



understand that nothing
can LEARNING



Hard work · Int

every second counts



English Teacher

Start: September 2026

Closing date: 2 February 2026 midday

MPS/UPS

PRINCIPAL'S WELCOME

Torquay Academy is an inspiring place to be; I have been fortunate enough to have been Principal here since January 2014. During this time we have transformed outcomes for our community's children at GCSE and A level. We are now the first choice school in the area and around 80% of our 6th Form leave us to go onto university (with record numbers applying to Oxbridge).

When I am asked, "What has led to this transformation?" my answer is simple: the quality of the teachers in the school. The single biggest factor that will have an impact on a child's attainment is the quality of their teacher.

The incredible achievements of our students are due to their exceptional teachers, who are determined to improve their craft whilst teaching a well-thought out and meticulously planned curriculum. We are very fortunate to attract fantastic teachers who want to work in a school where behaviour is excellent and we are at the forefront of educational thinking.

We were the first school in the UK to coach all of our teachers. Staff wellbeing and workload was embraced long before it was a national focus, we have Teaching and Learning cycles and lessons use our excellent centrally planned workbooks.

We have a real clarity in our shared approach which ensures that we have a high floor and no ceiling. Our Principles of Teaching outlines this and it is underpinned by the hugely impressive curriculum and the unmatched workbooks.

By working at Torquay Academy you will be working with like-minded colleagues who are determined to transform the lives of the children in our community by ensuring that everyone succeeds.

Our children not only get a first-class academic education, but we also offer an extracurricular programme that rivals the very best independent schools.

You won't find a person specification with a long list of desirable and essential qualities or job description full of expectations, people who work at Torquay Academy are passionate about their subject, work hard, and care about children and their future. If this sounds like you, we would love to hear from you.

Please contact me to arrange a visit to Torquay Academy or to speak to us so you can find out more about this very special school. Please email admin@tqacademy.co.uk or call 01803 329351 to speak to my PAs, Amy or Steph to find a time for a visit or conversation.

Steve Margetts, Principal



WHY WORK AT TA?

You will be joining a school where teachers are highly valued and seen as the key to our students' success. We pride ourselves on delivering the highest quality teaching and learning for our students; we also believe that our teachers have the right to be the very best practitioners. Incremental coaching is the single biggest monetary and time investment we make in developing a world-class education and providing teaching staff with bespoke CPD which has immediate impact in the classroom. In the words of Dylan Wiliam, at Torquay Academy we believe all teachers need to improve, 'not because they are not good enough, but because they can be even better'.



Coaching at TA is done in such a warm and helpful manner, which meant I felt confident to ask questions, plan and rehearse in our coaching sessions and this then had a real impact on the teaching and the learning of my students. I now have the privilege of coaching several teachers and am fortunate enough to be able to create a purposeful environment and have time to support the teaching and learning at TA.

Katie Aplin - Maths teacher and TLR holder

CPD

You will be provided with ongoing professional development that we believe is unmatched by other schools.

- The academic year begins with our Teaching and Learning Conference.
- Six Twilight sessions throughout the year will ensure that you have the tools to continue to drive your classroom practice forward. These events will introduce you to new ideas and allow you to start to put them into practice with your department.
- Weekly subject meetings take place in departments that focus on the best way to deliver our curriculum.
- Two days for curriculum development. To enable teams to work together for an extended period of time.



COACHING

You will receive 1:1 coaching with an experienced coach. Our judgement-free coaching model is designed to support you to make small, tangible steps to improve your practice each week. This is supported by Doug Lemov's *Teach Like a Champion* (TLAC) techniques which are used consistently across the school.



GROWING AS A LEADER

Torquay Academy is the perfect place to develop your leadership skills. By not being part of a large MAT there are opportunities to innovate and experiment within the school. All staff members are invited to join our SMLT (Senior and Middle Leadership Team) who meet through the year to work on whole-school leadership projects.

THERE ARE MANY PROGRESSION OPPORTUNITIES WITHIN THE SCHOOL. HAVING TORQUAY ACADEMY ON YOUR CV MAKES YOU A VERY SOUGHT AFTER LEADER.



WHAT'S IT LIKE WORKING AT TA?



CLOSE TEAMS

The school is divided into eight learning areas: Maths, English, Science, Humanities, MFL, Creative Arts, Sport and Enterprise. Within each learning area you will find a close team who work collaboratively and support each other. Each of these teams have their own staff workroom with kitchen facilities and free tea and coffee. There is a community beyond your immediate team in the school of dedicated staff who you will get to know.

