

Title of Post: Second in English
Salary Grade and hours: MPS – UPS (£31,650 - £49,084 + TLR 2b)
ECT & part-time applications welcomed
Start Date: September 2026

At Fearnhill we know that great teachers make all the difference. We are committed to creating the best working conditions for our teachers so that they enjoy their work and, as a result, have a positive impact on all our students. We are looking for an ambitious and knowledgeable classroom teacher to teach English.

Fearnhill is a great place to work because we value every member of the school community. The relationships that exist between students and staff are strong and the school is typically a happy environment. We care about reducing teacher workload so that teachers have time for life outside of work. For example, we have no written marking, no written reports, fewer data cycles, no formal lesson observations and centralised detentions to ensure teachers' time is not wasted.

We recognise that poor behaviour makes teaching an unpleasant experience and prevents students from learning. We have high expectations of our students and effectively hold them to account when their behaviour falls below these standards. As a result, teachers are well respected, and lessons are rarely disrupted.

We prioritise high-quality professional development for our teachers. We take pride in our shared knowledge and understanding of teaching and learning and support our staff to develop their expertise, grow in confidence as professionals and achieve their career aspirations. The Second in English role is an exciting opportunity for career development for an aspiring leader. Comprehensive induction and support will be provided to help you thrive in the role.

Message from Kat Burr, Associate Assistant Head – English, Media, Languages and Drama Faculty

The Fearnhill English and Media Department is staffed by seven well-qualified English specialists who teach across Key Stages 3, 4 and 5 (A Level Literature and Media). We have good resources and facilities to support English teaching, including a dedicated English department with a communal teaching area and an English Office. We are a supportive, collaborative and passionate team, with a strong commitment to fostering a love of English and striving to secure the best outcomes for all of our students, regardless of ability.

Message from Holly Greenwood, ECT

Starting my career as an ECT at Fearnhill has been a fantastic experience; I feel genuinely valued and have felt supported by the entire department from day one.

Finally, as a school we exist to develop successful Fearnhill students by removing barriers to progress, ensuring high achievement for all. To find out more about how we do things at Fearnhill, you can read our leadership values statement here: <https://fearnhill.herts.sch.uk/news-events/staff-vacancies/>. This is also where you will find our teaching staff application form.

You can read our most recent Ofsted report here:

<https://files.ofsted.gov.uk/v1/file/50199435>

To make the application process as straightforward as possible, simply email nikki.warren10@fearnhill.herts.sch.uk to express your interest in the role. You are also very welcome to visit the school or speak with the headteacher before applying.

Closing date: 15th April 2026

Interviews: W/C 20th April

We reserve the right to close the advert should we feel able to appoint an appropriate candidate, so please ensure you register your interest asap. Fearnhill School is committed to recruiting with care and safeguarding the welfare of children and young people; we expect all staff and volunteers to share this commitment. All posts are subject to an Enhanced Disclosure application to the Disclosure and Barring Service and check against the ISA barred list for children, plus verification of the right to work in the UK.