



Walkwood

Church of England  Middle School

Recruitment information:
English Class Teacher





Our Vision:

In our inclusive community,
Each valued individual is taught self-belief
We are resilient and optimistic,
Caring for ourselves and our peers.
We are Children of God, with hope,
Awe and wonder in our hearts.

Our Bible verse:

Be kind to one another, tender-hearted, forgiving one another, as God in Christ forgave you. *Ephesians 4:32*

Our core values:

Kindness

friendship

Truthfulness

Respect

Respect - Believe - Succeed



Headteacher's introduction

Thank you for taking time to request information about the appointment of an English Class Teacher at Walkwood Church of England Middle School. This post is available from 1st September 2026.

Our school is “middle deemed secondary” and the timetable is run as for a secondary school, with emphasis placed upon subject specialisms.

We set high aspirations for all our pupils, both academically and socially. Our Christian values lie at the heart of our work and we provide a broad, rich, stimulating education to develop a passion for learning in all children. We aim to challenge all our children within a safe and supportive environment, encouraging them to become reflective, resilient learners and achieve academic excellence.

We are dedicated to promoting literacy across the curriculum with a core focus on reading for empowerment. Furthermore, Walkwood staff support children in developing their understanding of problem-solving and reasoning in a broad range of contexts in which they can investigate, question and share their learning. Throughout their time at Walkwood, all pupils are encouraged to express themselves creatively and imaginatively, through all areas of the curriculum.

High standards for behaviour across the school enable a purposeful learning environment in which all children can feel safe and flourish.

Therefore, we are seeking a colleague who will share and uphold our Christian vision and values, delivering a curriculum that links content, skills and knowledge, whilst ensuring that each individual pupil receives high-quality pastoral care within an inclusive setting.

If you wish to be considered for this teaching post at Walkwood Middle School, please complete an application form.

Kindly send your documents to recruitment@walkwoodms.worcs.sch.uk by **9.00am** on **Friday 15th May 2026**. Short-listed candidates will be contacted soon after this date; interviews will take place **Wednesday 20th May 2026**. Tours of the school will be part of the interview day.

If you feel you are ready for a new role, working collaboratively with pupils, staff and the wider Trust, I look forward to receiving your application.

Mrs Caroline Lowe



Job description:

Job details

Salary: Main Scale point 1 – 6 (£32,916 - £ 45,352), Upper Pay Scale (£47,472 - £ 51,048)

Hours: Full time

Contract type: permanent

Reporting to: The Headteacher, Head of Department, Head of Year

Responsible for: The deployment of Teaching Assistant(s) within their lesson

Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Uphold and have respect for the Christian ethos of the school
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment



Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development, in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

Communication

- Communicate effectively with pupils, parents and carers and external agencies

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues
- Contribute to the life of the school through effective participation

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The post holder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.



Person specification

CRITERIA	QUALITIES
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Successful primary or secondary teaching experience • Evidence of ongoing professional development
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Experience of planning and delivering well-structured lessons • Experience of assessing, tracking and reporting pupil progress • Experience of adapting teaching to meet a range of pupil needs • Experience of effective behaviour management <p>Desirable</p> <ul style="list-style-type: none"> • Experience of preparing pupils for external assessments • Experience of working in a faith school (particularly Christian ethos) • Experience of leading or contributing to whole-school initiatives
Knowledge and understanding	<p>Essential</p> <ul style="list-style-type: none"> • Secure knowledge of the National Curriculum and assessment requirements • Understanding of effective teaching and learning strategies • Knowledge of safeguarding requirements (e.g. Keeping Children Safe in Education, Prevent) • Understanding of how to promote pupil wellbeing and maintain a safe learning environment • Understanding of inclusive education and SEND provision <p>Desirable</p> <ul style="list-style-type: none"> • Knowledge of current educational research and best practice
Skills and abilities	<p>Essential</p> <ul style="list-style-type: none"> • Ability to plan engaging and inspiring lessons that meet the needs of all learners, including those with SEND and disadvantaged pupils • A good understanding of how children learn • Good ICT skills, particularly using ICT to support learning • Strong classroom management and behaviour strategies • Ability to use assessment effectively to inform teaching • Ability to inspire, motivate and challenge pupils • Effective communication skills with pupils, parents, carers and professionals • Ability to work collaboratively as part of a team • Ability to organise time and workload effectively <p>Desirable</p> <ul style="list-style-type: none"> • Ability to contribute to curriculum development • Skills in leading or supporting colleagues



Personal qualities	Essential <ul style="list-style-type: none"> • Commitment to high standards of teaching, learning and behaviour • Commitment to safeguarding and promoting the welfare of children • Professional integrity and high ethical standards • Positive, reflective and resilient attitude • Commitment to the school’s Christian ethos and values • Reliable, punctual and well-organised Desirable <ul style="list-style-type: none"> • Willingness to contribute to wider school life (e.g. extra-curricular activities)
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Notes:

This job description may be amended at any time in consultation with the post holder.

Last review date:

Next review date:

Headteacher/line manager’s signature: _____

Date: _____

Postholder’s signature: _____

Date: _____

