



CHARTERS

— SCHOOL —



CHARTERS
— SCHOOL —

Teacher of English
Information 2026



CHARTERS

— SCHOOL —

Thank you for taking the time to look at this job opportunity at Charters School.

Charters is a school that has a strong community feel where all students are encouraged to develop their academic as well as social skills. Our ethos is set against our core values of Unity, Respect and Excellence. These values are a the heart of the Charters School community.

We are very proud of our students, what they do on a daily basis and what they go on to achieve.

In joining our community, you will be part of an organisation that will support you in your career goals and help you to develop as an individual.

Relationships across the school between parents, students and staff are warm and positive which makes Charters an environment that is a pleasure to work in and develop your career at.

I look forward to receiving your application.

Best wishes

John Fletcher
Headteacher

UNITY RESPECT EXCELLENCE



CHARTERS
SCHOOL

English Department

At our core, we believe great literature should be a mirror and a window: it should reflect who we truly are and offer us a window into other people's lives.'

The Charters English Department share a profound love of literature and language and its ability to cross cultures and broaden horizons. We have a core belief that language is central to all communication and underpins all aspects of learning to serve Charters students in their academic, professional and personal life beyond their time with us.

We nurture inquisitive minds and foster empathy, whilst developing emotional intelligence and resilience. We strive for our students to become lifelong lovers of literature, exposing them to diverse texts in order to explore and investigate the world beyond their own time and place.

We encourage students to have confidence in the power of their ideas, allowing them to develop their individual identity and voice. We empower self-expression by supporting students to embrace and explore their creativity.

As a Department, we take huge pride in providing all learners with the opportunity to flourish academically and reach their full potential.



Post Title	Teacher
Salary	Charters School Pay Scale 1-9
Responsible to	Head of Department
Job Purpose	
<p>To contribute to raising standards of student achievement and attainment in a subject area or areas by teaching a timetable of lessons and supporting the Head of Department in the achievement of whole school and departmental targets.</p> <p>All teachers at Charters School are expected to meet the National Standards (Parts 1 and 2).</p>	
Key Responsibilities	
<ul style="list-style-type: none">• To have high expectations of all students based on relevant data• To teach using a variety of delivery methods which will stimulate learning, meeting the demands of the curriculum and through scaffolding and objectives ensure that the needs of all students are met• To maintain discipline in accordance with the school's procedures and encourage good practice with regard to punctuality, behaviour and standards of work• To assess students' work in line with school policies and procedures referring to student performance targets• To contribute to the development and implementation of the subject's strategic improvement plan• To attend and contribute to subject meetings• To use data, both externally and internally produced, to assess student performance and to develop appropriate courses of action• To review on a regular basis methods of learning and teaching• To be a form tutor to an assigned group of students• To register students• To notify the designated safeguarding lead immediately about any concerns relating to a student• To participate in the school's professional learning programme• To continue personal development in relevant areas especially subject knowledge and teaching methods• Where appropriate, ensure the effective deployment of classroom support• To attend Open Evenings, Parents' Consultation Evenings.• To attend staff briefings and meetings• To undertake break duties as detailed in the staff Duty Rota• To comply with the current school policies and procedures	
Key Tasks	
<ul style="list-style-type: none">• To assess, record and report on the attainment, attendance and progress of students keeping such records as are required• To provide or contribute to oral and written assessments, reports and references relating to individual or groups of students• To prepare and update subject materials, including schemes of work• To assist the Head of Department in the development of appropriate syllabuses, resources, schemes of work and teaching strategies• To plan and prepare sequences of lessons to show progress over time• To produce interim and annual reports for all students taught in line with the school's Teaching and Learning Policy• To communicate with parents and outside agencies as appropriate• To attend form tutor meetings as arranged by the Head of Year• Mentoring a student or trainee teacher as appropriate• To engage actively with the school's Performance Review programme	



