



The Stanway School



Teacher of English (Maternity cover)

Information on the role,
the School and the Trust

The Stanway School

Take a virtual tour
of the school

The Stanway School is a popular and over-subscribed 11-16 school located in North-East Essex. We offer a modern learning environment with the latest facilities, including a brand new block opened just over 5 years ago.

Dedicated to student success, Stanway consistently achieves above National averages for Progress 8 & attainment 8 scores and boasts a team of dedicated and passionate teachers who empower students to thrive and confidently transition to their next step.

Ofsted recently rated us Good in all areas, highlighting our commitment to academic excellence and holistic development.

At Stanway, students don't just succeed in the classroom. We offer a diverse range of clubs catering to various interests, from sports to board games. We also provide exciting opportunities in music and drama, with regular performances and trips and visits for every year group. Through The Stanway Experience, all students have the chance to travel abroad, participate in residential, and engage in various

Join a thriving school within the supportive Sigma Trust

Stanway School is seeking passionate and dedicated individuals to join our team. We offer a rewarding and collaborative environment where you can make a real difference in the lives of young people.

Benefits of working at Stanway:

- Be part of a supportive network: Stanway is a member of the Sigma Trust, a multi-academy trust in NE Essex. This offers you:
 - Collaboration and support: Learn from and share best practices with colleagues across the trust.
 - Increased career opportunities: Explore professional development and career progression within the wider trust network.
- Make a real impact: Contribute to the success of our students in a stimulating and nurturing learning environment.

We're seeking passionate individuals from all backgrounds to join our school community!

The Sigma Trust is proud to be an equal opportunity workplace. We are committed to equal employment opportunities regardless of any protected characteristics. This is embedded in our vision 'To Be Greater Than The Sum Of Its Parts', where we believe we are strong and more successful working together, creating a workplace which celebrates diversity

Interested in learning more? We encourage you to reach out with any questions about the position or our school. You're also welcome to schedule a visit to meet our team and experience our vibrant learning environment firsthand.



Meet the English Team

Joining our English Department at Stanway, where you'll find a dedicated team that achieve above national outcomes and grades 4+ and 5+. This is a high performing team of fantastic individuals in a school with above average GCSE results every year.

The school boasts modern, purpose-built classrooms, with staff bases on every floor for staff to enjoy mixing with the other staff in their area.



Susan Jones, English Teacher with responsibility for KS3:

"The English team at The Stanway School is a strong and supportive one. We are creative and work together to ensure our lessons are engaging, motivating and inspire students to do their absolute best"

Esther Bennett-Seager, English Teacher:

"The English Department is a highly supportive environment where everyone's ideas are treated with kindness and respect."

Louise Doherty, Assistant Headteacher for English:

"I very much enjoy working at The Stanway School. It's an incredibly supportive environment whereby all staff, whatever their future desires are, can achieve. We are an incredibly strong, caring and co-operative team."

Krisztina Rivett, English Teacher with responsibility for KS4: *"working in the English Department is a deeply collaborative experience where the shared passion for literature and language fosters a truly unified team. There is a strong culture of mutual support, ensuring that whether we are navigating curriculum changes or marking assessments, no one ever feels they are working in isolation. This environment of kindness and professional respect makes the Department a rewarding place to grow as every challenge is met with a collective spirit of encouragement."*

Teacher of English

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records, online checks and other vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

We are seeking to appoint a qualified, enthusiastic and organised teacher to work within a dynamic, supportive and successful team at The Stanway School.

Hours/Weeks: Full-time

Pay: Main/Upper Pay Range

ECT applications are welcome

The start for this maternity cover post is from 1 September 2026. The closing date for applications is: 9am Wednesday 13th May 2026, interviews will be held week commencing 18 May 2026.

The role will involve:

- In consultation with the Head of Department, to plan, design and produce teaching materials and resources which are appropriate to age and ability
- In accordance with scheme of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning
- Assess, record and report on the development, progress and attainment of the students assigned to him or her
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.

We're looking for you if you have:

- Qualified Teacher Status
- A degree in the specialist subject
- The ability to teach great and inspiring lessons
- Experience of supporting staff and students in maintaining high standards

(The full details can be found in the attached Job Outline and Role Specification).

What we can offer:

- An exciting opportunity to teach in a successful, oversubscribed school;
- A competitive salary;
- Employee benefits: Pension Scheme, Holiday Pay, Employee Assistance Programme, 2 INSET days in the Autumn term for opportunities to travel;;
- A full Continuous Professional Development Programme;
- Training and Support Opportunities through our membership of The Sigma Trust;



Job Description

Job Purpose

To promote the aims and objectives of the school and maintain its philosophy of education and to support the Headteacher in promoting the ethos of the School.

To meet and conform to the appropriate standards set out in the Teachers Standards and the current School Teachers' Pay and Conditions document or such other revised document/s as identified by the Department for Education.

Safeguarding Responsibilities

Fulfil personal responsibilities and support the CEO, Head Teacher and Deputy Head in securing compliance by those working in school, for safeguarding as set out in the Children's Act, Statutory Guidance and by the Local Children's Safeguarding Board.

These include:

- Operating a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services;
- Operating clear whistle blowing procedures
- Sharing information, with other professionals
- Assigning a designated professional lead for safeguarding
- Operating safe recruitment practices
- Ensuring appropriate supervision and support for staff, including undertaking induction, safeguarding training and reviews of practice
- Establish, operate and monitor clear policies for dealing with allegations against people who work with children

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Key Responsibilities

- To follow any current and applicable School Policies under the direction of the Head Teacher.
- To respond to the needs of the school, with particular reference to the teaching of groups and classes within the school, as deemed necessary by the Head Teacher in accordance with STPCD.
- To be a Tutor to an assigned Tutor Group if required, and to carry out related duties in accordance with the general job description of Tutor
- To carry out a share of supervisory duties in accordance with published rotas
- To participate in appropriate meetings with colleagues and parents relative to the above duties

Teaching

This job description is based on the DfE Teacher Standards which define the core purpose and functions expected of a good teacher.

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Person Specification

The Governors would like to appoint an inspirational Teacher who has the capacity to drive up standards of achievement and enjoyment.

The ability to teach across a range of disciplines will be required. Excellent organisation and management skills are required as well as a commitment to developing the profile of the subject within the schools. We would also anticipate the successful candidate would join colleagues in a structured programme of CPD.

The person appointment will be someone who:

- Is appropriately qualified and has sound subject knowledge.
- Enjoys working with young people.
- Is a committed and enthusiastic teacher who sets high standards within the classroom.
- Uses a variety of teaching strategies in order to meet the needs of all students.
- Has sound behaviour management skills and discipline both inside and outside the classroom.
- Has the ability to motivate students, act as a role model and form good relationships with them.
- Is innovative and dynamic.
- Has the capacity to lead and manage a team of teachers.
- Has the ability to establish and sustain effective working relationships with all colleagues.
- Is able to communicate orally and in writing to students, parents, governors, staff and other members of the school community.
- Will be generous in time and energy devoted to the job.
- Has a sense of humour and equitable temperament.
- Is in sympathy with and contributes to the philosophy, ethos and practices within the School and Trust.
- Has an appropriate range of relevant experience in education.
- Has a successful track record in teaching.
- Has the ability to be prepared to monitor and evaluate the work of their staff.
- Has the intellectual capacity and self confidence to generate, implement and sustain innovation and manage change.
- Has the potential and ambition for further promotion.