

PINNER

HIGH SCHOOL



TEACHER OF ENGLISH

CANDIDATE INFORMATION PACK

Inspiring Learning



Shortlisted
Secondary school of the year



INVESTORS IN PEOPLE™
We invest in wellbeing Gold



Letter from the Headteacher

Dear Applicant

Thank you for considering the opportunity to join the exceptional team at Pinner High School. As Headteacher, it is my privilege to lead a school where ambition, opportunity, and success converge in a vibrant and inclusive community. Guided by our motto, **'Inspiring Learning,'** we are committed to equipping our students with the knowledge, skills, and experiences they need to reach their full potential and excel in a rapidly evolving world.

As a prospective member of staff, you will become part of a talented and dedicated team of professionals united by a shared passion for educational excellence. At Pinner High School, we place a strong emphasis on staff well-being and professional growth, fostering a culture where every individual feels valued, supported, and empowered to succeed. With personalised professional development opportunities, a collaborative ethos, and encouragement for innovation in teaching practices, we aim to support you in thriving both personally and professionally.

We are proud to be a relatively small, community-oriented school that cultivates close relationships within our team and with the families we serve. At Pinner High School, we care deeply about our staff, treating everyone with respect, kindness, and professionalism. Our goal is to create an environment where you can enjoy your work, build lasting friendships with colleagues, and embrace a "work smarter, not harder" approach to ensure a sustainable and fulfilling career.

Lifelong learning is central to our ethos—not only for our students but also for every member of our team. We believe in continually refining skills, developing leadership potential, and finding joy in the most rewarding aspects of education. Whether through the relationships we build, the trips we lead, or the successes we celebrate, these moments define the meaningful and enjoyable experience of working at Pinner High School.

If you would like to join our school please complete your application via mynewterm.com

Further information can be found via our website www.pinnerhighschool.org.

We look forward to working with you

Mr Raj Patel

Headteacher

Teacher of English

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|-------------|-----------------------------------|
| Reports to: | Head of English |
| Start date: | September 2026 |
| Salary: | £37,870 (M1) - £56,154 (UP3) |
| Contract: | Full-time or part-time, permanent |

We encourage you to read our website carefully and familiarise yourself with our prospectus and this candidate information pack.

Since opening in 2016, Pinner High School has grown into a thriving community, with 900 students in Years 7 to 11 and a flourishing Sixth Form. Graded 'Outstanding' by Ofsted, we are proud of our consistently high academic standards, reflected in excellent exam results year after year.

However, at Pinner High School, success extends far beyond academics. We are dedicated to developing well-rounded, compassionate, and critical thinkers who engage with the world with curiosity and confidence. We actively encourage our students to ask questions, explore ideas, and challenge perspectives—practices that deepen their understanding, spark creativity, and ignite a lifelong love of learning.

Our core values—kindness, respect, integrity, and perseverance—are woven into every aspect of school life. These values guide our decisions, shape our relationships, and create a supportive and inclusive culture where students, staff, and the wider community feel valued. By blending academic excellence with character development, we empower our students to thrive as thoughtful, resilient, and engaged individuals, ready to make a positive impact on the world.

The following job description is not necessarily exhaustive; it will be reviewed as appropriate and may be subject to modification or amendment at any time after consultation with the post holder.

The Harrow Academies Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the trust, ensuring our staff body reflects the diversity of our students and local community

INTRODUCTION

At the heart of a successful school is the provision of high-quality teaching and learning, the effective use of resources, improving standards of achievement for all pupils and the promotion of pupils' personal development and well-being. All colleagues play a key part in this provision by a commitment to the school's ethos, by working effectively in teams for the benefit of our students. In this way, we all assist the school in reaching its targets and objectives.

JOB DESCRIPTION

CORE PURPOSE

To teach pupils across the full age and ability range present in the school in order to ensure the highest possible standards of pupil achievement, personal development and well-being, and bring life to the school motto of 'Inspiring Learning'.

To contribute to the departments development of schemes of learning and resources to raise pupil progress.