Post Title: Teacher Salary: Charters Pay Scale 1-9 - Full-time Permanent Contract		
	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • QTS • Degree in related subject • Skills in ICT 	Additional relevant qualifications
Experience	<ul style="list-style-type: none"> • Able to teach Subject to Key Stage 3, Key Stage 4 	KS5
Health, Attendance and Reliability	<ul style="list-style-type: none"> • Good attendance and reliability • Professional dress • Professional commitment • Good timekeeping 	
Quality of Relationships	<ul style="list-style-type: none"> • An ability to work with members of a team • Good teacher-student skills • Ability to display fairness and respect for students and colleagues • Excellent classroom management 	
Curriculum Work	<ul style="list-style-type: none"> • A natural enthusiasm for the teaching of the subject • Originality and creativity in the planning of SoW and the delivery of lessons 	Some evidence of curriculum development
Pastoral Work	<ul style="list-style-type: none"> • Willingness to act as a Form Tutor • Appreciation of the role of the tutor in monitoring student progress • Commitment to the students in the tutor group in terms of their personal and social development • Commitment to communicating when appropriate with parents 	Experience as a form tutor or attached tutor
Generic Attributes	<ul style="list-style-type: none"> • Conscientiousness and tenacity • Ability to meet deadlines • Sense of humour • Stamina, resilience and flexibility • Organisation • Commitment to own professional learning and that of other colleagues including those wishing to enter the profession 	
Dispositions and values	<ul style="list-style-type: none"> • Commitment to comprehensive education • Commitment to the achievement of all students 	

SKILLS

KEY STAGE 5 - ENGLISH LITERATURE

You will be able to...

- AO1: Respond articulately**
Write conceptual and articulate essays which are perceptive and creative in their personal response. Associated concepts, terminology, and quotations are judiciously embedded throughout. Written expression is succinct, accurate and well argued.
- AO2 - Analysis**
Articulate fully developed and detailed critical analysis of the ways in which language, form and structure shape meanings, considering the writers' intentions independently with focused and precise use of analytical methods.
- AO3 - Context**
Demonstrate and embed sophisticated understanding of the significance and influence of the contexts in which literary texts are written and received.
- AO4: Connections**
Explore connections between texts, interweaving links judiciously to illuminate similarities and contrasts, furthering an argument.
- AO5: Interpretations**
Explore literary texts, informed by different interpretations, including but not limited to: critical responses, theoretical stances and productions across film and theatre as appropriate.

ENGLISH LANGUAGE & LITERATURE

- AO1: Apply concepts and methods**
Write conceptual and articulate essays which are perceptive and creative in their personal response. Apply concepts and methods from integrated linguistic and literary study as appropriate, using associated terminology and quotations judiciously throughout. Written expression is succinct, accurate and well argued.
- AO2 - Analysis**
Articulate fully developed and detailed critical analysis of ways in which meanings are shaped in texts.
- AO3 - Context**
Demonstrate and embed perceptive understanding of the significance and influence of the contexts in which texts are produced received.
- AO4: Connections**
Explore connections across texts, informed by linguistic and literary concepts and methods, interweaving links judiciously to illuminate similarities and contrasts, furthering an argument.
- AO5: Creativity**
Demonstrate expertise and creativity in the use of English to communicate in different ways

KEY STAGE 4

You will be able to...

- AO1 - Understanding**
Write a conceptual and perceptive essay, considering varied interpretations and writers' intentions using embedded quotations to support from a whole text. Quotations must be memorised for closed text exam.
- AO2 - Analysis**
Analyse the writers' intentions independently with judicious use of subject terminology across language, form and structure and explore different interpretations of audiences.
- AO3 - Context**
Embed evaluation of context within interpretations across time.
- AO5 - Creativity (Structure & Organisation)**
Communicate clearly, effectively and imaginatively, selecting and adapting tone, style and register for different forms, purposes and audiences. You will be able to organise information and ideas using structural features to support coherence and cohesion.
- AO6 - Technical Accuracy**
Use a range of vocabulary and sentence structures for clarity, purpose and effect, with accurate spelling and punctuation.
- AO7 - Presenting**
Spoken Language Qualification - Expresses sophisticated ideas with confidence and expression in a formal setting.
- AO8 - Discussing**
Spoken Language Qualification - Responds to a Q&A scenario with confidence about a personally chosen topic.

