



# Recruitment Pack

Position:  
Teacher of English with TLR  
responsibility



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# Letter from the Headteacher

**Dear applicant,**

Thank you for showing an interest in this post and for considering Ridgewood School for the next stage of your career.

The school's values of respect, responsibility and resilience permeate all aspects of school life and are central to our work at Ridgewood. I am extremely proud of our school and the high quality education we provide. We insist on high standards of conduct from all our students and we expect them to behave impeccably: treating each other, our staff and visitors with kindness and respect. I have found Ridgewood School to be the most rewarding place to work. The staff, students and wider community have been incredible to work with and I am confident that the successful candidate will receive the same warm welcome.

Never has there been a better time to join us. We are in the early stages of planning a multi-million-pound new build that will ensure that the staff and students benefit from 21st Century resources. We are regularly oversubscribed in Year 7 and our Post-16 provision is thriving. For an informal conversation with me about the school or the role, or for a visit, please use the 'Contact Us' facility on our website.

Yours faithfully,

**Andy Peirson**

Headteacher  
Ridgewood School

# Values and Ethos

## Our Values

We educate the whole child. Ridgewood School seeks to provide all its students with the opportunities and support which enable them to achieve and exceed their potential, not only in terms of academic achievement, but as a valuable member of the school community, and of the wider society beyond.

## Ethos and Aims

- To raise the aspirations of students so they desire to achieve and exceed targets set for them, both within and beyond the classroom.
- To engender a sense of collaborative purpose, so students and staff work together to achieve their best.
- To care for students as individuals and to respect their talents, aspirations, strengths and unique qualities.
- To provide opportunities for students to be engaged, interested and challenged by what they do and learn, every day.
- To continually strive for improvement in all areas, through hard work, resilience and determination.



# Our Values

We're proud of our high standards, exciting progress and strong values.



When we are kind to each other, everyone thrives.



When we take accountability for our actions, we can be proud of our achievements.



When we stay positive and try hard, we will achieve our goals.

Prepare for the road ahead.

# What makes Ridgewood School special?

Staff and students at Ridgewood work hard every day to embody the school's core values: **Respect, Responsibility and Resilience**. We are enjoying a trajectory of continued success and look forward to welcoming a successful applicant who can join us on our journey. We became a standalone academy in 2011, and we are incredibly proud of the progress we have made as a school, having laid strong foundations for further improvement going forward.

Our school motto, **'Prepare for the road ahead'**, represents our belief in preparing our staff and students for their future. We exemplify our motto not only in terms of academic achievement, but also in terms of the training, enrichment and experiences which make us all model citizens. Our school values underpin what we do and contribute to our ethos in everything we undertake as a school community. We set our standards high and do not compromise, because we believe in the best for everyone.



## Our Curriculum

Our academic curriculum aims to offer students of all abilities and talents an opportunity to develop their knowledge and skills across a wide variety of subjects. We are committed to providing a curriculum which is challenging yet accessible, and which fosters a love of learning, as well as enabling students to achieve success in exams and assessments. Students follow a two-week timetable in order to maximise learning time. We regularly review our curriculum, to ensure that the needs of all our students are being met. More details of each subject can be found on our website.

# Job Description

**Post Title:** **Teacher of English with TLR (responsibility to be negotiated with successful candidate)**

**Grade / Hours:** MPS/UPS + TLR2b (£5,812)

**Responsible to:** Curriculum Leader English

**Purpose of role:**

To carry out professional duties including the responsibility for an assigned class including the day-to-day work and management of the class and the safety of the students during both on-site and off-site activities.  
 To be responsible and accountable for achieving the highest possible standards in work and conduct.  
 Take specific responsibility and accountability for an area within the department.  
 To promote the aims and objectives of our school and maintain its philosophy of education, ensuring the promotion and safeguarding of the welfare of our students within school.

## Main duties and responsibilities:

You are required to carry out the professional duties of a classroom teacher as set out in the current School Teachers' Pay and Conditions Document.  
 You are expected to demonstrate consistently high standards of personal and professional conduct.  
 You should also have due regard to the current Teachers' Standards which your performance will be assessed against as part of the appraisal process.

