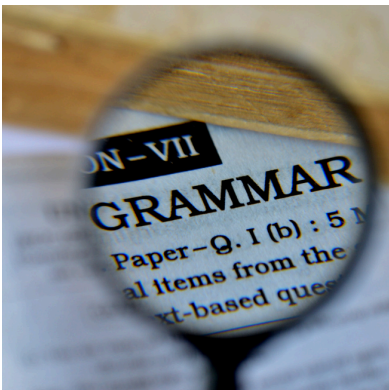




**The Trafalgar  
School** AT DOWNTON

# Applicant Pack

**TEACHER OF ENGLISH  
MATERNITY LEAVE  
FIXED TERM UNTIL EASTER 2027**



Dear Candidate

Thank you for your interest in the position of Teacher of English (maternity cover) at our school. This is a maternity cover position to start as soon as possible until Easter 2027. We are looking for an inspiring individual who shares our passion for excellence and is ready to make a real impact on the lives of our students and the future of our school.

The Trafalgar School at Downton is a friendly, rural secondary school, set in the historic village of Downton on the edge of the New Forest. Our July 2023 Ofsted report opened with "The Trafalgar School is a truly a community school" , indeed many of our colleagues choose to live within the surrounding villages as part of the community that we serve.

At The Trafalgar School every individual matters irrespective of background and ability. We believe in the unlimited potential of every child and have developed a well-deserved reputation for delivering high-quality learning within a caring and nurturing environment, recently being recognised as Wiltshire's "happiest secondary school". We are oversubscribed attracting a significant number of students from beyond the designated catchment area.

Our school ethos is built firmly on our values and vision for young people, which you can find out more about in the enclosed recruitment information. Our aim is to develop open-minded, flexible, resilient individuals, with the knowledge, skills and attitudes to be successful in tomorrow's society. Our vision is to "empower students to be the source of their own success" and our staff relish the privilege that comes with this commitment.

We are fortunate to be fully staffed within specialism and, in a challenging national environment, we benefit from strong recruitment. We have a loyal and committed staff, a large number of whom have dedicated many years of service to our wonderful school. As a consequence, we are able to consider applications from colleagues with a range of experience; having both the ability to support those starting out in their careers as well as welcoming more experienced colleagues who are able to bring fresh ideas and perspectives. For those colleagues who are considering a middle leadership position do please look at our Head of Year advert that may well suit potential candidates.

Most importantly we are seeking colleagues who are, or who have the ambition to develop into, brilliant classroom practitioners. Teaching and learning is our core purpose and the successful applicants will be those who recognise the impact that exceptional classroom experiences can have on the life chances of our children. We invest in professional development and are developing a culture of continuous improvement, supported by our Trafalgar Teaching Model which is underpinned by current educational research.

Whilst this is a maternity post, expected to last for 9 months, there is every chance that a more permanent position may become available in the longer term either at our school or across our Trust. Our welcoming department of 6 specialist teachers work collaboratively and a well-sequenced and collaboratively resourced curriculum allows new colleagues to focus on the development of their practice rather than the creation of materials.



The Trafalgar School is proud to be a part of Magna Learning Partnership; our MAT. Our partnership of schools work collaboratively and this may afford the exciting opportunity to work in more than one school as the need arises. Your interest and readiness for this will be questioned at interview.

Further information about our school can be found on our website [www.trafalgarschool.com](http://www.trafalgarschool.com) and our Facebook account.

To apply for this position, you should apply via My New Term; click on the advert on our school website. Your supporting statement should explain your reasons for applying for this position, your relevant qualifications and experience to date and what you can bring to the role as Teacher of English and to our school – what difference you would make. Please read the job description and person specification carefully and tailor your application to the substance of these.

I hope you gain a sense of our ethos and values from the information contained in this Recruitment Pack. Should you would like an initial telephone conversation or online meeting with me, prior to applying, please contact Rachel Reeves, Operations Manager by email; [r.reeves@trafalgar.wilts.sch.uk](mailto:r.reeves@trafalgar.wilts.sch.uk)

We reserve the right to close recruitment early should exceptional applications be received before the deadline.

I very much look forward to receiving your application.

Jy Taylor  
Headteacher



# Our Purpose

## OUR VISION FOR YOUNG PEOPLE

By the time they leave our school our young people will be able to communicate effectively.

They will be able to solve mathematical and scientific problems.

They will be able to express themselves creatively and imaginatively.

They will have a strong sense of self, a sense of others and a sense of place.

They will make informed choices that effect positively on their own wellbeing.

They will ask questions, be reflective and adaptive; capable of thinking and acting for themselves and ready to join forces with others to achieve a goal.

They will be positive in their mind-set and willing to face up to a challenge.