YEAR 9

You will be able to...

- AO1 - Understanding**
Write a well-argued essay, considering varied interpretations, using embedded quotations to support from a whole text.
- AO2 - Analysis**
Analyse the writers' intentions with a variety of techniques across language, form and structure and explore different interpretations of audiences.
- AO3 - Context**
Evaluate the relationship between a text and its context and how and why this influences a writer's choices.
- AO4 - Audience, purpose & form**
Craft writing with clear understanding to target audience, purpose and form.
- AO5 - Creativity (Structure & Organisation)**
Plan and craft structure with confidence to create meaning.
- AO6 - Technical Accuracy**
Select academic vocabulary for meaning and purpose. Accurate spelling of complex words and use a wide variety of punctuation correctly.

YEAR 8

You will be able to...

- AO1 - Understanding**
Write an analytical essay with personal ideas and a variety of quotations to support.
- AO2 - Analysis**
Identify a range of writers' techniques and explore different interpretations of audiences.
- AO3 - Context**
Link interpretations to a set time period.
- AO4 - Audience, purpose & form**
Use devices appropriately to target audience, purpose and form.
- AO5 - Creativity (Structure & Organisation)**
Plan and execute a clear whole text with a logical beginning, middle and end.
- AO6 - Technical Accuracy**
Select vocabulary for meaning. Accurate spelling of regular and irregular words and use a variety of punctuation correctly.
- AO8 - Discussing**
Discuss a personal response to a text and justify your response.

YEAR 7

You will be able to...

- AO1 - Understanding**
Write an analytical paragraph with personal ideas starting to emerge, with a relevant quotation.
- AO2 - Analysis**
Identify writers' techniques and explain the effects.
- AO3 - Context**
Begin to understand the time period in which a text is written and how this affects the text.
- AO4 - Audience, purpose & form**
Write with an awareness of audience, purpose and form.
- AO5 - Creativity (Structure & Organisation)**
Use topic sentences, paragraph clearly and group ideas together with confidence.
- AO6 - Technical Accuracy**
Use appropriate vocabulary that is taught explicitly in the unit. Accurate spelling of regular words and use basic punctuation correctly.
- AO7 - Presenting**
Communicate ideas clearly and in a formal setting.



ENGLISH CURRICULUM ROUTEMAP

'At our core, we believe great literature should be a mirror and a window: it should reflect who we truly are and offer us a window into other people's lives.' The Charters English Department share a profound love of literature and language and its ability to cross cultures and broaden horizons. We have a core belief that language is central to all communication and underpins all aspects of learning to serve Charters students in their academic, professional and personal life beyond their time with us.

We nurture inquisitive minds and foster empathy, whilst developing emotional intelligence and resilience. We strive for our students to become lifelong lovers of literature, exposing them to diverse texts in order to explore and investigate the world beyond their own time and place. We encourage students to have confidence in the power of their ideas, allowing them to develop their individual identity and voice. We empower self-expression by supporting students to embrace and explore their creativity.

As a Department, we take huge pride in providing all learners with the opportunity to flourish academically and reach their full potential.





APPLICANT INFORMATION

Thank you for your interest in our school.

Candidates are requested to complete the Application Form (in two parts) downloadable from the Charters School Website: www.charterschool.org.uk and send it by email, with a letter of application, outlining how your skills and experience will have prepared you for the role and how you would contribute to Charters School's future success, addressed to John Fletcher, Headteacher. c/o email: recruitment@charterschool.org.uk

Charters School
Charters Road
Sunningdale, ASCOT
Berkshire
SL5 9QY
Telephone 01344 624826

www.charterschool.org.uk – email: recruitment@charterschool.org.uk

Charters School has a responsibility for, and is committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

All applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Charters School is an Equal Opportunities Employer. Charters School: a company limited by guarantee, registered in England. Company Number: 08208767