### Teaching

- Maintain an up to date knowledge and understanding of the professional duties and responsibilities of teachers and the statutory frameworks.
- Plan teaching and differentiate appropriately to build on existing student capabilities demonstrating knowledge and understanding of how students learn by having a clear understanding of their individual needs e.g. EAL, disabilities etc.
- Use a wide variety of strategies to create a positive learning environment and maximise achievement for all students.
- Apply a range of teaching and learning strategies to reduce individual barriers to learning and to meet student needs.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons, taking account of students' prior levels of attainment.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Regularly review the effectiveness of your teaching and assessment procedures and their impact on students' progress, attainment and wellbeing.
- Be accountable for the attainment, progress and outcomes of the students you teach.
- Work with other staff on curriculum and/or student development to secure co-ordinated outcomes.
- Demonstrate an understanding of, and take responsibility for promoting, high standards of literacy including the correct use of spoken English (irrespective of your specialist subject).
- Make accurate and productive use of assessment to secure students' progress.

- Mark and monitor students' class-work and homework, providing regular and constructive oral and written feedback, and set appropriate targets for students' progress.
- Use a range of monitoring and assessment strategies to evaluate student progress and to improve your own planning and teaching.
- Support and promote the school's ethos, aims and core values in order to promote the welfare, progress, attainment levels and continued development of the school and its students.
- Participate in arrangements for preparing students for external examinations.

### **Behaviour and Safety**

- Establish a safe, purposeful and stimulating environment for students using praise, sanctions and rewards in a consistent and fair manner.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to inspire, motivate and challenge students.
- Maintain good relationships with students, exercising appropriate authority.
- Be an appropriate role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
- Have high expectations of behaviour, promoting self-control and independence of all learners.

### **General**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures to support the school's values and vision.
- Play a key role in assemblies, open evenings and other major school events.
- Work as a team member and identify opportunities for promoting productive relationships with colleagues and for sharing the development of effective practice with them.
- Further support the climate for learning, improve the school's ethos and maintain our culture of achievement and high expectation.
- Develop effective working relationships with schools, partners, and other agencies.
- Follow the school's safeguarding policies and procedures to create and maintain a safe environment for student learning.
- Participate fully in CPD activities and appraisal arrangements.
- Any other reasonable duties as requested by the Headteacher

This job role sits alongside the requirement for staff to abide by all school policies and relevant national and local requirements including terms and conditions and national standards. This job profile is not exhaustive and the post holder may be required to undertake other duties as necessary and appropriate.

Note: This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

**All posts at the school are subject to a six month probationary period. Confirmation of the position is subject to satisfactory completion of this period.**

# Person Specification

ATTRIBUTES/ REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Evidence of current CPD activity</li> <li>Good honours degree in a relevant discipline</li> </ul>	<ul style="list-style-type: none"> <li>Relevant professional management qualifications or ICT qualifications etc</li> </ul>	Certificates Application Interview
EXPERIENCE	<ul style="list-style-type: none"> <li>Evidence of successful teaching.</li> <li>A proven track record of successfully delivering a good teaching with evidence of student progress.</li> <li>Experience of using effective systems for quality assurance to support raising achievement.</li> <li>Experience of the assessment requirements for the subjects/curriculum areas.</li> <li>Experience of incorporating ICT into learning opportunities.</li> <li>Experience of accurately assessing student progress</li> </ul>	<ul style="list-style-type: none"> <li>Experience of Post 16 teaching.</li> <li>Experience of teaching in more than one school.</li> </ul>	Application Interview References
KNOWLEDGE	<ul style="list-style-type: none"> <li>Good knowledge of the secondary curriculum and national priorities.</li> <li>Ability to develop and maintain a well organised and creative learning environment.</li> <li>Knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies.</li> <li>Knowledge of current safeguarding issues.</li> </ul>	<ul style="list-style-type: none"> <li>Skills in delivering specialist subject area</li> </ul>	Application Interview References
PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> <li>Excellent interpersonal and general communication skills.</li> <li>Skills in developing and maintaining effective partnerships within the school community.</li> <li>Ability to work independently and as part of a team.</li> <li>Ability to prioritise workload to meet deadlines.</li> <li>Sound judgement, tolerance and respect for others.</li> <li>High standards of professional self-presentation in dress/appearance, administration and behaviour/style.</li> <li>Good level of attendance.</li> </ul>	<ul style="list-style-type: none"> <li>Innovative, imaginative and have initiative.</li> </ul>	Application Interview References
The post is subject to a satisfactory record check being undertaken by the Disclosure & Barring Service			

