



Ringwood School

# Recruitment Teaching Pack



# Information for Applicants

## CONTENTS

Page 3 - How to Apply

Page 5 - Person Specification

Page 6 - General Information  
for Applicants

Page 8 - Examination Results

Page 9 - #TeamRingwood



## Job Title:

Teacher of English September 2026

Closing date: 8<sup>th</sup> May 2026 (9am)

Interviews: 19<sup>th</sup> May 2026

Parsonage Barn Lane, Ringwood, BH24 1SE

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[www.ringwood.hants.sch.uk](http://www.ringwood.hants.sch.uk)

# How to Apply

Thank you for your interest in becoming part of the team at the Ringwood School.

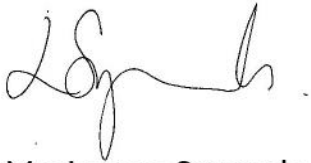
I hope you find the enclosed information helpful but if you have any questions or would like to arrange an informal visit please telephone Nikki Shave on 01425 481285 or e-mail [nshave@ringwood.hants.sch.uk](mailto:nshave@ringwood.hants.sch.uk)

Please complete an application form via MyNewTerm on our website [www.ringwood.hants.sch.uk](http://www.ringwood.hants.sch.uk)

The closing date for applications is 8<sup>th</sup> May 2026 (9am)

I look forward to receiving your application.

Yours sincerely



**Mrs Leanne Symonds**  
Headteacher



|   |  |
|---|--|
| Title   | Teacher of English   |
| Salary  | Main Scale<br>Suitable for ECT<br>CPD tailored to individual need  |
| Employment  | Full time Permanent  |
| Purpose of the post   | To deliver high quality teaching in the classroom and to be accountable to the Subject Leader for student outcomes |
| The postholder is required to carry out the duties of a School Teacher within the terms of the School Teachers' Pay and Conditions document and meet Teacher standards. |  |



## **The English department is a strong and established department of 12 teachers.**

English is situated within its own block with a communal area for staff, this creates a real hub for the team. English is also taught in three classrooms in other blocks as the original block is no longer big enough to house everyone. Most teachers have their own classroom, and all classrooms are equipped with visualisers which are an essential tool within our English lessons.

English is popular with students (according to a recent student survey) and working with such a skilled team there is much potential for further development of pedagogy and of outcomes. We are looking to attract a colleague with a track record of raising student outcomes to not only maximise performance but also engender a love of English and reading across the whole school.

### **We offer:**

- the opportunity to be integral to developing and implementing the next phase of improvement in English
- excellent career progression opportunities given our strong track record of school-to-school support
- a supportive, committed and experienced team of English specialists to work with
- a high level of support for all new staff
- a workplace with a high level of professional trust, focussed on the wellbeing of staff and students

### **You will:**

- be ambitious for all students in your subject area and have a commitment and enthusiasm to give young people the best possible start in life
- be able to demonstrate how you have designed improvement strategies and raised outcomes in the past
- be an excellent classroom practitioner
- be committed to working collaboratively with colleagues, students and parents
- be confident in your ability to support and develop colleagues
- use your excellent English pedagogical understanding to design effective strategies both within and outside of the classroom
- be optimistic and cheerful.

# Person Specification

|                             | Essential   | Desirable   |
|-----------------------------|---|---|
| Qualifications              | <p>Qualified Teacher Status</p> <p>A degree in an appropriate, relevant subject</p>   |   |
| Professional Development    | <p>Recent training in what makes effective teaching and learning</p>  |   |
| Experience                  | <p>Experience of teaching at Key Stages 3 &amp; 4</p>   | <p>Experience and an interest in teaching A-Level Literature; A-Level Language or both.</p> |
| Skills and Abilities        | <p>An excellent classroom teacher with a clear understanding of what makes for effective teaching and learning and the capacity to share it with others.</p> <p>Able to work well with colleagues, form positive relationships and lead by example.</p> <p>Sees forming positive working relationships with students as crucial to student success.</p> | <p>Cheerful and hardworking disposition</p> <p>Open to future promotion</p>                 |
| Personal Attributes         |   | <p>Committed to your own continuing professional development.</p>                           |
| Other Specific Requirements |   | <p>A good sense of humour.</p>  |

# General Information for Applicants

Ringwood School provides a **high quality education** for students aged 11 to 19 years of age who are looking for the best possible start in life. The school became an Academy on the 1st April 2011.

We are a **group eight school** with **over 1550 students** on roll (including almost 300 in the sixth form). The school has an **excellent record of academic success** at all key stages. Students, parents, staff and members of the wider community are justifiably proud of the school's success. Parents are very supportive of the school.

Ringwood School was appointed **one of the first National Teaching Schools in 2011**. We recognise that our staff are our most valuable asset and as such we invest heavily in professional development to continually improve practice and are looking to appoint teachers who share this same aspiration and potential.

