



Moseley School  
and Sixth Form



Moseley School  
and Sixth Form

# EAL

## (English as an additional Language) Coach



Succeeding together



Dear Colleague,

Welcome to Moseley School and Sixth Form and thank you for your interest in joining our vibrant, diverse, and inclusive community. We are delighted that you are considering the role of a **EAL (English as an Additional Language) Coach** within our highly successful EAL Team and exploring the opportunity to contribute to our shared vision of *Succeeding Together*.

At Moseley School & Sixth Form, our ethos is built on our RAISE values:

- **Resilience** – empowering students to overcome challenges
- **Ambition** - inspiring high aspirations and achievement
- **Independence** – fostering confident, self-directed learners
- **Supportive** – nurturing a caring and inclusive environment
- **Effective Communication** – encouraging clarity, collaboration and understanding

These values underpin everything we do and guide our mission to provide the best possible futures for our students and staff. The job description and person specification give you an indication of the scale and ambition we have for this post. If you have the passion, commitment and resilience to make a significant difference in this role I would be delighted to receive your application.

We welcome visitors to the school. Please contact [recruitment@moseley.bham.sch.uk](mailto:recruitment@moseley.bham.sch.uk) if you have any questions about the role or school and would like to arrange a visit.

**Your application must be received by 8.00am on Monday 6<sup>th</sup> July 2026**

**Please note this advert may close when sufficient applications are received**

**Interviews will be held on Friday 10<sup>th</sup> July 2026**

Best wishes,

Mr Simon Edwards  
**Head of School**

Mr Richard Reeve  
**Executive Headteacher**



## Post Information

<b>Post Title:</b>	<b>EAL (English as an Additional Language) Coach</b>
<b>Grade:</b>	<b>Grade 3, scale point 9 – 22 (£27,254 - £33,699 per annum FTE)</b>
<b>Actual Salary:</b>	<b>Grade 3, scale point 9 £23,934 – Scale point 22 £29,593 per annum actual before deductions</b>
<b>Working Hours:</b>	<b>36.5 hours per week, Monday to Friday, term-time only. This is a full-time role; however, part-time applications will be considered</b>
<b>Contract Term:</b>	<b>Term Time only, Permanent</b>
<b>Contract Start Date:</b>	<b>1<sup>st</sup> September 2026</b>

We are looking to expand our highly successful EAL team and are seeking a motivated and committed **EAL (English as an Additional Language) Coach** to join us. The role is full-time, term-time only, although part-time applications will be considered.

Our EAL team works across the school to drive high-quality teaching and learning for students with English as an Additional Language. We have a strong track record of securing rapid progress through high expectations, strong relationships and a personalised approach to learning.

You will work alongside our experienced EAL Coaches, delivering a mix of communicative, ICT-based and 1:1 support to ensure excellent outcomes and full inclusion in school life.

We welcome applicants from a range of backgrounds, whether you are new to EAL or bring experience from primary, secondary or adult education. What matters most is your ambition for our students and your commitment to raising achievement.

### **What we can offer you:**

We value our staff both as individuals and as professionals and are committed to their personal and professional development. We pride ourselves on being friendly and welcoming to everyone who visits and works with us.

We offer a wide range of programmes to enhance the employee experience and engagement, including:

- Employee voice through surveys and feedback sessions
- A 24-7 confidential employee assistance helpline
- An extensive CPD program to enable staff to achieve their career goals.
- Whole school termly celebrations
- Regular wellbeing resources and information, supporting National Awareness Campaigns
- Free flu vaccinations
- Free access to the school's onsite gym
- A designated car park space for each staff member

At Moseley School and Sixth Form, we are committed to safeguarding and to promoting the welfare of our students

**Succeeding together**



- Generous Pension Scheme
- Appraisal, leading to potential pay progression.
- Cycle to Work Scheme
- Paid and unpaid leave to support life events.

**Your application must be received by 8.00am on Monday 6<sup>th</sup> July 2026**

**Please note this advert may close when sufficient applications are received**

**Interviews will be held on Friday 10<sup>th</sup> July 2026**

**Disclaimer**

**By submitting this application form, you declare that all information provided is accurate and truthful. You further confirm that you have not used any artificial intelligence (AI) tools or software to generate, edit, or enhance any part of this application. Any application found to have utilized AI will be subject to disqualification.**

**Moseley School and Sixth Form is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.**

**This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.**

**An online search will be carried out as part of due diligence on all short-listed candidates. References will be used to support the selection panel's assessment. Any relevant issues arising from references will be raised during the interview process.**



