



Teacher of English

Queen Mary's High School

Required 1st September 2026

Permanent, Full-Time

MPS / UPS as appropriate

(Open to ECT applicants)

APPLICATION PACK

Queen Mary's High School
Upper Forster Street
Walsall
West Midlands
WS4 2AE

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Headteacher: Mrs N Daniel

Chair of Governors: Mr T Normanton

WELCOME TO QUEEN MARY'S HIGH SCHOOL

April 2026

Dear applicant,

RE: Vacancy for the role of Teacher of English

I would like to thank you for taking the time to find out more about this important role at Queen Mary's High School.

We are a school community passionate about learning and in cultivating an exceptional educational environment in which our young people are enabled to be the very best version of themselves. Our school community is one in which our students are expertly equipped with not only knowledge and understanding but the skills, the attributes and expertise to achieve their ambitions, to fully realise their potential and to enjoy learning. Our ethos and values are demonstrated by the endeavour of all in our school community, who work together to ensure the highest standards of academic achievement, and to provide excellent pastoral care that supports, nurtures and empowers our students in achieving this excellence.

We are seeking to appoint an enthusiastic English Teacher, who has a passion for their subject and will motivate and inspire our exceptional students. The successful applicant will become part of a collaborative and supportive staff body, who share a vision to realise and achieve ambitious outcomes for every individual in our school. You will be joining a highly committed, experienced and expert pastoral team. We are not a school where one size fits all, we are a school in which diversity thrives, is encouraged and is celebrated. We are much more than the sum of our parts, growing exceptional talent in both our young people and in our staff.

If you are, like us passionate about having a positive impact on young people's lives, and excited by this opportunity to support exceptional young people, we warmly welcome your application.

If you would like to find out more about us and see how wonderful a place to work this is, please contact the school to arrange a visit. I very much look forward to hearing from you.

Nicola Daniel
Headteacher




ABOUT US

Queen Mary's High School is built upon a well-established history of success, shaping exceptional young people for young adulthood. We are an academically selective, 11-18 girls' grammar school, co-educational in our sixth form provision. We have approximately 950 students on roll.

Since the school's successful bid for funding from the Selective Schools Expansion Fund (SSEF), it has been able to increase its PAN and to engage in outreach to the local community with the aim of increasing the number of local disadvantaged children being admitted to the school. This, together with the inclusion of a lower qualifying score for disadvantaged local children, has resulted in the average percentage of disadvantaged students admitted to the school in Years 7-9 being 29% with the aim of this rising to over 30% for the whole school over time.

Located in the heart of Walsall, Queen Mary's High School has been educating young women since it was founded in 1893. We are a busy, friendly and energetic school with a distinctive family-oriented ethos, a positive culture and an ambition for success. We draw our students from a wide area including Walsall, Birmingham, Wolverhampton, Sandwell and Staffordshire.

Our aim is to enable each student to achieve excellence in all aspects of their life. In order to achieve this, we seek to:

- Provide opportunities for each student to achieve the highest possible standards
 - Inspire a love of learning for its own sake
 - Foster self-esteem and sensitivity to the needs of others
 - Develop an appreciation of our cultural heritage
 - Equip each student to take a responsible place in society
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THE TRUST

The Mercian Trust's name is both rooted in history and indicative of a geographical identity and ambition.

It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship. The Trust intends, a thousand years later, to adopt the same spirit of kinship in our approach to a Multi-Academy Trust. The Trust recognises the unique history and achievements of constituent schools and academies that are part of the Mercian family.


The Mercian Trust is a unique multi academy trust based in Walsall and Sandwell with selective grammar schools, 11- 16 and 11-18 comprehensive schools, a Studio School and The Ladder school, an Alternative Provision Free School.

Together our mantra is 'Life to the full in pursuit of what is good, right and true'.

We define this as equipping students to:

- Fulfil their potential
- Thrive in the world of work (when they leave our schools and sixth forms)
- Make a positive contribution to their families and the local, national and international community.

The Mercian Trust is comprised of:

- Aldridge School
 - New Leaf School
 - Oakwood School
 - Queen Mary's Grammar School
 - **Queen Mary's High School**
 - Q3 Academy Great Barr
 - Q3 Academy Langley
 - Q3 Academy Tipton
 - Rushall Primary School
 - Shire Oak Academy
 - The Ladder School
 - Walsall Studio School
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ENGLISH AT QMHS

The English Department is a large and thriving one serving the needs of all students at this selective girls' school exceptionally well. We are a very supportive and co-operative team, with a wealth of subject and pedagogical expertise. We adopt an evidence-informed approach to the pedagogy we employ, and all members of the department are encouraged to contribute to the development and successful implementation of these strategies. We have centralised Schemes of Learning across KS3 to KS5, and these enable the team to invest time in areas that have the greatest impact, such as, deep subject knowledge, high-quality questioning, modelling and effective feedback. We pride ourselves in providing the best learning experience for our students so that they can become effective communicators of the written and spoken word.