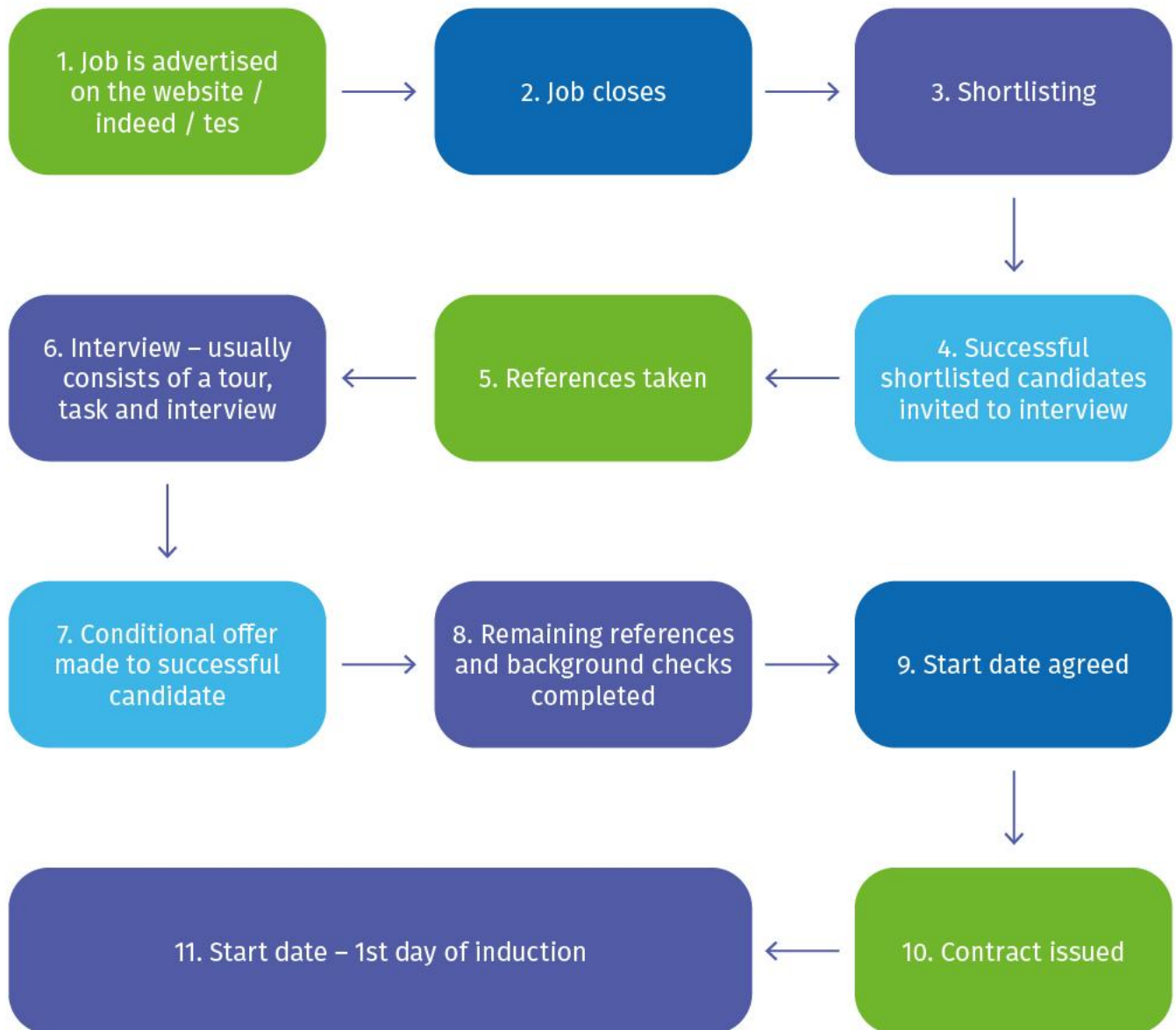
# Development Opportunities

At Ridgewood, we are committed to offering our staff every opportunity to become the best they can be. Our evidence-based training packages, for staff at all stages of their career, are second to none. In addition to our whole school and departmental training, we also offer a personalised coaching programme, NPQs and bespoke CPD, relevant to the person's role. CPD at Ridgewood is varied and matched to the needs of our staff, both teaching and associate. Our innovative, research-led Disciplined Inquiry is a key driver in providing the best teaching and learning for our students, as our teachers engage in evidence-informed practice of their choice.

At Ridgewood, we also value a variety of forms of CPD. Training, coaching, shadowing of roles and one-to-one support are key development opportunities to support our team to develop effectively in their roles, and to understand how to make the next step in their career. In 2025, we received the Teacher Development Trust Gold Award, demonstrating our commitment and passion to providing excellent, evidence-based CPD for all teaching and associate staff. We are currently working with the Chartered College of Teaching as part of a pilot to achieve their Research Mark award, which recognises excellent commitment to evidence-informed professional development.



# Our Recruitment Process



# Job Advert

**Post: Teacher of English with TLR (responsibility to be negotiated with successful candidate)**

**Salary: MPS/UPS + TLR2b (£5,812)**

**To start: 1 September 2026**

## ***What makes Ridgewood School special?***

At Ridgewood School we are extremely proud of our school and the high quality of education that we provide, including our popular and highly successful Sixth Form. Our school motto, 'Prepare for the road ahead,' represents our belief in preparing our students for their future, not only in terms of academic achievement, but also in terms of the training, enrichment and experiences which will enable them to become model citizens and responsible members of the community. Our school values: Respect-Responsibility-Resilience, underpin what we do every day and contribute to our ethos in everything we undertake as a school community. In our most recent Ofsted, we achieved a 'Good' rating in all categories, and we are committed to this trajectory of success for our students as we aspire to move from 'Good to Great.' As part of this journey, in July 2023, we joined Leger Education Trust and collaborate with other schools within the trust to develop both our students and staff and be the very best that we can be.