## Job Description

<b>Post Title:</b>	<b>EAL (English as an Additional Language) Coach</b>
<b>Grade:</b>	<b>Grade 3, scale point 9 – 22 (£27,254 - £33,699 per annum FTE)</b>
<b>Actual Salary:</b>	<b>Grade 3, scale point 9 £23,934 – Scale point 22 £29,593 per annum actual before deductions</b>
<b>Working Hours:</b>	<b>36.5 hours per week, Monday to Friday, term-time only. This is a full-time role; however, part-time applications will be considered</b>
<b>Contract Term:</b>	<b>Term Time only, Permanent</b>
<b>Contract Start Date:</b>	<b>1<sup>st</sup> September 2026</b>
<b>Core Purpose:</b>	Reporting to the Senior EAL Coach, the job holder is responsible for supporting identified EAL students with particular attention to those students who arrive throughout the year (“newly arrived”) with no English Language knowledge. This provision is focused on maximising progress and achievement of these students.
<b>Responsibilities:</b>	<ul style="list-style-type: none"><li>• Delivering EAL schemes of work to identified groups of EAL students/student groups to ensure the provision of additional learning to progress their achievement.</li><li>• Supporting with the completion of a comprehensive assessment programme for EAL students who need extra help to overcome barriers to learning inside and outside school. From this assessment, identify areas of need and work with the EAL team to develop and implement effective programmes of support to address these needs.</li><li>• Supporting the development and implementation of effective schemes of work/programmes of study for EAL students at all levels.</li><li>• Providing support and advice to EAL students in line with promoting their social care and personal development with respect to learning and health and safety.</li><li>• Working with the Senior EAL Coach and other colleagues to review student information to identify those with EAL needs, from primary to secondary schools, across secondary schools, and within schools, ensuring that the arrangements for those joining the school mid-term are effectively supported.</li><li>• Collating and analysing data on identified students and using this information to monitor progress and develop interventions where required.</li><li>• Regularly reporting the outcome of monitoring to Senior EAL Coach and agreeing further intervention required.</li></ul>



- Implementing out of lesson learning and/or extra-curricular activities to extend provision for EAL students' e.g. enrichment sessions, extra-curricular clubs.
- Attending meetings and CPD as requested.
- Regularly reviewing own practice, set personal targets and take responsibility for own personal development.
- Undertaking appropriate professional development including adhering to the principle of appraisal.
- Creating and maintaining an effective partnership with parents and carers to support and improve young people's achievement and personal development.

## **Other Responsibilities:**

- Assist with on call duties as appropriate.
- Responsible for student behaviour and welfare in public places during break, lunch, change of lesson, beginning and end of school day as directed.
- Attend meetings as required.
- Participate in professional development opportunities, willingness to develop additional skills and expertise.
- Keep up to date with current educational developments and legislation affecting your area of responsibility.
- Contribute to school development through identified communication and consultation channels.
- Treat students, parents and colleagues fairly, equitably and with dignity and respect.
- To respect the confidential nature of information relating to the school, students and customers.
- Be aware of and support differences and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the school.
- Develop constructive relationships and communicate with other agencies/professionals.
- Be aware of safeguarding and promoting the welfare of children and report any concerns in accordance with the school's safeguarding policy.
- To comply with the school's Health and Safety policy and statutory requirements.
- To undertake any other duties not detailed above commensurate with the level of the post.



## Person Specification

### Post Title: EAL (English as an Additional Language) Coach

#### Method of Assessment

(MOA) AF Application Form

L Lesson

observation

I Interview

T Test or

Exercise

P

Presentation

Qualifications & Experience	Essential E/ Desirable D	Method of assessment
<ul style="list-style-type: none"> <li>Educated to degree level in a relevant subject. Must be numerate and literate (minimum GCSE Maths &amp; English Grades A*-C).</li> <li>Professional qualification e.g. CELTA, TEFL, TESOL or equivalent (Minimum NVQ Level 2)</li> <li>Experience of coaching and ensuring success for young people aged between 11 and 18 years, within education on both an individual and group basis to produce positive outcomes</li> <li>Experience of working with external organisations/other schools to ensure appropriate support provided</li> <li>Experience of coaching and ensuring success for young people (EAL)</li> </ul>	D E E D D	AF/I AF/I AF/I AF/I AF/I
Skills and Abilities		
<ul style="list-style-type: none"> <li>Thorough understanding of child development and learning processes</li> <li>Good written and oral communication skills</li> <li>Ability to work effectively with, relate to and command the confidence of, a wide range of young people with different ethnic and social backgrounds and their parents/carers</li> <li>Ability to work independently and as part of an effective team</li> <li>Ability to manage student behaviour constructively and effectively</li> <li>Ability to implement assessment for learning, under the guidance of teaching staff</li> <li>Ability to communicate with and motivate young people</li> <li>Ability to plan and review strategies used to support the progress of students.</li> <li>Ability to build relationships through effective communication with parents/carers</li> <li>Ability to use IT (e.g. Excel to monitor student progress etc.)</li> </ul>	E E E  E E E  E E  E	AF/I AF/I AF/I  AF/I AF/I AF/I  AF/I AF/I  AF/I
Other Attributes		
<ul style="list-style-type: none"> <li>Ability to interact effectively with students</li> <li>Evidence of successful team working</li> <li>Commitment to comprehensive education</li> <li>Commitment to equal opportunities</li> <li>Suitability to work with children</li> <li>Appropriate attitude to authority</li> <li>Emotional resilience</li> <li>Commitment to the school ethos and aims</li> <li>Deep understanding and commitment to the safeguarding of children</li> <li>Flexible approach to working hours</li> <li>Fluent in other languages used in the school community</li> <li>Accurate and fluent spoken English</li> </ul>	E E E E E E E E E E D E	AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I



Moseley School  
and Sixth Form



Moseley School  
and Sixth Form



At Moseley School and Sixth Form, we are committed to safeguarding and to promoting the welfare of our students

**Succeeding together**