

Job Description and Person Specification

Teacher of English

Job Description

Teacher of English
1.0 FTE
Permanent
M1-UPS3
Responsible to: Curriculum Lead
Start Date 1st September 2027

Key objective:

We are delighted to offer the opportunity for an inspirational and talented English specialist to join our incredibly popular department. This is an exciting opportunity for a passionate teacher to deliver English Language and Literature across the key stages. The ability to deliver A Level to KS5 is essential. It would be advantageous (but not essential) if you can teach A Level English Language.

You will also be required to support at events such as Open Evenings.

Note: This is a broad description of the types of duties/activities expected at this level for illustrative purposes. This is not intended to provide an exhaustive list of duties.

Main responsibilities

- Plan work in accordance with the department's scheme of work.
- Account for prior levels of attainment and use them to set targets for future improvement.
- Set high expectations for behaviour by establishing a purposeful working atmosphere.
- Engage and enthuse students already on their journey as well as those at the start of theirs.

General

- An appreciation of the characteristics of outstanding subject teaching and how this enables outstanding learning for all students, including vulnerable groups.
- Knowledge of recent whole–school and curriculum developments and opportunities.
- Be able to work as part of a team, with good interpersonal skills to relate to colleagues, students and parents.
- Have the capacity for hard work, enthusiasm, self-motivation and the ability to work to deadlines.
- Excellent subject knowledge.
- ICT competence.
- Ability to interpret and use data to support learning.
- Willingness and desire to contribute to the extensive co-curricular activities we offer our community and contribute to our whole school ethos of kindness, care and respect.

Person Specification

Candidates will be assessed against the following criteria. The methods of assessment used for each criterion are indicated. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

Listed below are the essential criteria and how these are assessed.
A=application, I =Interview and other assessments/activities R= reference.

Skills, Knowledge and Experience	
Criterion	Assessment
Outstanding classroom practitioner in required subjects	A/I/R
Experience of digital technology to maximise learning outcomes	A/I
Subject knowledge of the highest order	A/I/R
Ability to communicate effectively, in clear English, with colleagues, pupils and parents, including in written reports	A/I
Ability to adapt teaching to suit the needs of pupils	A/I
Knowledge of a range of GCSE and A Level specifications - Language and Literature	A/I
Ability to establish effective relationships with young people, parents and staff	A/I
A commitment to the safeguarding and well-being of children and young people at the school	A/I/R
Ability to build effective working relationships	A/I
Qualifications	A/I
Graduate in English or a related subject and/or experience of teaching English Language/Literature	A/I
Personal Qualities	A/I
Commitment to high standards and achievement and to raising these standards	A/I
Commitment to own professional development	A/I
Adaptable, confident and dependable	A/I
A genuine concern for and respect for others	A/I
Professional integrity	A
A sense of humour	I/R
The ability to inspire and to motivate others	I/R

RUGBY HIGH SCHOOL is committed to safeguarding and promoting the welfare of children and expect all employees to share this commitment. The successful candidate will be subject to necessary pre-employment checks including: an enhanced DBS; Childcare Disqualification (where applicable); qualifications (where applicable); online checks as part of KCSIE; medical fitness; identity and right to work in the UK. Applicants will be required to provide two suitable references.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide.

All staff have a responsibility to provide a safe environment in which children can learn. This includes ensuring that health and safety regulations are followed, activities that are potentially hazardous are risk assessed and contributing to the maintenance of a supportive culture throughout the school community in which students feel cared for, respected and listened to.