## Our Vision

"Foundations for **lifelong success**".

## Location

The historic market town of Ringwood is a lively community situated close to the beautiful surroundings of the New Forest National Park and the Dorset World Heritage Coastline. **The school lies at the heart of its community**, including rural villages in the surrounding area.

## The School

Colleagues are **professional, highly motivated and supportive** of each other. Our firm commitment to professional development and the induction of all new staff means that the settling in process is managed very well. Students enjoy coming to school, achieve high standards and make the most of the opportunities available to them.

It is our aim to **inspire the next generation by encouraging, empowering and supporting** them to be successful in their chosen areas. We seek to raise the aspirations of our students, equipping them for life, learning and work in a modern technological world.

## Leadership & Management

The **School's Senior Leadership Team** comprises the Headteacher, one Deputy Headteacher and five Assistant Headteachers.

The school is organised into departmental areas, each led and managed by a Subject Leader.

- English
- Modern Foreign Languages
- Mathematics
- Design Technology
- Science
- Music
- Geography & Geology
- Drama
- History
- Visual Arts
- ICT
- Physical Education
- Business Studies & Economics
- Ethics and Philosophy
- Media
- Special Educational Needs
- Psychology
- Criminology

Our **curriculum is rich** and we provide a wide range of learning opportunities in a variety of contexts through both the formal curriculum and the extra-curricular programme.

The Governing Body comprises 18 Governors, including Staff Governors, who meet termly, as do their Sub-Committees for Audit & Finance, Curriculum, Learning and Assessment Committee, People, Rewards & Development Committee, Governance Committee and Student Welfare & SEN.

## Pastoral Care and SEN

We are, first and foremost, a comprehensive school. We are committed to providing an inclusive education for all of our students and work closely with the range of education support services. In addition to excellent SEN provision our last Ofsted report records that the work around students' personal development and welfare is outstanding. The report describes the school's work in this area as "a beacon of highly effective practice within the local area".

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are a completely non-smoking site.

## Achievement

As you will see from our examination results, we continue to work hard to improve progress and achievement at Ringwood School.





# Examination Results

|                |  | 2021  | 2022  | 2023  | 2024  | 2025  |
|----------------|--|-------|-------|-------|-------|-------|
| <b>KS4</b>     | Students achieving <b>5 or more GCSE passes</b> at Grades 9-4 (A*-C) including English and maths | 78.5% | 79%   | 78.9% | 80%   | 81%   |
|                | <b>One or More passes</b>  | 100%  | 98%   | 100%  | 99%   | 98%   |
|                | Average <b>Progress 8</b>  | N/A   | +0.22 | +0.22 | +0.36 | +1.3  |
|                | Average <b>Attainment 8</b>  | N/A   | 54.1  | 52.11 | 53.4  | 55.94 |
| <b>A Level</b> | ALPs <b>Progression Grade</b>  | 1     | 2     | 3     | 3     | 5     |
|                | Percentage of <b>A*-B grades</b>   | 70.7% | 68.2% | 83.7% | 58%   | 58%   |
|                | Pass rate <b>1 A*-E</b>  | 99.5% | 99.5% | 100%  | 100%  | 100%  |