We have invested in a range of new texts across Key Stage Three to Five, and all our classrooms have a visualiser that is central to English pedagogy. We also have invested in the use of Educake for homework and MASSOLIT to support Teaching and Learning in the department.

At Key Stage 3, we have enhanced our curriculum significantly, and we have a thematic curriculum in which reading, writing and oracy skills are sequenced and interwoven throughout. A core value of the English department is to use KS3 as a platform to provide a high-level of challenge so that they can thrive. In Y7, we focus on secrets and shock through short-stories, representations of animals in *Black Beauty*, Victorian Landscape in *Oliver Twist*, and The Refugee Experience through a close read of *The Bone Sparrow*. In Y8, we focus on Rhetoric and Animal Farm, Brutality and Betrayal in Shakespeare's *Julius Caesar*, alongside transforming our students into nature writers by the final term. In Y9, we focus on the universal themes of love and conflict in *Romeo and Juliet*, supernatural encounters through an anthology of Gothic texts from past to present, alongside a thorough examination of Mary Shelley's *Frankenstein*. We also conclude Year Nine with a study of *Journey's End*. Within each unit, we have a range of thematically linked satellite texts that help develop, enrich and expand student knowledge, which enables students to experience a breadth of non-fiction and genres.

All students in Key Stage 4 follow the AQA English Language and English Literature GCSE specification. We believe it is important to include diverse texts, and so, during KS4, our students will typically study Charles Dickens' *Great Expectations*, Shakespeare's *The Merchant of Venice*, alongside Winsome Pinnock's *Leave Taking* and Love and Relationships. We adopt an interwoven and integrated curriculum approach as we believe that both GCSE courses are equally important, and so double exposure enhances the progress our students make, whilst fostering their enjoyment of the subject.

In the sixth form, we are proud to offer two separate A-Levels in English Language (AQA) and English Literature (OCR). As with our KS3 and KS4 curriculum, we have developed and enhanced our KS5 curriculum provision to ensure that we stretch and challenge students to achieve the highest outcomes. Often, students who take our A-Level courses will study History, Geography and Psychology, but there are a growing number of students that opt to study English from a variety of different subjects.

We are also very proud to have an increasing number of students opting to pursue English in its many forms, including Creative Writing, Literature, Linguistics, Chinese Literature, alongside combining it with other degrees. Several of our students opt to study English at Oxbridge, Cambridge and University of Birmingham.

We believe it is important to foster a love of literature and creativity in our students. As part of our KS3 curriculum provision, we have a timetabled library session where students participate in active reading strategies to develop their reading skills through oracy. These sessions are led by our experienced librarian. There are opportunities to contribute towards our Book Clubs, Book Fair, Poetry by Heart and Diverse Reads Scholars Group. Alongside this, we regularly encourage our students to participate in writing competitions, and we are proud that many of our students have successfully had their work published within Young Writers competitions. We also believe it is important to provide opportunities beyond the classroom, and so, we are keen for students to experience theatre productions. There is a yearly visit to RSC for Y13 and Y12 students, alongside Y10 and Y11 have opportunities to experience *An Inspector Calls* and *The Merchant of Venice* as a performance. We also plan to provide KS3 students with a Stratford experience within the next academic year.



THE ROLE: TEACHER OF ENGLISH

As a Teacher of English, you will carry out duties in line with the conditions of employment as set out in the current School Teacher's Pay and Conditions document, and the Mercian Trust's policies and procedures.

Job Purpose

- To secure high quality teaching and learning, the effective use of resources and high standards of achievement for all the students directly taught;
- All teaching staff are expected to meet the requirements of the Teachers' Standards, these encapsulate the role of a teacher at Queen Mary's High School.

Teaching and Learning

- Having regard to the curriculum for the school, plan and teach challenging, well organised lessons and sequences of lessons, informed by secure subject knowledge;
- Planning and preparing stimulating and interesting courses and lessons for pupils across KS3 and 4;
- Teaching, according to their educational needs, the pupils assigned to her/him, including the setting and marking of work to be carried out by the pupils in school and elsewhere;
- A keenness to share in the Queen Marys' High School ethos which aims to support each student as they seek to fulfil their potential through academic excellence and personal development.