KEY RESPONSIBILITIES

Teaching and Learning:

- To effectively teach National and School Curricula within the school's Teaching and Learning Policy at KS3, KS4 and KS5 across the ability range
- To engage teaching methods which bring life to the motto 'Inspiring Learning'
- To provide a calm, friendly, and disciplined teaching environment with positive relationships
- To provide a stimulating learning environment of high expectation and constant challenge
- To plan interesting and creative lessons and activities to meet the individual needs of all students
- To consistently integrate AFL strategies across all platforms
- To set appropriate homework in line with school policy
- To make effective and efficient use of Teaching Assistants and class resources to drive the individual learning experience
- To know and support the personal development of each student with a firm understanding of complex learning needs and the importance of raising achievement among pupils
- To make effective and efficient use of data systems and SIMS to record pupil progress, behaviour and attainment
- To mark work, assess, record, track and report pupil progress, using available data
- To consistently and effectively monitor the progress of students and give clear and constructive written and oral feedback working in partnership with parents
- To set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and positive, productive relationships
- To prioritise student wellbeing working collaboratively with all stakeholders
- To be a role model consistently demonstrating the school values
- To enthusiastically participate in the enrichment opportunities of the 'Heads Challenge' programme

- Develop effective links with the local community in order to extend subject activities, enhance teaching and develop the students' wider understanding
- To teach all abilities in a mixed ability setting

Developing self and working with others:

- To work collaboratively with peers to communicate, share best practice with and debate in the best interests of both staff and students
- To work collaboratively with Inclusion and support teams to further pupil attainment and support
- To work collaboratively with parents/guardians to involve them in their child's learning as well as providing information about curriculum, attainment, progress and targets
- To contribute and develop schemes of work, resources, teaching and learning strategies
- To contribute to the development of a range of assessment activities to track student progress
- To contribute to team review, monitoring and evaluation and the development of working practices
- To participate, as required, in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- To participate in working groups and ad hoc projects as required
- To participate in other professional development activities, seek and attend relevant training

Other Duties and Responsibilities:

- To be committed to, and promote, the school's vision, aims, objectives and values
- To be responsible for promoting and safeguarding the welfare of all students
- To promote positive behaviour and respond appropriately to situations that challenge equality of opportunity
- To work co-operatively and support the Academy's Professional Review system
- To undertake any other duty as specified by the School Teachers' Pay and conditions Document not mentioned in the above
- To comply with any reasonable request from a leader/manager to undertake work of a similar level that is not specified in the job description
- To have due regard for issues of Health and Safety relating to staff, students and visitors
- To attend meetings, open evenings and school events as necessary
- To perform administrative tasks as required

REASONS TO WORK AT PINNER HIGH SCHOOL

- A friendly, respectful and collaborative environment
- The opportunity to work with a number of skilled professionals

- The opportunity to contribute to extra-curricular activities as part of the 'Heads Challenge' scheme; our own Duke of Edinburgh style award
- The opportunity to work with independent, resilient pupils who take pride in their community and themselves
- Excellent CPD opportunities and access to training, including schools within the Trust across the Borough
- A collaborative approach to building a new school community
- Opportunities to access and experience senior leadership positions

BENEFITS

- Continuous professional development
- Employee Assistance Programme
- Contributory pension scheme
- Paid lunch break duty with free lunch whilst on duty
- Free tea and coffee
- Onsite parking
- Gym access
- Brand new facilities
- Free eye care voucher
- Salary sacrifice scheme for Cycle to work
- Three weeks Christmas break in December

SAFEGUARDING & DATA PROTECTION

All staff employed by the Trust are required to be fully aware of and understand the duties and responsibilities arising from the Children's Act and associated Government guidance in relation to child protection and safeguarding young people.

All staff employed by the Trust are required to reflect and model the ethos and values of the Trust. All staff employed by the Trust are required to respect the confidentiality of information relating to students, their families, and staff.

Pinner High School and Harrow Academies Trust are committed to safeguarding and promoting the welfare of students. Successful applicants will be required to undergo an enhanced Disclosure and Barring Service (DBS) check.