Our young people will understand what is right and what is wrong, and stand up for equality and human rights.

They will appreciate other cultures and traditions.

Our young people will be thoughtful, caring and active citizens making a difference to their community and to society.



# TOWARDS A LIFE FULFILLED

Empowering young people to be the source of their own success





# Our Values

Our values define us and underpin our ambition of a life fulfilled through empowerment. These values apply to our staff, as well as to our student community, so we seek a colleague who is:

## **Respectful**

We treat people, including ourselves and our environment, with respect. We show consideration of other people's feelings and wishes

## **Compassionate**

We understand how other people feel and we support each other. We recognise when someone is struggling and we help them

## **Aspirational**

We have strong desire to achieve greatness in everything we do. We are ambitious

## **Determined**

We are focused to achieve, even when a task is difficult. We remain committed to our end goal until we complete it

## **Inclusive**

We treat everyone fairly and equally and we understand that difference is something which makes society better

## **Integrity**

We always do the right thing, even if no-one is watching; has integrity

towards a life fulfilled

being Trafalgar

## T30 Strategic Aims and Objectives

At The Trafalgar School at Downton, every student belongs, every voice matters, and every future is bright. Through inspiring teaching, a rich curriculum, and a compassionate community, we nurture confident learners, empower great people, and shape a safe, aspirational future for all.

Our school is on an exciting journey, energised by continuous improvement. This is shaped by the MLP Pathways to Excellence framework and tangible in the five strands of our T30 Strategy which sets out our vision for The Trafalgar School in 2030.

Our purpose is to empower students to be the source of their own success. To achieve this, we have set out five areas of priority:

### **Great community**

At The Trafalgar School, every voice matters and every person belongs. Rooted in respect and compassion, we are a joyful, united community where students and staff flourish, lead, and make a lasting difference in the world around them

### **Great Experiences**

Through inspiring learning, rich opportunities, and a curriculum that broadens horizons, The Trafalgar School empowers every student to discover passions, build confidence, and shape their own future with purpose.

### **Great Outcomes**

We believe in every learner. Through aspiration, care, and determination, Trafalgar students achieve exceptional outcomes—ready to thrive in whatever path they choose, with resilience and a love of learning for life.

### **Great People**

Trafalgar is a place where people grow. We invest in our staff, value every role, and build a culture of trust, collaboration, and lifelong learning—because great people make great schools.

### **Great Future**

We safeguard dreams by building strong foundations. At The Trafalgar School, we plan boldly, act wisely, and embrace innovation—so every child's future is safe, bright and full of possibility.



# Terms of position

- **Position:** Fixed Term position until March 2027
- **Main Pay scale:** M1 - M6 / **Upper Pay scale:** UPS1 - UPS3
- **Start date:** May or September 2026
- **Responsible to:** Subject Lead of English

## Benefits

### **Working at MLP, staff have access to a number of benefits:**

- Pension schemes - Teacher Pension Scheme and Local Government Pension scheme
- Cycle to Work scheme
- Wiltshire rewards
- Benenden Healthcare scheme
- Eligibility to The Blue Light Card scheme
- Eligibility to Teacher Discount scheme
- Discounted gym membership - Parkwood, Salisbury
- Employee assistance phone line - support with health, financial and legal issues
- Teacher laptops.



# Recruitment Equity



## **Safer Recruitment**

The Trafalgar School at Downton is committed to the safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All applicants will be subject to a full Enhanced Disclosure and Barring Service check (DBS) before any appointment is confirmed.

## **Diversity**

The Trafalgar School is committed to eliminating discrimination and encouraging diversity. Our aim is that our workforce will be truly representative of society and each employee feels respected. To that end, we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on any grounds.

## **Online Checks**

Online searches of information that is publicly available online will be carried out for all shortlisted candidates.

## **Disclosure**

All employees are required to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974. Non-disclosure may lead to termination of employment. However, disclosure of a criminal record will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

## **Shortlisting**

Only those candidates meeting the requirements of the Person Specification (evidenced in the Application Pack) will be taken forward from application.

## **Interview**

Those shortlisted will be invited to attend an interview process which may include (role dependent), lesson observations, tasks or role specific activities; further shortlisting may take place after lesson observations for teachers prior to moving forward to formal interview with the Headteacher. During interview, applicants will be asked to address any discrepancies, anomalies or gaps in the application form.

## **References**

References from current employers will be taken for shortlisted candidates, and where necessary, employers may be contacted to gather further information. Without satisfactory references, an offer of employment will not be confirmed.

## **Probation**

All staff will be subject to a probation period of four months which may, in certain circumstances, this may be extended to six months. The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the Academy with the opportunity to monitor and review the performance of new staff and in terms of their commitment to safeguarding and relationships.