

**Empowering futures:
for a better tomorrow**



Join us as a Teacher of English 0.5FTE at Teignmouth Community School.

Join a school where we work hard to help young people be the best version of themselves.

As we raise the bar for education, your passion for English can ignite minds, inspire change, and help every student find their voice. Be part of a story worth telling.

0.5 FTE - MPS/ UPS

Permanent – Available from 1st September 2026





Welcome

Here at Teignmouth Community School we are driven by our belief that we are all capable of being a slightly better version of ourselves tomorrow than we are today. This is underpinned by the values that, we believe, will ensure that we are all always working to be the **best version** of ourselves.

By **working hard and never giving up** we remain open to limitless opportunities for progress. We firmly believe that you have not failed until you stop trying.

As a community we have a responsibility to **be kind and care for each other**. We don't need to agree with everyone, we don't even need to understand everyone but there is absolutely nothing, other than our own fear, that stops us from accepting everyone.

And only by **joining in** can we **develop and grow**. Our characters are like muscles: if we don't exercise them, if we never push ourselves beyond that which is comfortable then we will never grow.

Our unwavering commitment at Teignmouth Community School is to challenge and support every member of our community to be the **best version** of themselves.

If this sounds like the kind of community you would like to belong to then please apply.

Everything we do across our family of eight schools in our Trust is focused on our mission to deliver a high-quality and inclusive education for our pupils.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

The role: English teacher

Are you looking for a school where your passion for education is truly valued?

We have a curriculum which has been carefully sequenced to ensure that our learners make progress across the 5 years. Each lesson is fully resourced and we re-visit schemes of learning regularly to refine and develop them. If you have new and creative ideas about what we could add to our schemes of learning, you will find the team to be a receptive audience.

As an English teacher in this role, you will teach across ks3 and ks4, English Language and English Literature. We use AQA for both of the English GCSEs. You'll inspire students to become confident speakers, readers and writers who explore different perspectives and who value others -regardless of background or ability. By joining our dedicated team, you'll contribute to a culture where progress is celebrated, and every student matters.

Welcome from the Director of English

We are a team of six, led by Tamzin Faull (Director of English) and Michelle McKeeman (Deputy). We support each other to be the best versions of ourselves we can be, in order to drive our already successful department to even greater things.

We have an open culture where we have honest and supportive professional conversations about how we can continuously improve as individuals and as a team. Everyone in the team has a voice, and we believe it is by pooling our skills and enthusiasms that we will move forward dynamically.

You will be welcomed into the team - supported, challenged and nurtured in your career development. If you are a dynamic, reflective practitioner who is keen to contribute to the progress of the department and the school, we will welcome your application.

What makes us special

What sets our school apart is our unwavering commitment to both excellence and inclusion. We are a vibrant, forward-thinking community where every student is valued, supported, and encouraged to thrive—regardless of their background or starting point. Our recent progress in raising educational standards is matched by our dedication to creating a welcoming environment where difference is celebrated and every voice is heard. Here, staff and students work together to build confidence, nurture talents, and ensure that everyone feels a true sense of belonging. By joining us, you'll become part of a team that believes in the power of education to transform lives and in the importance of making that transformation accessible to all.

We're looking for someone who:

- Has high expectations for all students and is passionate about helping them achieve their best
- Values teamwork and is eager to contribute to the wider life of the school community
- Is reflective, open to feedback, and committed to developing their own practice
- Would love to join a dedicated staff team who are committed to improving the quality of education across our school
- Enjoys being around children and is committed to safeguarding
- Brings a positive attitude and a genuine love of school life

In this role you will:

- Plan and deliver engaging English lessons that inspire a love of reading, writing, and discussion
- Assess student progress regularly and provide feedback that helps them move forward
- Work closely with colleagues to enhance and refine our seven-year curriculum and share best practice
- Contribute to creating a positive learning environment where all students feel valued
- Take part in wider school life, including enrichment activities and extra-curricular opportunities
- Play an active role in supporting the school's commitment to raising achievement for all

We offer:

- A role where your work really matters and we listen to your voice
- The opportunity to work in an established team who are invested in growing the potential of others and who are committed to continuous improvement
- 121 coaching
- Ongoing professional development

How to apply

If you'd love to help create a calm and caring atmosphere where children thrive – we'd love to hear from you.

