# Job Description – English Teacher with Responsibility

**Pay Level:** M1–U3 (in line with School Teachers’ Pay and Conditions) + TLR  
**Contract Type:** Full-Time | Permanent | Term Time Only  
**Reports to:** Line Manager / Senior Leadership

## Purpose of the Role

To deliver high-quality teaching and learning in English, lead on a defined area of curriculum or provision, and contribute to the continued excellence and development of Haringey Learning Partnership as a national leader in alternative provision.  
  
The role will uphold and model the values and standards that underpin our Outstanding Ofsted judgement (January 2025), including trauma-responsive practice, inclusion, equity, and high expectations for all students.

## Main Responsibilities

The following is intended to provide a broad overview of the postholder’s duties, which may be adjusted over time to meet the evolving needs of the school and the young people we serve.

### Core Teaching Responsibilities

* Deliver high-quality, engaging English lessons across Key Stages, tailored to individual needs and abilities.
* Plan, prepare, and assess work in line with national curriculum and Haringey Learning Partnership’s aims.
* Promote excellent progress and outcomes, especially for students who have experienced previous disruption in education.
* Create a safe, inclusive, and aspirational learning environment that embodies the principles of nurture, equity, and high expectations.
* Maintain consistently high standards of behaviour, applying trauma-informed and relational strategies.
* Work collaboratively with support staff, leaders, and external agencies to meet the holistic needs of learners.

### Leadership Responsibility (with TLR)

* Lead on an area of the English curriculum, intervention, assessment, or development, as agreed with leadership.
* Monitor impact in your area of responsibility, and contribute to whole-school improvement planning.
* Share expertise and model excellent practice to colleagues across the school or wider partnership.
* Contribute to curriculum design and innovation, particularly with a focus on making learning accessible and engaging for vulnerable learners.

### Wider Professional Responsibilities

* Fulfil all aspects of the Teachers’ Standards, including Part 2: personal and professional conduct.
* Take responsibility for personal CPD and contribute to the professional learning of others.
* Undertake pastoral duties as a tutor or key adult, and support the wellbeing of students in line with our nurture-based ethos.
* Attend meetings, parent/carer consultations, and events as required.
* Work across sites or provisions as needed, contributing flexibly to the needs of the wider organisation.
* Uphold school policies, including those relating to safeguarding, EDI, wellbeing, and anti-racism.
* Participate in and support extra-curricular and enrichment activities.
* Carry out any other reasonable duties as directed by school leadership in line with School Teachers’ Pay and Conditions.

## Person Specification

### Qualifications

* Honours Degree in a relevant subject
* Qualified Teacher Status (QTS)

### Experience

* Successful experience teaching English Language and English Literature in a UK school
* Experience of working with young people with additional needs, behavioural challenges or in alternative provision (desirable but not essential)
* Experience leading or contributing to curriculum development or raising achievement initiatives

### Knowledge & Understanding

* Strong understanding of the National Curriculum and relevant examination board specifications in English Language and English Literature
* Knowledge of effective strategies for engaging and supporting pupils with complex needs or disrupted education
* Awareness of trauma-informed and inclusive pedagogy
* Understanding of safeguarding, EDI, and anti-racist principles in practice
* Curriculum planning across short, medium and long term

### Skills & Attributes

* High expectations of students, colleagues, and self
* Excellent classroom management skills rooted in relationships and emotional literacy
* Commitment to improving outcomes for vulnerable learners
* Reflective, resilient, and emotionally intelligent
* Strong teamwork, communication, and interpersonal skills
* Ability to model professional conduct and act as a role model for students
* Empathy, perseverance, and a growth mindset

## Safeguarding Statement

Haringey Learning Partnership is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. The successful applicant will be subject to an enhanced Disclosure and Barring Service (DBS) check and relevant pre-employment checks.