



**Teacher of English  
Recruitment Pack  
March 2026**

## Welcome from Headteacher & CEO

William Robertson At Sir William Robertson Academy, our aim is for every pupil to aspire to be the best they can be. This principle underpins our vision and our carefully planned, structured curriculum. Children come first at our school, a belief shared across our Trust, and we embrace Amelia Earhart's words, "No Borders, Just Horizons", as a symbol of the ambition and opportunity we seek to provide.

Our first priority is to ensure that all pupils feel safe, secure and happy within our school community. We are committed to equipping young people with the knowledge, skills and resilience they need to thrive in adulthood in an ever-changing world. Character development is central to our work, supported through opportunities such as the Duke of Edinburgh Award at Bronze, Silver and Gold level.

We deliver a broad, balanced and ambitious curriculum rooted in the National Curriculum and responsive to local and national priorities, including the English Baccalaureate where appropriate. We value subject knowledge as the foundation for understanding the world, while also ensuring pupils develop skills, confidence and curiosity beyond examination success.

We believe strongly in breadth of learning and in providing all students with access to a wide range of academic, creative, physical and practical subjects. Our curriculum promotes literacy, creativity and physical development, alongside spiritual, moral, social and cultural education, helping pupils make meaningful connections across disciplines.

Quality First Teaching is at the heart of our approach. We are a proudly inclusive school that values diversity and places great importance on developing pupils' vocabulary and love of reading, supported by a well-resourced library at the centre of school life.

Through a rich programme of enrichment and carefully planned progression, our curriculum aims to build cultural capital and prepare pupils to become confident, informed and active members of society. Breadth and depth are maintained until the end of Year 9, after which pupils are supported to make well-informed choices through effective careers education and guidance.

Mr Scott Barlow, Headteacher & CEO



<b>Job Title</b>	<b>Teacher of English</b>
<b>Salary</b>	<b>Main Pay Scale 1 – 6/ Upper Pay Scale 1-3</b>
<b>Job details</b>	<b>Full-time (5 days)</b>
<b>Location</b>	<b>Sir William Robertson Academy</b>
<b>Start Date</b>	<b>TBC with successful applicant</b>
<b>Application Close</b>	<b>11:59 Sunday 22<sup>nd</sup> March 2026</b>
<b>Interview Date</b>	<b>Friday 27<sup>th</sup> March 2026</b>

We are seeking to appoint an enthusiastic, ambitious and highly skilled Teacher of English to join our successful and forward-thinking English department.

This role would suit a passionate English specialist, who is keen to contribute to the teaching of A Level English, experience of English Language and Media knowledge would be desirable though not essential.

#### The Role

As a Teacher of English, you will:

- Deliver high-quality, engaging English lessons that inspire and challenge learners across KS3 and KS4.
- Contribute to the teaching of A Level English or demonstrate the subject knowledge and enthusiasm to do so
- Plan and deliver inclusive, challenging lessons that support all learners to achieve their potential
- Assess, monitor and report on student progress in line with school policy
- Play an active role in curriculum development within the English department

#### **We Are Looking for Someone Who:**

- Is a strong classroom practitioner with high expectations for all students
- Has a passion for English Language, literacy and curriculum innovation
- Is reflective, collaborative and confident in working with colleagues across departments
- Is ambitious and ready to take on leadership responsibility
- Believes wholeheartedly in the power of literacy to transform life chances

#### **We Offer:**

- A supportive, successful English department with a shared commitment to excellence
- An opportunity to shape and lead whole-school literacy strategy
- A strong culture of professional development and career progression
- Enthusiastic students and a school committed to high standards and inclusion
- Employee Cash Healthcare plan for eligible employees

## PERSON SPECIFICATION

### Qualifications & Training

#### Essential

- ◆ A good degree in English or closely related subject
- ◆ Qualified Teacher Status (QTS)

*Assessed via application form*

### Experience

#### Essential

- ◆ Successful secondary school teaching experience (including teaching practice)
- ◆ Ability to teach across the full range of abilities and age groups

#### Desirable

- ◆ Experience of teaching across Key Stages 3-5

*Assessed via application form and references*

### Subject Knowledge

#### Essential

- ◆ Secure and up-to-date subject knowledge, including awareness of recent developments and innovations
- ◆ Ability to use assessment data to inform planning and target-setting

#### Desirable

- ◆ Ability or experience of teaching a second or related subject area
- ◆ English Language and Media subject knowledge

*Assessed via application form and interview*

### Teaching & Professional Skills

#### Essential

- ◆ Ability to communicate effectively with students aged 11-18
- ◆ Ability to plan and deliver engaging, inclusive lessons that meet the needs of all learners
- ◆ Strong collaborative skills, ability to work effectively with teaching and support staff
- ◆ Ability to use a range of teaching and learning strategies confidently and creatively
- ◆ Ability to evaluate the impact of teaching to inform future planning
- ◆ Effective communication with parents when appropriate
- ◆ Willingness to fulfil a pastoral role as a Base Tutor

#### Desirable

- ◆ Willingness to contribute to the development of departmental schemes of work and shared resources
- ◆ Ability to deliver KS5 English
- ◆ Willingness to develop the use of ICT to enhance teaching and learning
- ◆ Ability to coach and mentor colleagues

*Assessed via application form and interview*

## Personal Qualities & Values

### Essential

- ◆ Commitment to inclusive education and supporting students of all abilities to reach their potential
- ◆ Genuine enthusiasm for working with young people
- ◆ Reflective, thoughtful and self-aware practitioner
- ◆ Effective and creative team player
- ◆ Energetic, motivated and enthusiastic approach to teaching
- ◆ Willingness to show initiative and take considered risks to support continuous improvement
- ◆ Commitment to professional learning and development
- ◆ Willingness to contribute to extra-curricular activities
- ◆ Commitment to safeguarding and promoting the welfare of children, in line with school policies.

### Desirable

- ◆ Ambition for career progression within education

*Assessed via application form, references and interview*

We warmly welcome prospective applicants to arrange a visit  
& tour of the school.

If you would like to arrange a visit please call Mrs. Amy Townson,  
Office Manager, on 01400 272422 or  
[Enquiries@swracademy.org](mailto:Enquiries@swracademy.org)

We look forward to hearing from you