

Post Title: Teacher of English
Reports to: Head of English, SLT
Location: Academy based
Salary: Main Teachers Pay Scale-Fringe
Status: Full Time-permanent

Core Purpose

The role involves contributing to the development of teaching and learning within the English department while working closely with the Curriculum Leader to raise academic standards. It includes motivating and supporting students' personal development, creating engaging schemes of work and lesson plans, and delivering lessons that are tailored to students' abilities and curriculum goals. Lessons should incorporate a range of creative and expressive approaches, including elements of drama, storytelling, and spoken language performance, to enhance engagement and deepen understanding.

The position also requires ongoing assessment of student progress to inform teaching and ensure high levels of achievement, as well as selecting appropriate resources to support learning. Opportunities should be created for students to develop confidence in communication, presentation skills, and expressive delivery.

In addition, the role includes planning, marking, and reporting on students' work in line with academy policies, maintaining communication with parents, and attending events such as Parents' Evenings. There is an expectation to promote strong literacy skills across the academy, take part in meetings and professional development, and contribute to the wider school community through extracurricular activities, including debates, performances, reading events, and creative showcases. The postholder may also be asked to carry out other reasonable responsibilities as directed by the principal.

The role also includes supporting students with SEND through inclusive teaching strategies and collaboration with the SENDCo to ensure all learners can access the curriculum and achieve positive outcomes.

Key Responsibilities

- Plan, prepare, and deliver engaging English lessons that align with curriculum objectives and respond appropriately to students' differing aptitudes, incorporating interactive strategies such as role-play, discussion, and performance-based activities.
- Design and contribute to coherent schemes of work, lesson sequences, and assessment resources that support progression across key stages, including opportunities for creative writing, script development, and spoken performance.
- Monitor attainment through ongoing assessment, using evidence to adapt teaching, close learning gaps, and raise achievement, including evaluating students' spoken language and presentation skills.
- Provide timely, constructive feedback in accordance with school policy, enabling students to reflect on their learning and improve outcomes, particularly in both written and oral expression.
- Support learners' academic development alongside their motivation, independence, and personal growth, fostering confidence in public speaking, articulation, and self-expression.

- Select, adapt, and use appropriate teaching materials and technologies to enhance accessibility and engagement, including multimedia, dramatic texts, and performance-based resources.
- Promote clear English communication and contribute to the development of literacy skills within the subject, encouraging effective verbal communication and audience awareness.
- Work collaboratively with departmental colleagues and leaders to maintain high standards of teaching, learning, and curriculum delivery, including cross-curricular opportunities linking English with performing arts.
- Communicate effectively with parents and carers through written reports, consultations, and attendance at Parents' Evenings.
- Participate fully in staff meetings, training opportunities, and continuing professional development, including development of innovative and creative teaching practices.
- Contribute to extracurricular provision and the wider life of the school community, including drama clubs, debating societies, reading groups, or school productions where appropriate.
- Carry out additional professional duties as directed by school leadership, in accordance with Teachers' Standards.
- ☑ Differentiate teaching, resources, and assessment to meet the needs of students with SEND, ensuring inclusive classroom practice
- ☑ Work collaboratively with the SENDCo and support staff to implement EHCPs and targeted interventions, monitoring progress and adapting provision as required
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Communication

- Communicate clearly and effectively with students to support understanding and engagement
- Adapt communication style to meet the needs and abilities of different learners
- Provide timely, constructive feedback to students on their progress and attainment
- Maintain regular communication with parents and carers through reports, meetings, and informal updates
- Collaborate with colleagues to share information, resources, and best practice
- Participate actively in team meetings, briefings, and professional discussions
- Liaise with support staff to ensure appropriate provision for students with additional needs
- Present information in a clear and organized manner, both verbally and in writing
- Promote a positive and respectful classroom environment through effective communication
- Keep accurate and up-to-date records and share relevant information appropriately
- Liaise with support staff and the SENDCo to ensure effective provision and appropriate support for students with additional needs

General Requirements

All Academy staff are expected to:

- Work towards and support the Academy vision and the current objectives outlined in the Academy Development Plan
- Contribute to the Academy's programme of enrichment activities
- Support and contribute to the Academy's responsibility for safeguarding students
- Be an integral member of the pastoral system as a Tutor or related role

- Work within the Academy's health and safety policy to ensure a safe working environment for staff, students and visitors
- Work within the Academy's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues
- Engage actively in the performance management/talent development process
- Adhere to policies as set out in the Academy Trust's Regulations and staff handbook
- Undertake other reasonable duties related to the job purpose required from time to time
- As and when necessary and reasonable, contribute equitably to the Academy's provision for the supervision of colleagues' classes, duties and activities in the event of unforeseen absence

Any other duties commensurate with the grade and nature of the job description.