# #TeamRingwood - Cultural fit statement

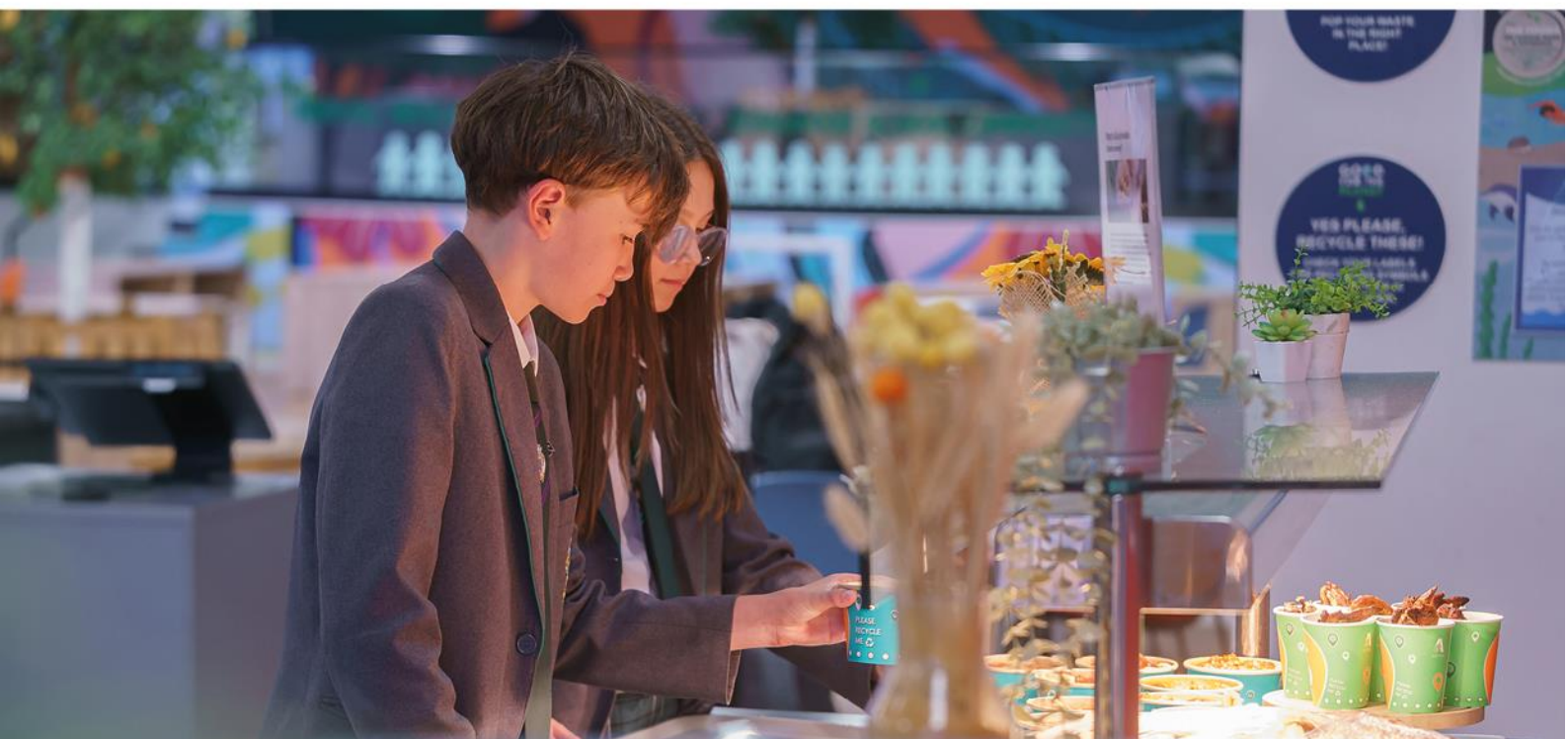
We work as one team and we:

- Value working together, are committed to helping others and collaborating to achieve better outcomes.
- Value face to face communication as often as possible.
- Are proactive and visible, with a “See it, Sort it” approach.
- Appreciate that our jobs are challenging, mistakes do happen and that asking for support or telling someone that you are finding something difficult is not a sign of weakness but an opportunity to develop and find support when needed. We commit to looking out for signs that others may be struggling and offering help as well as asking for help when needed.
- Are inclusive, consistent, fair and positive in our behaviour management approach for all children.
- Have high expectations for all, using school processes to eliminate low level disruption; promoting great teaching and learning.
- Are trained and supported to deliver high quality learning and who take responsibility for our own professional development.
- Are enthusiastic about our profession, take and make no excuses and who want the best outcomes to maximise the life chances of the students in our care.
- Have positive, caring, supportive, trustful and respectful relationships with everyone in the school community. We want our school to be a beacon of humanity at all times.
- Value recognition and actively celebrate the success of our students and colleagues.
- Embrace an open door culture, where dropping into a lesson is the norm.
- Share their work with pride and generosity; and take responsibility for asking for help where we need it.
- Endeavour to bring our best everyday.

# #TeamRingwood - Cultural fit statement

How do we support our staff?

- A team of Mental Health First Aiders
- A wellbeing library for staff
- Ongoing training and resource materials on aspects of wellbeing
- Regular wellbeing surveys and action on results
- Support so that you can be present for the important things in life like your child's sport day; a nativity performance or supporting a loved one with an important appointment.
- Time away from the workplace for leaders to work on strategy
- External supervision for staff in key roles – pastoral work; safeguarding and the LAC team.
- Free confidential counselling
- Return to work conversations when you have been unwell to check that you are well enough to be back



## Safeguarding and **Child Protection Statement**

To provide an environment in which **students feel safe, secure, valued and respected**, and feel confident, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.

To **raise the awareness of all teaching and non-teaching staff** of the need to safeguard students and of their responsibilities in identifying and reporting possible cases of abuse.

To provide a **systematic means of monitoring students** known, or thought to be at risk of harm, and ensure we, the school, contribute to assessments of need and support packages for those students.

To develop a **structured procedure within the school** along with visits and trips which will be followed by all members of the school community in cases of suspected abuse.

To develop and **promote effective working relationships** with other agencies, especially the **Police and Social Care**.

To ensure that all staff working within our school who have substantial access to children have been checked as to their suitability, including verification of their identity, qualifications, and a satisfactory **DBS check** and a single central record is kept for audit.

## **Equal Opportunities Statement**

Ringwood School **values the diversity of our workforce** and **welcomes applications** from all sections of the community.

