



# HEDDINGHAM SCHOOL AND SIXTH FORM

Candidate Information

**Teacher of English**

ACHIEVEMENT & EXCELLENCE





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AND SIXTH FORM**  
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January 2026

**OFFICIAL SENSITIVE**

Dear Candidate

Thank you for your interest in Hedingham School and the position of Leader of Design and Technology.

Please find enclosed an Application Pack outlining the process you should follow. I appreciate the time and effort it takes to prepare and make an application and I thank you in advance. When writing your application, please address the job description and person specification enclosed and explain why you are now equipped to move into this role, specifically at Hedingham School.

Should you wish to discuss the role prior to making an application please contact Mr Chris Abrey, Deputy Headteacher, [hed.abreyc@hedingham.essex.sch.uk](mailto:hed.abreyc@hedingham.essex.sch.uk).

If you wish, you would be most welcome to visit the school. If so, please email Mrs Julie Sands, my PA at [hed.sandsj@hedingham.essex.sch.uk](mailto:hed.sandsj@hedingham.essex.sch.uk).

I look forward to receiving your application.

Yours sincerely

Paul Finch  
Headteacher

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# Hedingham School and Sixth Form

## Context

Hedingham School and Sixth Form is an over-subscribed, independent Academy situated in an attractive village in North Essex (within easy reach of Braintree, Chelmsford, Colchester and South Suffolk). Our students are polite and engaged and love to learn and our parental body is highly supportive. As one student recently put it when speaking to an Ofsted inspector, “The school values shape us into adults.”

We are a school that values its history, maintaining traditional events and initiatives that are deep rooted in the local community whilst embracing new technologies, such as our offer of T-level Digital Business Services in our new state of the art T-level building, alongside our rural vocational centre supporting students towards pathways into local business and employment.

Hedingham School provides a high-quality educational experience for all students and strives to ensure that each individual’s academic and personal development is fulfilled.

We offer a vibrant learning environment where students are encouraged to ‘think’ and explore strategies to grasp and apply knowledge.

The curriculum offered is purposeful and stimulating, allowing students to build a range of skills as they progress through school.

We want our students to be resilient and take on the challenges of the 21st century. We encourage them to approach school with confidence and participate fully in all aspects of school life. We work hard to shape student character alongside ensuring that they have the necessary knowledge and skills for examination success.

At Hedingham School, our students support and care for each other and display high levels of respect for all members of the community. Hedingham School has a strong ‘culture’ which actively promotes equality of opportunity, allowing all students to pursue their ambitions.

We believe in building strong partnerships with parents, based on trust and confidence.

**Ofsted 2023**





#### MISSION STATEMENT

'Hedingham School seeks to create a challenging and stimulating learning environment that encourages high expectations for all learners. Students are prepared for life in the 21<sup>st</sup> century through a safe, caring and supportive environment. We strive to foster positive relationships with students and staff, offering mutual respect for all members of the community.'

#### OUR SCHOOL MOTTO IS:

**READY RESPECT SAFE**

#### VISION

*This vision is driven through our school curriculum. Our aim is to ensure that the curriculum delivers the following principles:*

To provide the **knowledge and skills** required to be successful learners

To create **resilient and independent** learners who are able to meet the challenges of the 21<sup>st</sup> century

To prepare learners for the **next step** in their education

To **broaden** their **horizons** through a rich and varied enrichment programme

To encourage learners to be **active citizens** who contribute positively to the community

# Why Work With Us?

## **We care about your well-being:**

At Hedingham School and Sixth Form, our teachers' well-being really matters. That's why our leadership team carefully consider the impact that every decision will have on staff workload (Ofsted – March 2023). We value the importance of our staff and recognise the direct impact that they have on shaping the futures of our students. As such, we continually try to forge an environment in which they can flourish and develop.

Twice a term, we also have well-being weeks, which clear the post-school calendar and enable staff to indulge in yoga, badminton, art classes or whatever encourages them to unwind and interact with colleagues.

## **Opportunities for career progression:**

Staff are consistently offered opportunities to progress their career within the school as well as undertake whole school temporary projects as a stepping stone to wider responsibilities. Many of our staff that have taken on leadership roles in the school have progressed from within.

## **Training Opportunities:**

We have a strong commitment to continuous professional development, using both internal and external expertise, with currently more than 30 team members have undertaken National Professional Qualifications supported by the school. A number of our staff are Lead Subject Mentors for the local ITT provider. We encourage staff to lead CPD with colleagues but offer remission time to plan and refine their training sessions on the recognition that one hours high quality delivery often requires 5 hours in the planning.

## **Be involved in our broad curriculum offer:**

As a teacher, often part of the enjoyment of working with children comes from experiences out of the classroom. We offer opportunities for staff to be involved in trips and visits including water sports trips, ski trips, theme park visits, Euro Space Centre, New York, Duke of Edinburgh as well as more local visits that are built into subject curriculum offer as well as our wider personal development programme.



## English Learning Area

Athene Barker, Leader of the English Learning Area, heads an enthusiastic team of nine English teaching specialists, some of whom also deliver other subjects.

The English Learning Area is well resourced with facilities, equipment and stock under constant review. Each English classroom is equipped with a SmartBoard and a visualiser. All Learning Area colleagues have laptops, which are replaced every three years. English is taught in four adjacent classrooms which run along the main corridor as well as two spacious rooms directly across the quad area.

With the exception of one higher ability class on each side of the year, we teach in mixed ability groupings across the key stages and at KS4 we deliver AQA English Language and Literature.

English Language and Literature play a vital role in ensuring the continuing success of the school in GCSE examinations. Student progress is monitored closely through ongoing internal assessment and in year 11 we have two form groups dedicated to English support and intervention.

We believe strongly in enrichment and offer a range of trips such as to Shakespeare's Globe and Poetry Live. We also welcome the Box Clever theatre group annually to perform 'A Christmas Carol'. Furthermore, we support students' literacy and promote a culture of reading through weekly Sparx Reader homework as well as raising the profile of oracy with our participation in the Jack Petchey Speak Out Challenge.

The English Learning Area is a vibrant and lively place in which to work. There is a wealth of experience and a carefully designed curriculum which is fully resourced. Colleagues are knowledgeable, enthusiastic and keen to raise the profile of the Learning Area in the school and have led staff training sessions for the whole staff which focus on literacy, reading strategies and AfL. The ideal candidate would be hard working, committed and have a lively sense of humour.

Please refer to the school website for an overview of the curriculum pathway.

## **Teacher of English – Full Time**

**Reports to: Leader of English Department**

**TMS**

**Effective Date September 2026**

### **THE POST**

The successful candidate should expect to perform the following responsibilities within the department:

- Teach across the age and ability range, potentially including post 16
- Employ appropriate teaching and learning strategies and evaluate the outcomes.
- Monitor the progress of students in learning groups
- Maximise student progress through providing appropriate challenge, rigour and by tackling underachievement
- Maintain high standards of work, behaviour and achievement
- Assist in the evaluation and development of schemes of work together with the development of resources
- Assist in the recruitment of students for Post-16 courses.
- Support the ongoing development of the English Learning Rea through contributing to resources, pedagogy and/or curriculum details.

### **Person Specification**

- Good graduate
- Good classroom teacher with imaginative approaches
- Clear view of the subject within the curriculum
- Awareness of recent developments within the subject
- Flexibility to cope with change
- Ability to work in a team
- ICT literate
- Willingness to contribute to enrichment and intervention
- Commitment to maintaining and raising standards of achievement for all students
- Ability to reflect upon and evaluate personal teaching practice
- Have good relationships with students.