



# English Teacher & KS5 English Coordinator

Closing date: Tuesday, 20th January 2026

Applicants will be reviewed as they are received, so early submission is encouraged.

The school reserves the right to close the advert early should a suitable candidate be appointed.









# Welcome to Thomas's College

Thomas's College is a brand-new selective co-educational day and weekly boarding school for students from 11 to 18. Our school sits in a beautiful five-acre campus at the top of Richmond Hill, 15 minutes' walk from Richmond Station, with magnificent buildings surrounding a central garden. We have outstanding sports facilities a short drive away, with Richmond Park on our doorstep. The whole site is full of space and greenery.

We seek to offer a new approach to London independent education, built around the choices and interests of each individual, that combines the best of traditional excellence with radical innovation. We teach psychology to all students, we offer alternative qualifications alongside GCSE and A Level, we've changed the student journey to include a three-year Sixth Form - we're at the leading edge of educational reform.

Above all we offer a family atmosphere, full of heart, along with the passion and drive of an entrepreneurial start-up environment. It is a combination that we believe will bring our students benefits, in terms of their success, happiness and values, that will last lifelong. For staff, we hope that working at the College will be an experience they treasure throughout the course of their careers.





# Vision and Aims

## PART OF THOMAS'S LONDON DAY SCHOOLS

We are a family-run group of co-educational independent schools in central London, which seek to give an exceptional start in life to more than 2,000 children between the ages of two and eighteen. Every member of the Thomas's community is expected to live by our most important school rule, which is simply to 'Be kind'.



### OUR VISION

Our vision is that every pupil at Thomas's develops core values and a strong sense of social responsibility; inner strength, outward assurance and positive physical and mental health; academic success and a wide range of skills, interests and attributes; curiosity about the world and a love of learning.

The overall goal of a Thomas's education is to equip all of our pupils with optimism and readiness for the future, to become net contributors to society, and to flourish as successful, conscientious and caring citizens of the world.



### OUR AIMS

To achieve this vision, our aims at Thomas's College are:

- To provide an exceptional and innovative education to young people aged 2 to 18, founded on **breadth of experience and opportunity**
- To enable pupils to achieve **academic excellence** through a holistic approach that develops knowledge, skills, character and self-understanding
- To ensure that every member of our school communities learns and lives by a strong set of values, with **kindness at the heart**
- To support pupils to make meaningful choices about their future, fostering a sense of **purpose and personal ownership**
- To promote a **diversity of excellence** that encourages different types of intelligence, problem-solving and the ability to make connections

The Heads and Principals  
Thomas's London Day Schools



# The Role

## OVERVIEW

Teaching at Thomas's College is a remarkable opportunity to help build a new type of school: one that values a diversity of excellence and talent, and one that prioritises choice and flexibility over the curriculum. Teaching roles are built on three qualities above all: genuine subject passion, enthusiasm, and interest in and care for students.

Alongside this teaching at the College requires a delight in innovation, personal learning and development. Teachers will thrive on the intensity of the role while also being mindful of balance and their own wellbeing. They will love involvement in all areas of school life and the chance to work with, and help students learn, as individuals.

This is a wonderful opportunity to join a growing team as we build a remarkable English programme as a key part of the Thomas's College offer. One of our founding principles is breadth of provision and experience, and as with all subjects, we will always value flexibility and readiness to embrace innovative and cross-curricular ways of working.

The role will suit a teacher excited by the chance to build something new and work collaboratively.

## KEY RESPONSIBILITIES

**All teachers are expected to teach their subject and, in most cases, to act as a tutor and mentor. In addition, all teachers are involved in duties and are asked to undertake one contributory responsibility (e.g. within their departments) and one key co-curricular activity, though many will offer more, depending on their areas of interest.**

**As KS5 Coordinator for English, you will be responsible for the following:**

- Overseeing teaching and learning of Years 12 and 13 within the department.
- Developing the KS5 curriculum.
- Monitoring student progress of students in Years 12 and 13.
- Implementing data-informed strategies to support student success in Years 12 and 13.
- Managing the department's KS5 provision.

