified in this job description.
- To undertake other duties that are in accordance with the purpose and grade of the post, as agreed with the Chief Executive Officer.
- To be a positive role model and to take responsibility for promoting good standards of behaviour and conduct.
- To work positively with colleagues, pupils, parents and external agencies, regardless of their gender, ethnicity, sexuality, age or disability.
- To attend staff briefings, meetings and training sessions as required.
- To be aware of and work to, the contractual requirements for teachers as detailed in the Teachers; Pay and Conditions Document 2000, and any subsequent amendment. (see Appendix A).

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# Teacher of English Person Specification

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## Teacher of English Person Specification

<b>a) Training and qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Qualified Teacher Status (QTS) or be an ECT.	Y	
Further qualification in English and / or evidence of continuing professional development.		Y
Expertise in the teaching of English, including evidence of excellence in own work as a practitioner.	Y	
<b>b) Experience</b>	<b>Essential</b>	<b>Desirable</b>
Ability to teach English to KS3/4	Y	
Experience teaching functional skills and/or English Language resits to KS5		Y
Experience in a fully comprehensive school across the spectrum of age and ability		Y
Involvement in sharing expertise e.g. within an English department and / or through trainee teacher mentoring or in-service training		Y
Experience of assessment including target setting and / or value-added analysis		Y
<b>c) Professional Knowledge and Skills</b>	<b>Essential</b>	<b>Desirable</b>
A proven record of excellent standards and expectations	Y	
The ability to plan and deliver high quality lessons	Y	
Effective use of ICT with an ability to use relevant technology and equipment	Y	
Ability and willingness to work under the guidance of senior staff	Y	
Ability to work in a busy environment and meet deadlines	Y	
An ability to support staff in the use of resources and information		Y

Excellent organisational skills and an ability to work with others	Y	
Ability to motivate pupils and achieve excellent results	Y	
A willingness to work within the school's guidelines and procedures	Y	
Ability to for positive working relationships with colleagues, pupils, parents / carers and external agencies	Y	
An ability to communicate effectively with staff, parents / carers, pupils and external agencies	Y	
A willingness to work with external agencies, as required	Y	
An understanding of the need for confidentiality and working in line with GDPR requirements	Y	
A commitment to equal opportunities	Y	
<b>d) Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
Excellent communication skills, both written and oral	Y	
Self-motivated, enthusiastic, optimistic and energetic	Y	
An appreciation of the school environment and learning needs of pupils	Y	
Resilient / Emotional resilience	Y	
Ability to develop and maintain effective working relationships, including working as part of a team	Y	
Ability to prioritise, meet deadlines and perform effectively under pressure	Y	
Flexible and positive approach to new challenges and opportunities	Y	
Ability and willingness to follow instructions	Y	
Professional approach and dress	Y	
A willingness to undertake all training as required	Y	
High attention to detail	Y	
Excellent attendance, punctuality and organisation	Y	
Ability to self-evaluate and reflect	Y	
Attention to detail and high standards of work	Y	

Ability to be respectful and promote equality of opportunity, inclusion and diversity at all times	Y	
<b>e) Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
Knowledge of the statutory requirements of KCSIE together with experience of Child Protection, Safer Recruitment and Safeguarding procedures	Y	
A commitment to the welfare and safeguarding of children and young people	Y	
A commitment to promoting the welfare of young people	Y	
Commitment to form and maintain appropriate relationships and personal boundaries with young people	Y	

*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post is subject to satisfactory references, which will be requested, prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications plus verification of the right to work in the UK.*

*We will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*Whilst every effort has been made to outline the key duties and responsibilities of the role, it is not an exhaustive list. The duties and responsibilities of the role may vary from time to time, commensurate with and without changing the general character of the duties or the level of responsibility entailed and would not in itself justify a reconsideration of the grading of the post.*



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