SPECIFIC BENEFITS

There are a number of specific benefits of working at Torquay Academy, these include:

- Free laptop for use in school and home
- Priority admission to the Academy for secondary places
- Free gym membership for you and your family
- Cycle to work scheme through salary sacrifice



STAFF WELLBRING

In September 2017, an article in *The Guardian* outlined the approaches that we had already implemented to reduce the workload burden. Teaching is hard work and we make sacrifices to ensure the very best for our students, however as a school we work hard to support our colleagues.

We believe that we can support teacher wellbeing in two ways:

- Reducing unnecessary workload through centralised curriculum planning, behaviour management and analysing everything teachers are asked to do.
- Equipping teachers with the skills and knowledge they need to excel in the job.

We are the only UK school to be working with the US organisation Educators' Thriving. The majority of our CPD is based on professional development, but our work with Educators' Thriving supports our personal development as well.

WE KNOW THE IMPORTANCE OF GREAT TEACHERS - THIS IS WHY WE WILL INVEST IN YOU, SUPPORT YOU AND CREATE AN ENVIRONMENT WHERE YOU WILL WANT TO STAY. IT IS RARE FOR A TEACHER TO LEAVE TORQUAY ACADEMY UNLESS IT IS FOR A PROMOTION.



Staff have worked together to create our own staff garden as an additional social space within the school.



TEACHING & LEARNING AT TA

PRINCIPLES OF TEACHING

We base our lesson design on four Principles of Teaching:

1. Retrieval Practice: Do Now
2. Hear from an Expert: Teacher Exposition
3. Modelling and Deliberate Practice: I do, We do, You do
4. Progress check: Demonstrating Knowledge and Skills

Our Principles of Teaching help us to dive a little deeper into some of the core components of an effective lesson. This is not a comprehensive list of what a planned lesson might consist of, but a summary of the most important features. This is then supported by a description of what teachers can do to deliver these elements effectively. Importantly, we also describe what students themselves can do to engage more effectively with these different phases of a lesson.



Having a comprehensive blueprint of effective teaching strategies and techniques to use in the classroom, as well as being coached on how to implement these, has really helped me to develop as a teacher. The Blueprint has given me tangible and achievable steps that I can work on from week-to-week and because these are being used by teachers across the school, the students have a clear sense of expectations and routines that help them to feel comfortable in the classroom, focus on their learning and get the most from lessons.

Neil Jones, KS5 English coordinator



TLAC AND OUR T&L BLUEPRINT

Doug Lemov's *Teach Like a Champion* techniques have formed the basis of our pedagogy for many years and we have been fortunate to work closely with Lemov and the Uncommon Schools to continue to develop our practitioners. In 2020 we developed our bespoke Teaching and Learning Blueprint, which takes our explicit framework for teacher development to the next level: ensuring that we have a high floor and no ceiling approach to improving pedagogy.