Offers of employment

Pinner High School reserves the right to assess candidates online social media presence.

Offers will be subject to receipt of two references (one of which should be the most recent employer).

For more information about our safeguarding policies, please visit our school website:

<http://www.pinnerhighschool.org/page/?title=Safeguarding&pid=44>

NOTES

The job description is current at the date shown, but in consultation with you, may be changed by the Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.

All post holders are expected to be aware of and comply with policies and procedures relating to health and safety and security, confidentiality and data protection, reporting all concerns to the Headteacher and/or Line Manager as appropriate; ensure compliance with your responsibilities as laid out in the Pinner High School Equal Opportunity Policy and take an active role in promoting equality and diversity; promote the school's policy on behaviour and punctuality for learning, and a commitment to providing a caring and stimulating environment and improving standards for all pupils within the school.

The postholder may be asked by the Board of Trustees, Local Governing Body or Headteacher to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post

If Pinner High School sounds like it is right for you:

- Visit our school website recruitment page and select apply for the relevant position; you will be redirected to www.mynewterm and invited to create a profile. All applications are via this portal, CVs are not accepted.

If you have any questions or queries, please contact careers@pinnerhighschool.org or call 020 3096 0769. *The school reserves the right to appoint at any stage of the recruitment process; early applications are encouraged.*

PERSON SPECIFICATION

| Education, Qualifications and Training | Essential | How Identified |
|---|------------------|---------------------------------|
| Good honours degree in relevant subject | Yes | Application |
| Qualified Teacher status | Yes | Application |
| Ability to teach an additional subject | Desirable | Application Interview |
| Experience | Essential | How Identified |
| Evidence of teaching at KS3, KS4 and KS5 across the ability range | Yes | Application Interview |
| Evidence of a solid understanding of curriculum developments in the specific subject area | Yes | Application Interview |
| Experience of using data to monitor and raise achievement | Yes | Application Interview |
| Experience of consistent use of AFL techniques | Yes | Application Interview |
| Knowledge, Skills and Abilities | Essential | How Identified |
| Skill and expertise in the effective use of data and the analysis of data | Yes | Application Interview |
| Ability to use ICT to enhance learning; strong ICT competence | Yes | Application Interview |
| Ability to personalise learning | Yes | Reference Interview |
| Ability to inspire and enthuse students across all abilities | Yes | Reference Interview |
| Ability to engage constructively with, and relate to, a wide range of young people from different backgrounds | Yes | Application Reference Interview |
| Ability to meet deadlines with advanced organisational skills | Yes | Application Interview |
| Demonstrates great communication & interpersonal skills | Yes | Reference Interview |
| Demonstrates professional conduct and personal integrity | Yes | Reference Interview |

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|--|------------------|-----------------------|
| Demonstrates an ability to handle difficult situations with sensitivity, confidentiality and discretion at all times, combined with a calm personality, a practical approach and sound judgement | Yes | Reference Interview |
| Ability to be a good role model to young people – demonstrate and promote positive values, attitudes and behaviour | Yes | Reference Interview |
| Demonstrates positive behaviour management skills and an ability to maintain a non-confrontational approach | Yes | Reference Interview |
| Other Requirements | Essential | How Identified |
| Enthusiasm, energy and commitment | Yes | Reference Interview |
| High expectations of all young people, respect for their social, cultural, religious & ethnic background, and a commitment to raising the achievement & self-esteem of all young people | Yes | Application Interview |
| A commitment to safeguarding & promoting the welfare of children and young people | Yes | Application Interview |
| Evidence of ongoing CPD: A willingness to undertake additional training, keep up-to-date with developments and changes in good practice | Yes | Application Interview |
| Evidence of working collaboratively in a team | Yes | Application Interview |
| Self-motivation and a sense of initiative | Yes | Interview |
| An open and transparent work ethic | Yes | Interview |
| A flexible and 'can do' attitude | Yes | Interview |
| Involvement in departmental development | Yes | Reference Interview |
| A willingness to get involved in extracurricular activity | Yes | Application Interview |
| A willingness to share in the school's educational vision | Yes | Interview |