



**WARBLINGTON  
SCHOOL**

# Candidate Information Pack

## English Teacher

Main/Upper

(Open to current trainee teachers for starting date in June/July 2026)



***A very warm welcome to Warblington School***

Ready

Respectful

Resilient

Kind

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Dear Applicant

Thank you for your interest in Warblington School.

Warblington school has something quite special about it. We are a very small, but rapidly growing secondary school. At only 820 students we can do things differently here as we know individuals well. But it goes deeper than that. Everyone who visits will tell you just how welcoming the school is for new staff and students – over 40 students joined us mid-way through the year last year, with each one saying how they had settled in well and were enjoying school. Ofsted noted during their recent inspection (Jun 2023) that *"most pupils like attending this kind and caring school"* and *"pupils build strong friendships with their peers"*

It is a thriving community and I am proud to say our students are well behaved, friendly, kind and considerate. They welcome visitors and they are proud to speak of their school. Our staff are passionate about improving learning and aim to inspire and challenge the young people we work with.



We believe that children have the right to the best education and during their time with us, we aim to equip all of our students with the skills they need to flourish in modern society; to make the best of opportunities and to be able to positively contribute once they leave Warblington School.

I am pleased to say this was recognised during our recent inspection, where inspectors commented that Students *"talk confidently about what they have learned"* and acknowledged that *"A well-planned personal, social and health education programme sets pupils up well for the future, preparing them successfully for adulthood."*

We have high aspirations for everyone who wears the Warblington School logo and we strive to improve ourselves through a clear focus on learning and achievement in a supportive environment. As a parent myself, I know that children and young people learn best in an environment which is secure, happy and caring. Our learning community works hard to create the right atmosphere and we pride ourselves on seeing each child as an individual. We take time to celebrate achievements together, whether they are academic, sporting, artistic or dramatic.



Here at Warblington, we are committed to bringing the best out of each and every student entrusted to us and being a small secondary school allows us to get to know each individual and provide them with the support they need that will enable them to thrive.

Curriculum is very important to us and has played a key role in our improvement in outcomes. Teachers here are passionate about the subjects they teach and we believe students need to experience a wide range of subjects for as long as possible, which is why our options process begins at Christmas of year 9 and takes effect from that Easter, allowing us time to ensure each student gets the right level of advice and guidance to help them make informed choices.

Finally, it is important to note that teaching and learning is at the heart of everything we do. Ofsted acknowledged that *"Staff know pupils very well. Importantly, they have pupils' best interests at heart. Leaders and staff are committed to unlocking pupils' potential"*.

I hope you enjoy finding out about Warblington School. Having access to a broad and balanced curriculum, and learning opportunities outside the classroom are key to our students developing into young adults.

I sincerely hope that we will be welcoming you into our community!



*Our aim is to ensure that excellence is our expectation.*

Mike Hartnell  
Headteacher



# English Teacher

## Main/Upper

We are seeking a passionate and dedicated English Teacher to join our thriving school community from April 2026. This position is also open to current trainee teachers for a starting date in June or July 2026

As a Teacher of English, you will be responsible for delivering engaging lessons across the curriculum to students of all abilities. We seek someone who is ambitious for our students and has a vision for enhancing the role of English within our curriculum.

### Key Responsibilities:

- Delivering well-planned and engaging lessons tailored to individual learning needs.
- Ensuring high standards of work, behaviour, and attitudes within the classroom and school environment.
- Planning and teaching a varied curriculum for students across different year groups and abilities.
- Using appropriate assessment strategies to monitor progress and provide constructive feedback.
- Working collaboratively with the Head of Department and colleagues to develop teaching materials and strategies.
- Actively contributing to the positive and inclusive school culture.

### What We Offer:

- A competitive salary and benefits, including an excellent pension scheme
- Professional development opportunities including tailored induction and ongoing training within a supportive and high-quality learning environment.
- The chance to work with motivated students and a dedicated team of professionals.
- An inclusive culture where all staff and students are valued.
- Free access to Doctor Care 24/7 healthcare for you and up to 5 dependents
- Free financial wellbeing support
- Complimentary tea and coffee in our friendly staff room

Join us in making a difference in the lives of our students and be part of a school community where excellence and development are at the heart of everything we do.

Closing Date: Monday 9 February 2026

Interview Date: Friday 13 February 2026



# JOB DESCRIPTION

## Core purpose of the role

- To offer all learners an effective education in a stimulating environment, which provides equality of opportunity for all
- To deliver the curriculum as relevant to the age and ability group/subject, other relevant initiatives, including ECM and the school's own schemes of work
- To work in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies
- To be responsible for promoting and safeguarding the welfare of children and young people within the school

## Duties and Responsibilities

All teachers are required to carry out the duties of a school-teacher as set out in the current *School Teachers Pay and Conditions*. At this school the following areas have been highlighted as being of particular importance.

- Be a positive role model in terms of behaviour, work and attitudes
- Set high standards of work and behaviour in the class and all other areas of the school
- Plan for progression across the age and ability range you teach, designing effective lessons/programmes of work in accordance with the needs of individual learners
- Teach challenging, well organised lessons, using an appropriate range of teaching strategies which meet individual learners' needs
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment
- Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development
- Deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own schemes of work
- Advise and work collaboratively with the Head of Department and others on the preparation and development of teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements as appropriate.