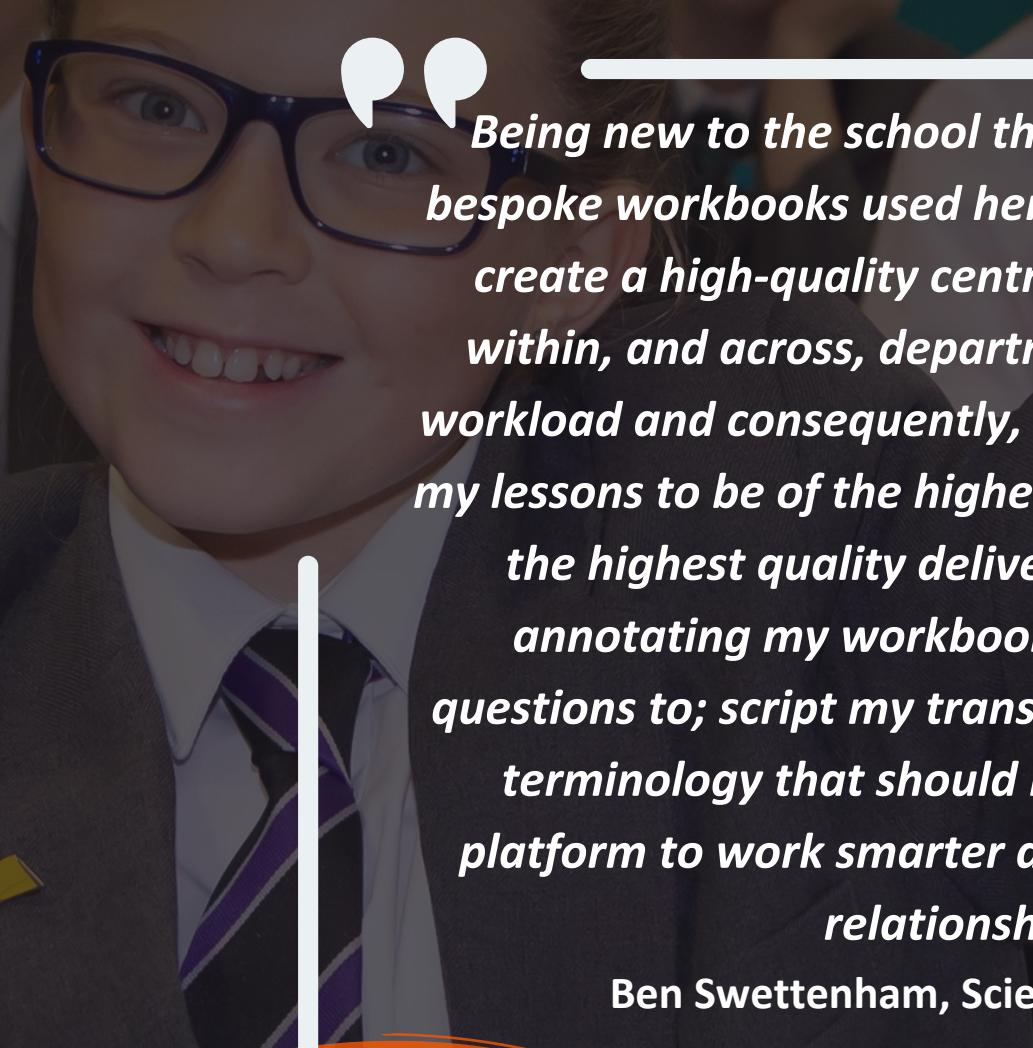
The Blueprint spells out our framework for improving classroom practice through coaching, really delving into the core of what effective use of TLAC strategies looks like at Torquay Academy, and providing a comprehensive suite of possible areas for development and highly specific 'action steps' relating to any given teaching technique. The Blueprint drills each technique down to the minutiae, demonstrating to both coach and coachee how all teachers can 'be even better' and further develop their use of each technique. Each action step is accompanied by a suggested 'practice', for classroom teachers to script and practise with the support of their coach, prior to going live in the classroom. Not only does The Blueprint improve the quality and consistency of coaching, it identifies what excellent practice might look like - allowing staff to take their teaching practice even further through self-coaching.



TEACHING & LEARNING AT TA

WORKBOOKS

Teachers have worked collaboratively to create our own bespoke workbooks for each subject. The high-quality curriculum materials allow us to work smarter, meaning we can focus our lesson preparation time on preparing and scripting our delivery of the curriculum and how we will model responses of the highest quality, rather than creating or photocopying resources from scratch. The workbooks enable us to maximise the use of weekly subject CPD, as we can plan and practise the high-quality delivery of the pre-planned upcoming lessons and share best practice. It also allows us to continually tweak our lesson resources, ready for the next cycle of workbooks, so that we are constantly improving our curriculum.



Being new to the school this year, I have really benefited from the bespoke workbooks used here at Torquay Academy. These workbooks create a high-quality centralised curriculum; ensuring consistency within, and across, departments. The workbooks have reduced my workload and consequently, have allowed me to spend time preparing my lessons to be of the highest quality for the learners at TA. To ensure the highest quality delivery of our curriculum, I will spend time annotating my workbooks with which students I want to pose questions to; script my transitions between activities; identify specific terminology that should be unpicked etc. Workbooks provide a platform to work smarter and allow for a greater focus on building relationships with the students.

Ben Swettenham, Science Teacher and Head of Psychology



STARTING YOUR CAREER AT TA

As an ECT joining Torquay Academy you will find that the support you receive will be exemplary. I have responsibility for your induction to the school and to support you as you begin this exciting, rewarding and vital career.

During your first two years you will benefit from a reduced teaching load.

You will work with a highly trained, subject specialist ECT mentor, who will meet you weekly, offering subject specific support and coaching to allow you to settle into life at Torquay Academy.