We are looking to appoint a talented and enthusiastic Teacher of English with TLR. We are a large, passionate and dedicated team, who endeavour to promote and encourage academic success through the fostering of the appreciation of the written word in all its many forms. Together, staff and students explore the riches of communication during every English Language and English Literature lesson. Whilst promoting the passion and love for reading and writing, nurturing the character of each individual student is at the core of everything we do.

## ***Why is the role of Teacher of English with TLR right for you?***

We are committed to offering the staff who work at Ridgewood every opportunity to become the best they can be. Our training packages, for staff at all stages of their careers, are second to none. As well as our whole school and departmental training, we also offer a personalised coaching programme, NPQs and bespoke CPD, relevant to the person's role. In 2025, we received the Teacher Development Trust Gold Award, demonstrating our commitment and passion to providing excellent CPD for all teaching and associate staff.

If you are seeking a dynamic, innovative and caring school, dedicated to the development of staff and our students' success, Ridgewood is the school for you.

You can apply for this role by following the link below

<https://mynewterm.com/jobs/137603/EDV-2026-RS-99921>

We strongly encourage visits from potential candidates – please contact the school to arrange this.

**The closing date for this post is 9am Wednesday 29 April 2026. Interviews will be held soon after.**

*Ridgewood School reserve the right to close this advert prior to the closing date above.*

The school is committed to safeguarding and promoting the welfare of children and applicants will undergo child protection screening appropriate to the post, including checks with past employers. The role is exempt from the Rehabilitation of Offenders Act 1974 and therefore candidates will be subject to an enhanced DBS certificate, the role is engaged in regulated activity and will therefore require a children's barred list check. Shortlisted Applicants will be required to complete a self-disclosure.


*The school operates a no smoking policy.*

**Ridgewood School**  
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**RIDGEWOOD**  
SCHOOL



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 [www.ridgewoodschool.co.uk](http://www.ridgewoodschool.co.uk)