Please do take the opportunity to learn more about the role by viewing the detailed job description included on the following pages. To apply please complete our application form and take the opportunity to share with us how your skills and experience meet the person specification in the job description. To learn more about the school please visit our website by clicking [here](#).

Alternatively, if you would like to discuss the role further or arrange for a tour of the school please contact Samantha Atkinson via email samantha.atkinson@teignmouthschool.co.uk (Deputy Headteacher)

The closing date for applications is Monday 27th April at 9am. If you have any questions about this opportunity, please contact us via my new term or at recruitment@ivyeducationtrust.co.uk

Interviews will be arranged once applications have been reviewed



We're totally committed to the safeguarding and welfare of all our pupils, and we expect you to be too. We follow safer recruitment statutory guidance (Keeping Children Safe in Education). If you're successful, you'll be required to complete thorough pre-employment checks, including an Enhanced DBS check and references that are satisfactory to our Trust. All posts in our Trust are exempt from the Rehabilitation of Offenders Act (ROA) 1974.

Dear applicant,

First, I would like to say a huge thank you for your interest in working at Teignmouth Community School.

When I started as Headteacher in September 2022 the school was in a very different place than it is now. In fact, I would go so far as to say that it is unrecognisable. The groundwork has very definitely been laid and we are well on track to being the school that the community of Teignmouth deserve. This transformation has only been possible through the power of 'team'. I am now looking for a new member of that team to continue to drive improvement in both the quality of curriculum and delivery alongside the love of learning of languages.

As a staff, our mission is to provide *all* our students with the best possible educational experience that we can; an experience that supports, challenges and inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within Teignmouth Community School Teaching Sequence that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is now academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering a broad range of extra-curricular clubs, trips and visiting speakers. A holistic approach to education is one of our key drivers.

We treat everyone in the Teignmouth Community School community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our values of Work Hard – never give up; Be Kind – care for each other and Join In – develop and grow, values that we expect everybody to embrace and embody.

We offer our staff disruption free classrooms built on a whole school framework of behaviour for learning expectations; centralised behaviour systems; a fortnightly coaching programme for all staff (because, in the words of Dylan Wiliams, 'every teacher needs to improve, not because they are not good enough, but because they can be even better'); opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to developing the best version of yourself and our students then I welcome your application.

A handwritten signature in black ink that reads "Rachel Wickham".

Rachel Wickham
Headteacher

Job description

Post title:	Teacher of English 0.5 FTE
School:	Teignmouth Community School
Working hours:	0.5 FTE
Salary grade:	MPS / UPS
Contract type:	Permanent – Available from 1 st September 2026
Responsible to:	Headteacher

Key purpose of job:

In accordance with the school Teachers' Standards, develop and deliver the English curriculum across the age and ability range, in accordance with the requirements of a professionally qualified teacher, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.

Liaising with:

Director of English (Head of Faculty), students, staff, parents.

Specific duties and responsibilities:

- Teach English across the age and ability range from KS3 to KS4 (an ability to teach KS5 is desirable, but not essential) in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality and in accordance with the school assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the school's high expectations of behaviour for learning within every classroom.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.



- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the school's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching of English. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year).
- Promote enrichment and extension of English across the department, participating and developing events, trips and visits as well as producing high quality displays.
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work.
- To engage actively in the school's Coaching CPD.
- Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
- Take a full role in the pastoral system of the school, by being a tutor and a member of staff well known to the community of students.
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the school.
- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools/schools; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust.
- To engage actively in the school's Performance Management review process.
- To embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school and Trust with students, staff, parents and other stakeholders where and when appropriate.
- To make an active contribution to the development of the school's policies, including Department Improvement Plans and the overall school Improvement Plan and to



contribute to the process of school Self-Evaluation taking full account of quality standards and performance criteria.

- To supervise/line manage any technician, teaching assistant or temporarily assigned post within their curriculum area, as directed by the Subject Team Leader.