You will join our renowned incremental coaching programme, where every teacher at Torquay Academy receives fortnightly incremental coaching throughout the school year, using Steplab and AnalysisPro. This will allow you to continue to develop and refine your teaching practice and to work on specific areas of your own pedagogical practice.

Your department will share a wealth of well-planned schemes of learning and teaching resources, including bespoke workbooks, which will significantly reduce your initial planning workload, giving you time to focus on your ECT learning and development.

As an ECT Delivery Lead for SWIFT (South West Institute for Teachers), I will lead your statutory ECT curriculum, through a series of seminars, online webinars and discussions. I will also support you through all your assessment points, including the completion of your ECT programme, to ensure you develop strong foundations at this exciting and important point in your teaching career.

Please read, below, the experiences of two teachers who both started their teaching careers at Torquay Academy:

“Joining TA as an ECT has been a great experience so far for me. I have a dedicated ECT mentor, a teaching coach and the whole staff body is enormously supportive. The school bolsters a wealth of shared resources which has given me the opportunity to absorb the knowledge and expertise of other excellent teachers.”

Willis Lawrence - ECT Maths teacher

“I started my teaching career at TA and have been supported to learn and develop so I could take on new roles including being a Head of Year and now an Associate Assistant Principal for Humanities. I enjoy being part of a community which pushes itself to be brilliant and at the forefront of best practice but does so with humour and care for all.”

Sophie Cape - Associate Assistant Principal, Head of Humanities

Good luck with your application!

Lizzy Ryan
Associate Assistant Principal
Staff Development & Instructional Coaching



ENGLISH AT TORQUAY ACADEMY

As an English Teacher joining Torquay Academy you will be part of the English Department. We are a team of specialist English Teachers who share an absolute passion for our subject.

Our English department has proven itself to be one of the most effective and successful comprehensive departments in the South West with 30 grade 9s achieved across language and literature in 2023 and a progress score of 0.32.

Underpinning this success is our belief in the power of well-sequenced and knowledge-based curriculum which excites and engages our learners. We believe that all children, regardless of background and past school experience, are capable of understanding and learning the top-grade concepts, ideas, and theories needed to transform them into capable and knowledgeable critics and readers.

We collaborate in the production of centralised schemes which are built around the principles of direct instruction and retrieval practice. We believe that by pooling our expertise to produce outstanding centralised resources we can provide all pupils with the best possible knowledge and learning.

In our department, you will be supported in your development both as a teacher and as a subject specialist. You will be responsible for the expert delivery of a carefully sequenced and constructed curriculum which you can adapt to the needs of your individual classes. Our curriculum is continuously developed, and all teachers have the opportunity to contribute their thoughts and ideas to the development process.

We believe students of all backgrounds achieve most highly when provided the opportunity to learn the core conceptual knowledge required to succeed. We believe that our students learn best when they are taught in a disruption-free environment by a teacher who genuinely cares and is passionate about their development both as learners and as young people.

If you share these beliefs, are an outstanding teacher, and an enthusiastic subject specialist then we would love to hear from you.

Kathrine Mortimore
Assistant Principal
Head of English



THE SCHOOL



The school is located just off the main road into Torquay on a beautiful 24 acre campus. The school was rebuilt in 2012, and millions have been spent since then to further improve our facilities; we have world-class educational, sporting, and performing arts facilities, for example, a 320 seat theatre, climbing wall, drama studio, full-sized astro and stunning 6th Form centre.

Torquay Academy effectively operates as a stand-alone school (we are in a two-school MAT where each school runs independently). Not being part of a large MAT enables the school to be innovative and respond quickly to the needs of our students.

Our financial investment is focused on enabling teachers to deliver the best education in an inspiring environment.



EXTRA-CURRICULAR ACTIVITIES

We offer extra-curricular opportunities to match the top independent schools. Every evening, hundreds of students take part in a club or society. Staff, coaches and volunteers ensure our students have access to the most incredible opportunities beyond the curriculum; we are able to offer all of these experiences free of charge.



MOVING TO THE AREA

We are very proud of the area we serve and live in. Torquay, a seaside town on the English Riviera in Devon, is renowned for its stunning coastline, vibrant waterfront and Victorian architecture. With a population of approximately 65,000, it encapsulates the charm of coastal living with the amenities of a larger town. Torquay lies 22 miles south of the county town of Exeter and 32 miles east-north-east of Plymouth, on the north of Torbay, adjoining the neighbouring town of Paignton on the west of the bay and across from the fishing port of Brixham.

