

English Teacher

Dates: Apply by Wednesday 14th May 2025
Location: Rickmansworth
Contract type: Full Time (although can consider 0.8FTE)
Contract term: Permanent
Salary: Academy Trust Scale, dependent on skills and experience (£33,233 to £53,428 (FTE) and is based on skills and experience (plus a £2,000 recruitment and retention payment)
Start Date: September 2025 (July 2025 start for Early Career Teachers)

The Reach Free School is seeking a passionate and dedicated English teacher to join our thriving and close-knit community. This is a school where every pupil is known as an individual, and every teacher is valued for the unique strengths they bring. Whether you are just starting your career or seeking a fresh, fulfilling challenge, you will find a supportive, forward-thinking staff body where creativity is encouraged, professional development is prioritised, and your contribution will make a genuine difference.

English at The Reach Free School

This is an exciting opportunity to join a team committed to empowering our pupils to leave school literate, articulate, and with a genuine appreciation of literature.

We are seeking a practitioner who can teach across Key Stages 3 to 5 and who values the importance of delivering a broad and balanced curriculum. At The Reach Free School, we embrace the use of technology as a tool to enhance teaching and learning, while also supporting a reduction in workload.

You will bring a genuine passion for English and a track record of collaboration, creativity and excellent teaching. Whether you're early in your teaching journey or more experienced, you will be someone with high expectations of every pupil and have the ambition and drive to create an inspiring environment for learning in English and beyond. Further details specific to this role can be found in the application pack.

As an employer who promotes flexible working, we are open to both part-time and full-time positions. For part-time staff, we may also be flexible on days and hours.

At The Reach Free School, we expect all teaching staff to:

- Be passionate about their subject area and learning as a lifelong skill
- Be committed to securing the best outcomes for all pupils at the school
- Support the Head of Department with evidence-informed teaching methods
- Have a passion for education and be open to innovative approaches in everyday aspects of school life
- Offer enrichment and extra-curricular experiences related to their subject area and beyond
- Contribute to the overall development of the school
- Be flexible in their approach to work, adapting to new challenges
- Support and mentor colleagues who are training

In return, we will offer you:

- A happy and supportive working environment with high expectations and standards
- Access to the latest technology to assist in developing your teaching and learning
- Competitive salaries based on skills and experience
- Access to the Teachers' Pension Scheme

- A staff committee that organises various social events
- A comprehensive employee assistance programme
- A £500 new employee referral scheme
- Free parking
- A BUPA cash plan to contribute to medical care
- A Cycle to Work Salary Sacrifice Scheme
- Up to five days paid leave in compassionate, emergency or exceptional circumstances. For example, our staff can see their children perform in assemblies or shows.
- A network of outstanding practitioners to collaborate with and learn from, both in school and across the Watford Partnership for Teacher Training
- A comprehensive professional development programme together with opportunities to further develop your career

This position is suitable for early career teachers.

The Reach Free School is a successful secondary school which celebrated its tenth anniversary in 2023. The oversubscribed school is a popular choice for local families. The school has excellent modern facilities built in 2018 right in the heart of its community. If the challenges of working in a non-selective secondary school appeal to you, then we would like to hear from you.

Further information is available from our website: www.thereachfreeschool.co.uk.

We encourage potential candidates to arrange a tour of the school. Contact The Reach Free School to arrange this or with any questions you may have on 01923 711517 or via email to Mrs Keri McKay, HR Officer, kmckay@reachfree.co.uk.

Closing date for applications: Wednesday 14th May 2025
Interviews to take place: Friday 16th May 2025

Safer Recruitment

The Reach Free School is dedicated to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. To ensure we fulfil this responsibility, all candidates will undergo a thorough selection process designed to deter and identify unsuitable applicants. Details of this process are outlined below. Should you require further information, please do not hesitate to contact the school.

Disclosure

This role involves significant access to children, and any appointment will be subject to an enhanced Disclosure and Barring Service (DBS) check for previous criminal convictions. Candidates must disclose any convictions, cautions, or bind-overs, including 'spent convictions' as defined under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020), prior to appointment. Failure to disclose relevant information may result in termination of employment. However, a criminal background will not automatically exclude individuals from employment; each case will be considered based on the nature and timing of the offence(s).

Online searches

Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. The school will also carry out a prohibition from teaching check. Non-disclosure may lead to termination of your employment.