Other duties

- Place the safeguarding of all children in the school as the highest priority.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS with barred list check.
- Make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and pupils at our school.
- Maintain an understanding of and work within Trust and School policies, procedures and statutory regulations, including in respect of health and safety, equality and inclusion, GDPR and data protection, safe use of IT, safeguarding children and safer working practices.
- Conduct oneself in a manner befitting a member of staff working in education at all times, demonstrating the behaviours and standards of our code of conduct.
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.



Person specification

The Core Professional Standards for teachers define our expectations in detail.

We are particularly looking for the following qualities and experience:

Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Qualifications:			
Teaching qualification (A)		✓	
Honours Degree (2:2) (A)		✓	
Experience:			
Working with secondary school students across KS3 and KS4 (A/I)		✓	
Working with secondary school students across KS5 (A/I)			✓
Knowledge:			
Knowledge and understanding of the importance of safeguarding children (I)		✓	
Working knowledge of Microsoft Office packages including, Outlook, Word, Excel and PowerPoint (A/I)		✓	
Skills:			
Ability to teach English (A/I)		✓	
Good standard of verbal and written communication skills (A/I)		✓	
Ability to organise and prioritise work effectively and to deadlines (A/I)		✓	
Ability to differentiate and personalise learning (I)		✓	
Impart knowledge and develop understanding through effective use of lesson time (I)		✓	
Manage classes effectively, using behaviour approaches which are appropriate to students' needs (I)		✓	
Demonstrate high standards of personal and professional conduct (A/I)		✓	



Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Understanding of safeguarding issues and promoting the welfare of children and young people		✓	
Flexible and adaptable with the ability to work calmly and professionally under pressure (I)		✓	
Ability to form and maintain appropriate professional relationships and personal boundaries with pupils (I)		✓	
Ability to organise and prioritise work effectively and to deadlines (A/I)		✓	
Ability to work as part of a team and on own initiative to meet own and shared objectives (I)		✓	
Commitment to school improvement and raising outcomes for all pupils (A/I)		✓	
A commitment to and evidence of promoting equity, diversity and equal opportunities within a school, curriculum and in employment practice (A/I)		✓	
Demonstrates an understanding of the importance of maintaining a healthy work-life balance. (I)		✓	
Willing to contribute to a positive staff culture that values mutual support, flexibility, and wellbeing (I).		✓	



Our Trust



Our Schools

We support 8 schools/colleges, (5 primaries and 3 secondary schools) across Teignbridge in South Devon. Each of our schools has its own identity and character. Choice and variety in educational provision is important to us.

Connected not just by our geography, we work closely across our schools and with partners to share ideas, resources, best practice and learning. We are constantly working to improve and develop our provision.

Cockwood Primary School	
Kenn Church of England Primary School	
Kenton Primary School	
Starcross Primary School	
Teignmouth Primary School	
Dawlish College	
Newton Abbot College	
Teignmouth Community School	

Our vision and mission define our purpose.

Our vision: **'Empowering futures; for a better tomorrow'**

Our vision describes what we would like to accomplish. It is future focussed, setting our long-term goal for both pupils and ourselves. We believe that through our work we can change lives. This inspires and motivates us to be better every day.

Our why:

Our mission describes why Ivy exists: **'To deliver an ambitious, high-quality, inclusive education'**

Our how:

Our values are what makes us, us. Whilst our schools have their own unique identities, our values are what we have in common, they guide us in how we approach our work and empower us to be successful.



Being Ivy. Our values:



Being Ivy. Through our behaviours we bring our values to life every day:

Courage

- Be bold
- Take changes
- Seize opportunities
- Take ownership

Compassion

- Listen to learn
- Be kind to self
- Be kind to others
- Take care of the world around you

Collaboration

- Stronger together
- Support others
- Many schools; one Trust
- #TeamIvy

Commitment

- Work hard
- Give it everything
- Be consistent
- Be accountable

If our values resonate with you, we would love to hear from you.

At Ivy Education Trust we are committed to safeguarding and promoting the welfare of children and young people and we expect all our staff and volunteers to share this commitment. All employees are expected to undergo an Enhanced Disclosure and Barring check and pre-employment checks.

Please note – our Trust operates a Smoke-Free Policy, and all staff and workers are prohibited from smoking in any of the Trust buildings, Trust sites including enclosed spaces within the curtilage of buildings, and Trust vehicles.

