



# Second in Department - English RECRUITMENT PACK

Proud to be part of the



# Introduction



Dear Candidate,

Firstly, I would like to take this opportunity to thank you for taking an interest in joining our team at Dene Magna School.

As you explore the information in this pack and consider a visit to our school, we hope you'll see why Dene Magna is such a remarkable place to learn and work. Our school is committed to the goal that "each and every learner shall achieve their maximum potential and enjoy the process," and we take immense pride in our community.

As an outstanding, successful, oversubscribed, and high-achieving inclusive school for students aged 11-18, Dene Magna is full of character, personality, and soul. We are a proud member of the Forest of Dean Trust, which also includes Drybrook Primary School and Forest View Primary School. Nestled in a picturesque setting, our location offers an easy commute from Cheltenham, Gloucester, Hereford, Bristol, and the surrounding cities.

We warmly invite you to arrange a visit to our school for a chat before you apply. Please contact us at 01594 546030 or email [vacancies@denemagna.co.uk](mailto:vacancies@denemagna.co.uk) to set up an appointment. To apply, download our application form from the vacancies page on our website, and send it along with a cover letter detailing why you are the ideal candidate to [vacancies@denemagna.co.uk](mailto:vacancies@denemagna.co.uk) by the closing date. Interviews will be scheduled based on suitability and availability.

This is a wonderful opportunity, and we look forward to hearing from you!

Best regards,

A handwritten signature in black ink, which appears to read 'Declan Mooney', is positioned below the 'Best regards,' text.

Declan Mooney  
Head Teacher



# About the Trust



## Who are we?

The Forest of Dean Trust is built on collaboration, challenge and support. We are passionate about achieving the best possible outcomes for the students and communities we serve.

We are three schools situated in the Forest of Dean, Gloucestershire. Our Schools include Dene Magna (a secondary and sixth form), Drybrook Primary and Forest View Primary schools. All our schools have been graded Good or Outstanding by OfSTED in their most recent inspections.

We are ambitious and want our trust to continue to grow, but we are mindful that this growth should be done at the right pace and for the right reasons.



# About Dene Magna School

Dene Magna is a Secondary and Sixth form school based across two sites in Micheldean and Cinderford. We have around 1,200 students in KS3, 4 and 5.

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

*Each and Every Learner Shall  
Achieve their Maximum Potential & Enjoy the Process*

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



HeadTeacher - Mr Mooney

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# Introduction to our English Department



We are seeking an outstanding teacher to work within the English team. The successful candidate will have the skills and subject knowledge to teach across all year groups, alongside a commitment to ensure that our students make outstanding progress in every lesson. We are seeking an ambitious and highly motivated teacher with a passion for teaching and learning who will champion English at Dene Magna.

You will be joining an established department who is passionate about delivering a high quality curriculum from nursery through to 18. At KS5 our students follow Edexcel English Literature and AQA English Language and Literature. At KS4 our students follow the Eduqas GCSE in both English Language and Literature. Our KS3 students develop both their cultural capital and core skills via a number of units that cover the breadth of knowledge required for KS4 and 5, whilst also opening our students' eyes to the world around them and our text choices are constantly evolving to match this.

Statistically, the Dene Magna English Department is consistently one of the highest-performing departments among non-selective schools in the county. We are extremely proud of this achievement, which reflects our sustained commitment to high standards and ambitious outcomes for all. Our success is underpinned by consistently high-quality teaching, alongside a highly collaborative approach to lesson planning and the sharing of effective practice. As a member of the department, you will have the opportunity to further raise the profile of English across the school by contributing to our rich extra-curricular provision, including our 'Reading Buddies' programme and a range of educational visits.

Each classroom has an interactive whiteboard and one of the English classrooms can open up to a super learning room. The department also has access to a Library and the students have one reading lesson per fortnight. Each student in KS3 follows the Accelerated Reader Programme and we also set ILT on Spellzone and Seneca to consolidate learning. English lessons are also supported by department based Teaching Assistants.

Extra-curricular activities include theatre visits, trips to the RSC, outside author visits and also a residential trip to London to see various sites of interest. We have won the Carnegie debate at Cheltenham Literature Festival on three occasions, and we also run cross-curricular opportunities, e.g. to the Imperial War Museum in London.

The department is incredibly proud of its past achievements but is constantly looking to the future. The successful candidate will need to be a team player with enthusiasm, high levels of subject expertise, determination to succeed and a sense of humour.

This is a fantastic opportunity for you as well as the students and school and we look forward to meeting you.

## Our team

We are so proud of our team, which consists of:

- Ollie Smith (Head of English)
- Luke Marden-Harris (current Deputy Head of English)
- Gemma Meek (also the Trust Leader for Quality Assurance)
- Liz Balmer (also Head of Sixth Form)
- Kelly Savagar (maternity leave)
- Robert Goodwin
- Naomi Watkins (maternity leave)
- Lily Motson
- Gemma Kear



# Job Description

## Second in Department of English

Full time, permanent contract, MPS/UPS, TLR 2B, start date 1st September 2026

### Main purpose of the role

- Support the Head of English in leading the department, ensuring high standards of teaching, learning, and achievement across Key Stages 3 and 4.
- Lead the planning and delivery of an engaging and ambitious English curriculum, with a particular focus on GCSE English Language and Literature.
- Line-manage and mentor early-career and KS3/KS4 teachers, promoting professional development and sharing of best practice.
- Drive improvements in student progress, attainment, and behaviour for learning.
- Champion inclusion, effective differentiation, and robust exam preparation strategies.
- Support curriculum development, assessment, and data tracking to inform teaching and raise standards.
- Contribute to, and where appropriate, lead on literacy intervention and whole-school literacy strategies.