General

- Adhere to the policies of the school and The Mercian Trust, as published and amended from time to time, in particular, policies relating to the safeguarding of children.
- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Contribute to the school's programme of co-curricular activities.
- Work within the school's health and safety policy to ensure a safe working environment for staff, students and visitors.
- Work within The Mercian Trust's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.

Review and Amendment

This job description should be seen as enabling rather than restrictive and will be subject to regular review. The Head Teacher may ask you to undertake any additional responsibilities that may be deemed reasonable.

PERSON SPECIFICATION

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE	EVIDENCE
Honours Degree or Equivalent in an appropriate subject	✓		Application/ Certificate
QTS		✓	Application/ Certificate
Hold or be working towards a professional teaching qualification in secondary education	✓		Application/ Interview

KNOWLEDGE, SKILLS AND EXPERIENCE	ESSENTIAL	DESIRABLE	EVIDENCE
A well-qualified English graduate		✓	Application/ Interview
Ability to teach English to all year groups from Year 7 to 11, including GCSE plus A Level or equivalent level for the right candidate	✓		Application/ Interview
Form Tutor experience		✓	Application/ Interview
An awareness of the importance and role of the subject in contributing to the students' wider development	✓		Application/ Interview
Ability to use national and school data in target setting and monitoring		✓	Application/ Interview
Self-motivated hard worker	✓		Interview
Ability to seek and respond to advice positively	✓		Application/ Interview
Ability to work under pressure and to challenging deadlines	✓		Application/ Interview
Relates well to students, staff and parents	✓		Interview
Successful and innovative teacher	✓		Interview
Effective classroom manager	✓		Interview
Excellent written and oral communication skills	✓		Application/ Interview
Leadership potential		✓	Application/ Interview
Effective inter-personal skills	✓		Application/ Interview
Good organisational skills	✓		Application/ Interview
Ability to communicate effectively with parents, colleagues and pupils in a manner appropriate to each	✓		Application/ Interview
Clear sense of responsibility for their own professional development	✓		Application/ Interview

VALUES AND ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
Believe in an environment that encourages all staff and students to give of their best	✓		Interview/ reference
Commitment to safeguarding and promoting welfare of students	✓		Interview/ reference
Commitment to home school partnership	✓		Interview/ reference
Commitment to the School's role in the wider community	✓		Interview/ reference
Commitment to continuing professional development and collaboration	✓		Interview/ reference
Commitment to high standards of academic excellence and student behaviour	✓		Interview/ reference
Commitment to caring for the individual	✓		Interview/ reference



SAFEGUARDING AND SAFER RECRUITMENT

- Queen Mary's High School is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act and expects all staff and volunteers to share this commitment.
- You are required to:
 - Uphold the school's policy in respect of child protection and safeguarding matters.
 - Have commitment to the school's equality policy.
 - Ensure any extra-curricular activities will be free from partisan, political and religious view (where political issues are discussed, a balanced view is always presented).

HEALTH AND SAFETY

The Law requires employees to:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work.
- Co-operate with their employers on health and safety matters.
- Carry out their work and duties in accordance with training and instructions.
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

OUR OFFER

- A superb staff team committed to doing their absolute best for all in our school community.
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
- A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for teachers at all career stages, including an exceptional Early Career Teacher programme drawing on expertise from across the Mercian Trust.
- We offer a range of benefits to support our staff wellbeing including access to the school fitness suite and a cycle to work scheme.
- There is never a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

KEY INFORMATION – HOW TO APPLY

Post	Teacher of English
Responsible to	Subject Leader of English
Contract and Salary	This is a full-time, permanent position working Monday to Friday MPS / UPS as appropriate
Closing Date	8am on Wednesday 13 th May 2026
Interview Date	Tuesday 19 th May 2026
Start Date	1 st September 2026
How to apply	<p>Complete the Mercian Trust online application form and include a supporting statement / document no longer than 2 sides of A4 outlining:</p> <ul style="list-style-type: none">• How your recent and relevant experience and expertise match the requirements of the role.• How the impact you have had in your career / initial teacher training to date is an appropriate foundation for you to undertake this role. <p>Please note, your ability to communicate a wide range of information with appropriate examples and evidence clearly and concisely in your supporting statement will be assessed as part of the shortlisting process.</p> <p>For any other enquiries relating to this role, please contact Miss Tomkinson, PA to the Headteacher, via m.tomkinson@qmhs.merciantrust.org.uk</p>