## Other General Responsibilities

- Carry out breaktime and other duties as directed
- Communicate and consult with the parents/carers of learners
- Communicate and co-operate with any relevant external bodies
- Be fully conversant with the school's procedures and policies
- Responsibility for monitoring and tracking progress of a Tutor Group and building relationships with parents to support mentees in their learning. Establishing strong home school links to ensure all students have correct equipment and uniform.

## Professional Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary
- Be responsible for your own continuous professional development and participate fully in training and development opportunities identified by the school or as developed as an outcome of your performance management
- Participate fully with arrangements made in accordance with the revised Performance Management/Appraisal Regulations 2015.

## Health and Wellbeing

- Establish a purposeful and safe learning environment for learners
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- Use a range of behaviour management techniques and strategies adapting them as necessary to promote self control and independence of all learners
- Raise all concerns regarding the behaviour, progress or welfare/child protection of any learner with the appropriately identified person
- Be responsible for promoting and safeguarding the welfare of children and young people within the school



## Team Working and Collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions*
- Participate in arrangements for external examinations and assessment within the remit of the current *School Teachers' Pay and Conditions*

## Other General Responsibilities

- To be flexible and responsive in all aspects of the post, undertaking duties as required.
- To assist in the recruitment, selection and induction of staff within the Faculty.
- To effectively plan the resources required to deliver the curriculum and support for students and staff, resources and accommodation to ensure value for money is delivered.
- To undertake staff duties in line with school policy.
- To be a Tutor as part of a house team, ensuring the well-being of all tutees.
- To undertake an agreed teaching timetable in line with school policy and in accordance with the agreed loading.
- As this is a new post, this job description will be kept under review and may be amended from time to time, following consultation with the post holder, to reflect changing organisational needs.
- **In addition to this job description, all teaching staff must carry out their professional duties as outlined in the Teachers Professional Standards.**



# EXPLANATORY NOTES

## Application Procedure

In order for you to be considered for the position, it is important that you complete the application form fully. This ensures that all applicants are providing us with the same type of information.

Please use the job description and your knowledge of the role to assist you in completing the application form. Incomplete application forms will delay our recruitment process. CV's will not be accepted in substitution.

Your application is the first step in the process we use to choose employees. It plays an important part in deciding whether or not we invite you to the next stage of the process. Our decision on who to invite will be based on the information you give in your application. Please use your application and personal statement as an opportunity to reflect your personality, experience, strengths and creativity. We receive many applications; make yours stand out.

## Personal Information

Enter your personal details in this section. During the recruitment process, we will contact you by email. Some spam filters may re-direct our emails to the spam folder within your email account. Please check your account regularly to minimise the risk of missing an email from us.

## Employment History

**Current Employer** - Enter information about your current employer. If this is your first job after school or college, please give details of weekend, evening jobs, or work placements.

**Previous employers** - Please provide information about all of your previous employers including permanent, temporary or interim roles. To do this, simply add more sections. You must give a full history in chronological order since leaving secondary education, including periods of any post-secondary education / training, part-time and voluntary work. If you have any gaps in your employment, please indicate the reasons for this. Include full time employment, with start and end dates.

Provide explanations for periods not in employment or education / training and reason.



## Formal Education

Enter all of your educational qualifications such as NVQs, GCSEs, O-Levels, A-Levels, AS Levels, Highers, and Degrees. Include all subjects and grades/scores.

## References

Warblington School is committed to safeguarding children and promoting the welfare of children, young people and adults. We expect all employees, workers and volunteers to share this commitment. All our recruitment and selection practices reflect this commitment.

For roles working with children and children's data, we comply with the "Safer Recruitment" national guidelines. Ideally, we will take up references before the interview for these roles; however, we do understand that with some positions this is not always possible. We will always be discrete, and if the role that you are applying for allows, you will have the option to let us know if you do not want us to contact your current employer.

Employment references for Safer Recruitment roles should not be from a colleague. They should be from your manager, supervisor or someone who is in a position of authority. It is our preference that referees are provided from different schools if you have worked in school environments previously.

If you are not currently working with children or adults but have done so in the past, it is important that you provide a reference from this employer.

We are committed to providing the best possible care and education to our students and expect all staff and volunteers to share this commitment. All staff have a role to place in safeguarding children and have a responsibility to provide a safe environment in which children can learn. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions or cautions and bind-overs, including those regarded as 'spent' must be declared.

Failure to declare any convictions or cautions may result in an offer of employment being withdrawn. A criminal record will not necessarily be a bar to obtaining a position.



## Help us to speed up the references process:

- Ensure the email addresses and phone numbers you have provided for your referees are correct
- Do not to put two referees from the same place of work
- Let your referees know when you are offered the role • Tell them that they will shortly be contacted for a reference
- Ask them to complete the reference as soon as possible

## Interviews

If you are selected to attend an interview or an assessment day we will notify you via email or phone and let you know the date and time. It is very difficult for us to change the date of the interview once it has been agreed internally. Remember to check your spam folder when accessing your emails.

- Invitations to interview are usually made via email
- If you are invited to interview, please inform us if you require any particular arrangements, specific access or other support to be made.
- We will seek references on short-listed candidates prior to interview (where permission has been given)
- Candidates that have submitted their application form electronically will be asked to sign a hard copy (this will be provided) before being interviewed, to declare that it is true and accurate
- You will need to bring three items of identification with you to enable us to validate your identity. Details of appropriate documents will be included in your invitation to interview letter
- You will need to provide original qualification certificates specified as essential to your post in the Person Specification
- Depending on the nature of the post, you may also be required to undertake appropriate tasks/ presentation/teaching observation as part of the interview process. If this is the case, full details will be provided in the interview schedule.