Teachers at Torquay Academy live in many different parts of Devon depending on their interests, travelling from Torbay, Exeter, The South Hams, Dartmoor and Plymouth. The school is located just off the main road into Torquay making travel to the school from any number of areas very easy. The housing market is diverse, offering something for everyone, with prices significantly lower than other parts of the country. Living in any area close to Torquay Academy leaves you only a short drive from any number of beautiful and interesting places to live and explore.

Living in Torquay itself offers many attractions. The area's mild climate and picturesque beaches provide a backdrop for paddle boarding, sailing, kayaking, and coastal walks. Torquay, benefits from a stunning seafront, palm-lined promenades, and mild climate. Known for its picturesque marina, sandy beaches, a thriving arts scene, including the renowned Princess Theatre, and a vibrant harbourside filled with a variety of shops, cafes, and restaurants, Torquay combines leisure and convenience. This is similar to the other towns in Torbay and those that stretch along the coastline towards the River Exe.

The historic city of Exeter is a treasure trove of cultural opportunities and vibrant city life. Residents benefit from a vibrant cultural scene, with theatres, art galleries, and live music venues, as well as an array of dining and shopping options that feature both independent boutiques and well-known brands.

South Hams is a district on the south coast of Devon. Its council is based in the town of Totnes, although the largest town is Ivybridge. The district also contains the towns of Dartmouth, Kingsbridge and Salcombe and numerous villages and surrounding rural areas. It is renowned for its stunning beaches and coastline as well as its charming villages and idyllic countryside.

Dartmoor provides one of the UK's most dramatic and expansive landscapes. The rugged beauty of the moors, with its rolling hills, wild ponies, and ancient woodlands, provides a natural playground for hikers, cyclists, and outdoor enthusiasts. Residents benefit from the tranquillity and privacy that comes with rural living.



Torquay
Academy to:
Exeter - 22 miles
Plymouth - 32 miles
Salcombe - 28 miles
Teignmouth - 7 miles
Totnes - 8 miles

DEVON IS PACKED WITH SOME OF THE MOST POPULAR TOURIST ATTRACTIONS IN THE COUNTRY - YOU WON'T BE BORED LIVING HERE!
WE ARE ONLY 2 1/2 HOURS AWAY FROM LONDON BY TRAIN

PRIORITIES, OBJECTIVES & VALUES

WE ARE CLIMBING THE MOUNTAIN TO UNIVERSITY



We think very carefully about our approach as a school. We are clear about our purpose and what our focus is for improving. The following information will give you an outline of our thinking and how we use it to ensure everyone succeeds.

We answer three simple questions that give us a real clarity of what we do and why we do it:

- Why do we exist? We transform the life chances of children in Torquay by ensuring that everyone succeeds.
- How do we behave? Hard work, Integrity and Pride.
- What do we do? We provide education, well-being support and extracurricular opportunities to children in our community.

We have six core objectives that underpin the work of all members of staff in the school:

- Students' well-being is at the heart of what we do and we expect behaviour to be impeccable.
- Teachers improve due to outstanding coaching and CPD.
- Continuous curriculum improvement through workbooks and homework.
- Progress of 1.0 at KS4 and 0.5 at KS5. Every student to achieve a positive score.
- To have an extracurricular provision that matches the best private schools.
- Leaders act in alignment with our leadership principles.

Each year, we set ourselves a priority goal as a focus for the school to rally around, for 2023-24 it is: **To improve attendance and homework completion, particularly for the disadvantaged.** This is then broken down into three priority objectives:

- Raise whole-school attendance, particularly for the disadvantaged.
- Raise Homework completion and quality, particularly for the disadvantaged.
- Period 1 (tutor time) is effective and supports all students' learning.

We identify our core values, which describe our approach at the school.

- We look after each other.
- Every second counts.
- Warm and strict.
- We keep getting better.
- High floor, no ceiling.
- Consistency matters.

Hard Work

- We never give up
- We do things properly
- We are ambitious
- We never make excuses

Integrity

- We treat everybody with respect
- We do the right thing
- We are honest
- We accept responsibility

Pride

- We believe in ourselves
- We take pride in our work
- We are ready to learn
- We contribute to our school community



If you would like to find out more about working at Torquay Academy, please get in touch.

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