# Person Specification

## QUALIFICATIONS, EXPERIENCE AND SKILLS

- Evidence of subject and teaching expertise via good degree and teaching qualifications or equivalent.
- Evidence of subject and teaching expertise to A Level in English Literature.
- Evidence of interest in training and personal development.
- Evidence of track record or potential as an excellent and innovative teacher capable of inspiring students.
- Outstanding verbal and written skills, with a high level of IT competence.
- Excellent interpersonal and communication skills.
- Ability to manage deadlines and projects with solid organisation.
- Ability to work collaboratively in teams and lead projects as required.
- Ability to plan effectively and readiness to improvise where plans need to change.



## ADDITIONAL PERSONAL ATTRIBUTES AND VALUES

### Personal Qualities

- High levels of initiative and energy and readiness to work hard
- Ability to manage and thrive on intensity and tolerate and overcome frustrations
- Ability to exercise self-care and prioritise wellbeing
- Enthusiasm, positivity, a readiness to believe in and work towards the best
- Supportive, generous and sympathetic attitude
- Constructive and imaginative approach to problems
- Readiness to learn, share ideas and listen
- Willingness to adapt and change and demonstrate the growth mindset we encourage in students
- Motivated by high standards: taking satisfaction in doing things really well
- A sense of school spirit and recognition that positive and cheerful capability in the face of challenge is at the heart of strong communities
- Recognising the importance of work as a source of meaningful satisfaction and fun

### Safeguarding and Young People's Interests

- A commitment to the highest standards of safeguarding in all aspects of practice
- Genuine interest in children and young people
- Genuine interest in pastoral issues and wellbeing
- Commitment to responding to and supporting each student as an individual

### Teaching Attributes

- Genuine love and passion for the area of subject expertise and interest in wider teaching such as PSHE and independent projects
- Genuine enjoyment in sharing knowledge with enthusiasm and consideration.
- Ability to treat each learner as an individual and find ways to support and challenge them
- Ability to build relationships with all students and readiness to listen and offer support and encouragement
- Ability to support, energise and inspire students across the age range of the College



KINDNESS



COURTESY



HONESTY



RESPECT



PERSEVERANCE



INDEPENDENCE



CONFIDENCE



LEADERSHIP



HUMILITY



GIVERS,  
NOT TAKERS



# Terms and Benefits

- **Competitive Salary & Benefits Package**
- **Contract:** Full Time, Permanent
- **Location:** Thomas's College, Richmond

The role will be subject to the successful completion of the required employment checks, including an enhanced DBS and reference. Full details of all checks that will be carried out are detailed in our recruitment policy.





# Key Dates

Applications are invited from experienced, dynamic and enthusiastic leaders excited by the scope of this opportunity. For further details visit the Thomas's London Day Schools website: [thomas-s.co.uk/join-our-team](https://thomas-s.co.uk/join-our-team) or email [hrcollege@thomas-s.co.uk](mailto:hrcollege@thomas-s.co.uk)

To apply for this post please go to [thomas-s.co.uk/join-our-team](https://thomas-s.co.uk/join-our-team) and click apply by Tuesday, 20th January 2026. Should you wish to send a covering letter or supporting statement following your application, please forward it to [hrcollege@thomas-s.co.uk](mailto:hrcollege@thomas-s.co.uk)

The first round of interviews will take place on Thursday, 29th January 2026. Please note that referees will be contacted prior to the interview.

## SAFEGUARDING

*Thomas's London Day Schools are committed to safeguarding the welfare of children and young people and expect all staff, volunteers and visitors to share this commitment and work in accordance with our child protection policies and procedures.*

*All posts are subject to screening appropriate to the post including checks with past employers and the DBS service. The school will undertake online searches on shortlisted applicants and may require applicants to provide details of their online profile, including social media accounts. For details of the checks which will be undertaken as part of our recruitment process, please see our Safer Recruitment Policy which can be found here [www.thomas-s.co.uk/policies/](https://www.thomas-s.co.uk/policies/) under the 'Thomas's Policy' tab.*

*This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. As an equal opportunities employer, Thomas's is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. Thomas's aspire to have a diverse and inclusive workspace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the Group.*





**Be Kind  
Be Thomas's**