





Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We comprise of six secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

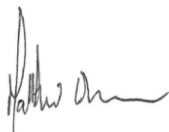
Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,



Matthew Evans  
Chief Executive Officer  
The Athelstan Trust





Bradon Forest School is a well-respected and popular 11 - 16 comprehensive and our catchment area takes from rural and urban communities. The school is well situated just north of the M4 (J16), within easy travelling distance of Bristol, Bath, and Swindon and on the edge of the Cotswolds.

**As a member of our Athelstan Trust, you will benefit from:**

- Being part of a trust that is absolutely committed to raising educational standards for all the children in our schools.
- Our commitment to developing the talents and skills of all our staff throughout their career
- Being part of a caring, collaborative and excellent community.

**We are looking for someone who:**

- is committed to enhancing student learning and experience, and has an inspiring passion for education and making a difference to children's lives
- has a strong subject knowledge, proactive nature and commitment to demonstrating our school's values
- keen to develop within a culture that embraces professional learning and creates opportunities for talented individuals to make rapid progress in their careers.

We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.

The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check along with standard pre-employment safeguarding checks. As the role includes working with children, it is exempt from the Rehabilitation of Offenders Act 1974. Applicants must, therefore, disclose all spent and unspent convictions. References will be sought for shortlisted candidates before interview. Please also be aware that you will be subject to an online check (see information below) and that you may be questioned about the findings of such a check at your interview.

**Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found.**





## Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

We seek applicants for our roles who share our vision and values.

## Why work for us?

- Internal career opportunities
- Good opportunities for personal and career development
- Employee assistance programme
- Flexible working opportunities and a genuine commitment to family and work/life balance
- The opportunity of working within a supportive, friendly environment in this well-run and respected school
- Nationally negotiated cost of living pay
- Automatic enrolment to the teacher or local government pension schemes
- Generous holiday allowance for support staff
- Recognition of local government continuous service
- Cycle to work scheme





Dear Candidate,

Thank you for your interest in the role of English Teacher at Bradon Forest School. This is an exciting opportunity to work within an experienced, cohesive team in a school that places a strong emphasis on personal development, wellbeing and collaboration.

Part of The Athelstan Trust, Bradon Forest School is a well-established and highly regarded comprehensive secondary school. Situated in the rural village of Purton, we draw from a wide catchment across Wiltshire and Swindon and we are extremely proud of our inclusive, welcoming and respectful community. The strength of our Trust provides a secure and supportive network, enabling both staff and students to thrive through shared expertise, collaboration and a collective commitment to excellence.

Bradon Forest is a fully inclusive community that is committed to delivering an excellent education for all. We believe that both students and staff should feel valued, supported and challenged to fulfil their potential through the development of their individual talents and skills. Our most recent Ofsted report (2023) recognised many of the school's strengths and colleagues consistently tell us that in the current educational climate Bradon Forest, with its strong focus on wellbeing, is a rewarding and positive place to work.

As Acting Headteacher, I am proud to lead a school that benefits from the strategic oversight of an experienced Executive Headteacher and the wider leadership capacity of The Athelstan Trust. The Trust's core values of *care, collaboration and excellence* underpin everything we do and are central to our vision for continual improvement and opportunity for all.

We are therefore seeking a dedicated English Teacher who thrives as part of a supportive team and is committed to contributing to the safe and effective running of our school environment. In return, we offer an excellent working environment, opportunities to collaborate with colleagues in similar roles across the Trust and a strong commitment to your ongoing professional and personal development. You will find us to be supportive, responsive and caring and we are always open to discussing flexible working opportunities with prospective candidates before or during the interview process.

Please take time to read the relevant sections of our website and the job description, and do not hesitate to contact me if you would like to discuss the role further or arrange a visit to the school.

I look forward to hearing from you.

**Russell Clarke**  
Acting Headteacher

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## JOB DESCRIPTION

|                    |                                       |
|--------------------|---------------------------------------|
| <b>Job:</b>        | English Teacher                       |
| <b>Location:</b>   | Based at Bradon Forest School, Purton |
| <b>Grade:</b>      | MPS/UPS                               |
| <b>Contract:</b>   | Permanent – Part-time                 |
| <b>Start Date:</b> | September 2026                        |

The English department is a team of supportive and collaborative teachers who bring a range of talents and interests to inspire our students. As individuals we hail from various backgrounds - from specialists in Literature and Language to Drama and Linguistics. As a team we strive to unite these talents in driving forward a diverse, engaging and creative curriculum across all key stages. Everyone is valued for their own strengths and collaboration is at the heart of what we do. With this approach we achieve consistently good results in both Literature and Language.

At Bradon Forest English teachers have their own classrooms, as well as sharing a departmental office and kitchen where we gather to collaborate. Schemes of work and resources are shared centrally. The department benefits from a well-stocked, well-resourced library and a talented Librarian who we work with closely.

**This post is an opportunity to join a supportive, innovative and motivated team at a school where the overwhelming majority of students want to learn.**

### Core Purpose and Main Accountability

- To be responsible for the daily teaching and care of allocated groups and classes.
- To be responsible to the Head of Faculty or senior curriculum leader for teaching commitment to the subject advertised.

