



**WARBLINGTON
SCHOOL**

Candidate Information Pack

English Teacher
Main/Upper



A very warm welcome to Warblington School



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 850 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 (February 2026) that *“there is a real sense of community across the school”*

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 *“pupils work together constructively and respectfully”* and acknowledged that *“Pupils benefit from a wide range of opportunities to broaden their horizons and make positive contributions.”*

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 *"Pupils recognise that the staff put pupils' interests first, staff feel respected and very proud to work at the school" and "Leaders are role models of professionalism."*

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.

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: Friday 9 October 2026

Interview Date: Thursday 15 October 2026

We would strongly recommend an early application as we reserve the right to close the vacancy if a suitable candidate is found.



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

- 1) Read carefully all the information about this post.
- 2) Complete the application form as fully as possible. You must use the school (HCC) application form. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet.
- 3) In section 'details in support of your application' please tell us:
 - a) Why you are applying for this post.
 - b) How your experience, skills, training and/or qualifications equip you for this position and specifically how you meet the person specification and requirements of the job description.

Early applications are encouraged, and we reserve the right to close the vacancy early if we receive sufficient applications for the role or if a suitable candidate is found.

Appointment Process

- 1) Suitable applicants will be shortlisted for an interview.
- 2) If you are successful, you will receive a telephone call or email inviting you to attend an interview. It is therefore important that you give us your email address.

Pre- Employment Checks

The successful applicant will be required to:

- 1) Provide details of two referees who know you in a professional capacity, one of whom must be your current or most recent employer (for teaching staff this includes the Headteacher or mentor at your placement if you are still training). It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory. 2) Provide proof of all relevant qualifications (GCSEs and A levels or equivalent), degree and teaching qualifications.
- 2) Provide proof of eligibility to work in the UK.



- 4) Undertake an Enhanced Disclosure and Barring Service check and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.
- 5) Complete a Health Declaration form

Conditions of Service

Employment is subject to a number of pre-employment checking procedures – these are given above.

For teaching staff, this post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply.

The job description may not necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

Salary

Support Staff, whether full or part time, will automatically be a member of the EHCC Pension Scheme unless they elect to opt out.

Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position. The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures.

Behaviour, which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

The School is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.