

Head of English

Dates:	Apply by midday on Tuesday 17 th March 2026
Location:	Rickmansworth
Contract type:	Full time
Contract term:	Permanent
Salary:	Academy Trust Payscale based on skills and experience (Up to £54,764 plus an additional allowance of £12,069)
Additional payment:	A recruitment and retention payment of £10,000 is available for this position - details to be shared at the interview stage
Start date:	September 2026

The Reach Free School is looking to appoint a confident, inspirational and committed Head of English to join our team of talented, energetic and visionary teachers.

We are looking for a Head of Department with successful teaching experience across the age and ability range. Someone who delivers exceptional outcomes at all levels. You will be joining a team committed to empowering our pupils to head out into the world literate, articulate, and with a genuine appreciation of literature.

You will have a passion for English and a track record of excellent teaching, collaboration and creativity. You will hold and embody the highest expectations of your pupils and will have the drive and ambition to create an outstanding environment for learning in English and beyond. More information specific to this role is included in the application pack.

This is an excellent career opportunity offering valuable leadership and management experience that would provide the ideal preparation for future leadership roles.

The Reach Free School is looking for its middle leaders to:

- Be passionate about their subject, and learning as a lifelong skill
- Be outstanding practitioners who inspire pupils and colleagues
- Be creative in delivering a rigorous, aspirational curriculum
- Believe that every child can and will succeed
- Be committed to securing the best outcomes for all pupils at the school, with an in-depth understanding of how data can be used to maximise progress
- Support the senior leadership team with evidence-informed teaching methods
- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Offer enrichment experiences related to their subject area and beyond
- Contribute to the overall development of the school
- Be flexible in their approach to work, adapting to new challenges
- Support and mentor colleagues who are training

In return, we will offer you:

- A happy and supportive working environment with high expectations and standards
- Access to the latest technology to assist in developing your teaching and learning
- Competitive salaries based on skills and experience

- Access to the Teachers' Pension Scheme
- A staff committee that organises various social events
- A comprehensive employee assistance programme
- A £500 new employee referral scheme
- Free parking
- A BUPA cash plan to contribute to medical care
- A Cycle to Work Salary Sacrifice Scheme
- Up to five days paid leave in compassionate, emergency or exceptional circumstances. For example, our staff can see their children perform in assemblies or shows.
- A network of outstanding practitioners to collaborate with and learn from, both in school and across the Watford Partnership for Teacher Training
- A comprehensive professional development programme, together with opportunities to further develop your career

The Reach Free School is a successful secondary school which celebrated its tenth anniversary in 2023. The over-subscribed school is a popular choice for local families. The school has excellent modern facilities built in 2018, right in the heart of its community. If the challenges of working in a local secondary school appeal to you, then we would like to hear from you.

Further information is available from our website: www.thereachfreeschool.co.uk.

Potential candidates are encouraged to contact The Reach Free School with any questions on 01923 711517 or via email to Mrs Keri McKay, HR Officer, kmckay@reachfree.co.uk.

Closing date for applications: Apply by midday on Tuesday 17th March 2026
Interviews to take place: week commencing Monday 23rd March 2026

Safer Recruitment

The Reach Free School is dedicated to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. To ensure we fulfil this responsibility, all candidates will undergo a thorough selection process designed to deter and identify unsuitable applicants. Details of this process are outlined below. Should you require further information, please do not hesitate to contact the school.

Disclosure

This role involves significant access to children, and any appointment will be subject to an enhanced Disclosure and Barring Service (DBS) check for previous criminal convictions. Candidates must disclose any convictions, cautions, or bind-overs, including 'spent convictions' as defined under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020), prior to appointment. Failure to disclose relevant information may result in termination of employment. However, a criminal background will not automatically exclude individuals from employment; each case will be considered based on the nature and timing of the offence(s).

Online searches

Keeping Children Safe in Education (KCSIE) requires schools to conduct online searches of shortlisted candidates as part of the suitability assessment process. The school will also carry out a prohibition from teaching check. Non-disclosure may lead to termination of your employment.