### Key Responsibilities Main Tasks

- To teach allocated groups according to the faculty/subject scheme of work and in accordance with the general methodology of the faculty/subject area and school.
- To be responsible for the academic performance, behaviour and appearance of groups taught, in sympathy with the stated aims of the school and faculty/subject area.
- To undertake the duties of a form tutor (or attached staff member to a year group) as allocated by the Headteacher.
- To plan and prepare lessons.
- To keep accurate records of the work covered by all teaching groups including records of homework and coursework set as part of the scheme of work.
- To keep accurate records of students' progress and prepare such assessments and reports as are required by the faculty/subject area, school or National Curriculum.

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- To maintain accurate records of students' attendance at lessons and notify the Senior Curriculum Leader/Curriculum Leader and form tutor of any unusual absence.
- To contribute to the schemes of work and the improvement plan for the faculty/subject area.
- To liaise with, and set appropriate tasks for, Teaching Assistants allocated to groups or individuals taught.
- To deliver all aspects of the entitlement curriculum as required by the schemes of work.
- To carry out tasks allocated in accordance with the faculty/subject area improvement plan and meet the targets set within the faculty/subject area plan.
- To communicate and consult with parents in accordance with school policy and practice.
- To start internal and external examinations where the presence of a subject specialist is required by the School Leadership Team.
- To participate in the meetings programme of the school.
- To cover for absent colleagues when called upon, in accordance with school policy and practice within the national guidelines for workforce reform.
- To complete the organisational tasks related to normal teaching duties.
- To liaise with administrative assistants related to administrative work within the faculty/subject area.

### **Management of Students**

- To implement and maintain Trust policies and strategies that secure high standards of behaviour and attendance.
- To create and maintain effective partnerships with parents and carers to support and improve students' attainment and personal development.
- To support colleagues with behaviour management issues as necessary following the school's behaviour policy at all times.

*Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.*

### **Team Working and Personal Development**

- To support the school's mission, vision, values and objectives
- To ensure that reasonable care is always taken for the health, safety and welfare of yourself and other persons in line with the Health and Safety policy.
- To take responsibility for your own professional development and participate in relevant internal and external activities.
- To work co-operatively with colleagues to achieve the aims and objectives of the post and the school.





- To participate positively in the implementation of new working methods and practices as required.
- To undertake other duties within his/her competence or otherwise appropriate to the grading of the position as required

### Safeguarding

- To promote and safeguard the welfare of all children and young people that you are responsible for or encounter.
- Staff must work in accordance with the Southwest Child Protection procedures and Child Protection Safeguarding Policy and understand their role within that Policy.

### Health and Safety

To ensure that all health and safety instructions are followed and that all reasonable care is taken not to do anything that might endanger the postholder or others; to report to the line manager any dangerous situations in the workplace or any perceived shortcomings in health and safety arrangements.

### Special Conditions

This job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

**Bradon Forest School is committed to safeguarding children and promoting the welfare of children and young people and expects 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 an enhanced Disclosure & Barring check along with other relevant employment checks.**

**Early applications are encouraged, and we reserve the right to close the vacancy if a suitable candidate is found.**





## Person Specification: English Teacher

|                                 | <b>Essential</b>  | <b>Desirable</b>  |
|---------------------------------|---|---|
| <b>Qualifications</b>           | Qualified Teacher Status  |   |
| <b>Professional Development</b> | Evidence of effective CPD and of having kept abreast with developments in teaching and learning in the subject.<br>Willingness to undertake further professional development as necessary.  |   |
| <b>Experience</b>               | Proven ability of teaching experience across a wider range of ability groups<br>Outstanding classroom behaviour management<br>Understanding of curriculum and assessment of pupil progress  |   |
| <b>Skills and Abilities</b>     | A successful track record in the classroom, with clear evidence of demonstrable impact on student outcomes<br>Ability to inspire and engage staff and students<br>A clear vision for English as a subject and the part it plays within the curriculum<br>Proactive and the ability to turn vision into practice<br>The ability to use own initiative  | Teach across the curriculum   |
| <b>Personal Attributes</b>      | Excellent communication and personal organisational skills<br>The ability to build productive professional relationships and motivate a team.<br>Enjoy working with young people and have enthusiasm for teaching and learning.<br>Commitment to providing students with a first-class education and raising the standards of student achievement to improve the life chances of all students.<br>Capacity to work hard under pressure. | Commitment to the wider life of the school<br>Ambition to progress further in the profession. |
| <b>Safeguarding</b>             | Ability to form and maintain appropriate relationships and personal boundaries with children and young people   |   |

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# OUR VALUES

WE CHALLENGE OURSELVES TO BE GREAT LEARNERS



WE HAVE ASPIRATIONS FOR OUR FUTURES



WE RESPECT OURSELVES AND OTHERS AND SHOW RESILIENCE WHEN WE FALTER



WE STRIVE FOR EXCELLENCE IN ALL THAT WE DO BOTH INSIDE AND OUTSIDE THE CLASSROOM