### Key responsibilities

- Assist in the design, implementation, and evaluation of the department's curriculum across KS3 and KS4.
- Use data effectively to monitor student progress, identify underachievement, and implement intervention strategies.
- Support the Head of Department with departmental self-evaluation and development planning.
- Line-manage and support allocated staff, including NQTs, ECTs, and subject teachers, ensuring high-quality teaching.
- Deliver consistently high-quality classroom teaching of English Language and Literature, modelling excellent practice.
- Foster a positive and inclusive classroom climate, with high expectations for all students.
- Lead or contribute to literacy intervention and whole-school literacy initiatives as required.
- Participate in and lead, where appropriate, departmental meetings, CPD, and school events.
- Uphold and promote the school's values, policies, and safeguarding procedures at all times.



# Skills and Experience

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• A good honours degree</li> <li>• Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>• Masters degree</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of teaching 11 - 18 year olds</li> <li>• Feedback confirming excellent teaching</li> <li>• A track record demonstrating a commitment to high standards, continuous improvement and quality assurance</li> <li>• A track record of effectively leading/motivating students and developing team approaches</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading or contributing to curriculum development</li> <li>• Experience of exam marking</li> <li>• Experience of managing or supporting colleagues</li> </ul>
Professional development	<ul style="list-style-type: none"> <li>• Evidence of commitment to own professional development</li> <li>• Evidence of keeping up to date with educational thinking and knowledge</li> <li>• A strong commitment to the quality professional development of staff</li> <li>• Evidence of ongoing professional development relevant to english education and/or leadership</li> </ul>	
Knowledge	<ul style="list-style-type: none"> <li>• Thorough knowledge of the KS3, KS4 &amp; KS5 English curriculum</li> <li>• A good understanding of the use of target setting and tracking data</li> <li>• Strong understanding of effective teaching, learning and assessment strategies</li> <li>• An understanding of the use and potential of ICT to develop learning</li> </ul>	<ul style="list-style-type: none"> <li>• Future changes to qualifications</li> </ul>
Practical and intellectual skills	<ul style="list-style-type: none"> <li>• A commitment to placing teaching and learning at the heart of your work</li> <li>• A commitment to promoting the ethos of Dene Magna with accent on high achievement for all</li> <li>• Ability to empathise with the needs of students and to be firm but fair and effective</li> <li>• Ability to prioritise and manage time effectively</li> <li>• An effective communicator and motivator of students</li> <li>• A team player with the ability to establish good working relationships with staff, students and parents</li> <li>• The ability to set clear expectations and parameters and to hold other accountable for their performance</li> <li>• The ability to challenge underperformance</li> <li>• A commitment to safeguarding the needs of young people</li> </ul>	
Personal qualities	<ul style="list-style-type: none"> <li>• A positive attitude to continuous improvement</li> <li>• A commitment to ensure each student maximises their potential and enjoys the process</li> <li>• A positive role model to students</li> <li>• A sense of humour</li> <li>• An ability to communicate and work with a range of adults</li> <li>• Hardworking and a team player</li> <li>• A reflective practitioner who wants to continue learning</li> </ul>	



# Benefits

We believe that to provide the best teaching and learning experience to our students we should invest in our staff, and insure they are supported in delivering great experiences, that will shape our students growth.

Supported by the Trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of all staff, including work-life balance.

## Pension Scheme

At the trust, we value your future. That's why we offer membership to the Teachers' Pension Scheme (TPS) to all teaching staff. The TPS provides you with a secure and reliable income in retirement, employer contributions, and a range of valuable benefits for you and your family.

## Other staff benefits

- Competitive, benchmarked salary
- At least 5 INSET days a year
- Protected CPL time
- Supported professional development pathways for all staff
- Family-friendly policies
- Flexible working for appropriate roles
- Membership to industry benefit scheme - Blue Lights, offering discount
- Free access to the Gym out of hours at Dene Magna School
- Qualified Level 5 or 7 coaching for employees
- Access to our Employee Benefits Package - Perkbox, which includes access to discount codes, medical appointments online and celebration system



# Are you interested?



## Application

To apply for this position, please complete an application form which can be found at <https://www.denemagna.co.uk/page/?title=Vacancies&pid=109>

Please send this application form to [vacancies@denemagna.co.uk](mailto:vacancies@denemagna.co.uk) along with a covering letter explaining why you think you would be a great fit for the position.

Applications must be received no later than 9:00pm on Wednesday 22nd April 2026. Applications received after this date will not be considered. The start date for the position is 1st September 2026.

If you have any questions about the role, the recruitment process or would like to have a visit of our school and Science department, please contact us on [HR@fodt.co.uk](mailto:HR@fodt.co.uk).

## Interview Process

Interviews will be held w/c 27th April 2026. Shortlisted candidates will be invited by email to attend an interview.

References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification - this will be confirmed when we send you an interview schedule nearer the date, along with any prior preparation you can complete.

## Safeguarding

Forest of Dean Trust and its Schools are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

- We have DSL's trained to an enhanced level.
- All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.
- We will conduct online searches (including social media) for all shortlisted candidates.
- Our Child Protection Policy can be found on our website under Policies.

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