

Merstham Park School

Taynton Drive, Merstham, Redhill, Surrey RH1 3PU



Head of English and Media Studies Faculty

Main / Upper Pay Range
TLR 2:3 (£8,279)

Start Date: 1 September 2025

Please note that we reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a good level of response. Therefore, we recommend you submit your application as early as possible.



About Merstham Park School

At **Merstham Park**, our **ethos** is simple - **igniting** a **passion** for learning. We are **proud** to be a **values driven** school which encourages its students to **embrace** these **values** in all that they do. This approach provides all students with the **opportunity to exceed** beyond their potential. We have a team of **passionate** staff who are **committed** to providing all of our students with the very best educational **experience**. We **recognise** the importance of academic **success** whilst **embracing** our wider role in **preparing** our students for their adult life beyond the formal examined curriculum.

Learning is central in our ability to succeed and prepare students effectively for tomorrow's world. We encourage our students to strive to achieve beyond their potential, allowing their academic achievements to open doors for them, while gaining a secure understanding of the skills required to be responsible citizens in our modern world.

We offer a broad and balanced curriculum that is tailored to meet the needs of our students. As a school we encourage each student's particular abilities to ensure that no child slips through the net. We provide our students with outstanding resources and support in every aspect of school life from small class sizes, to well planned responsive lessons, to staffing and subject specific expertise. In September 2022 we opened our brand new state of the art building that encompasses facilities that benefit both our students and the community as a whole. Our new build is tailored to enable our students to develop unique skill sets in a truly first class educational setting through the creation of inviting, interactive and inspirational learning environments.

Our school is committed to the safeguarding of children, so all appointments are subject to a satisfactory enhanced DBS check. Only applications made on our School Application Form will be considered; we do not accept CVs or unsolicited testimonials. It is our policy to always request references prior to an interview.

Thank you for your interest in working at Merstham Park School and I look forward to welcoming your application.

Cullum Mitchell
Head of School



A Values Driven School

Our vision here at Merstham Park is simple:

*We are proud to be a **values driven** school that works closely with our **community**. We broaden students' **aspirations** by providing a **culturally rich** learning environment where all students are **valued, safe and successful**.*



At Merstham Park School we pride ourselves on being a values driven school. This means we not only have a list of values on our website but we encourage our students and indeed staff to embody them in all that they do. The five values that we model at Merstham Park are:

Our School Values



INCLUSION

- We strive to meet each child's needs through a personalised, bespoke curriculum
- We respect each other for our unique characteristics and embrace equality for all
- We actively strive to support those members of our community who need our support

COLLABORATION

- We promote leadership skills in our students through involving them in all aspects of school life
- We promote teamwork and recognising the power of working together
- We encourage our students to be independently minded whilst respectful of others within the community

RESILIENCE

- We inspire a 'can do' attitude in our students to support them to overcome challenges
- We prepare and equip our students for their future, encouraging them to grow, learn and flourish
- We promote courage and resilience in all members of our community

RESPECT

- We promote an understanding of others views and show consideration towards them
- We value our learning opportunities and approach them positively
- We demonstrate respect to all members of our community

SUCCESS

- We encourage all our students to achieve their aspirational goals
- We have high expectations of our learning community
- We promote the celebration of shared successes

Igniting a passion for learning

English at Merstham Park

English Curriculum Intent

At MPS, the English curriculum:

Presents all students with a broad range of engaging and challenging materials. This empowers them to access materials as they develop a range of perspectives and have a wider understanding of intertextual links and cultural literacy. Students gain exposure to a full complement of richly academic reading, writing and oracy.

Utilises incidental learning and a community-based approach to English by encouraging students to work with one another and their teachers to share knowledge and viewpoints. Using others' ideas, students shape and refine responses through opportunities for 'thinking talking' and redrafting.

Encourages the refining of ideas through a process of upskilling and improvement. It promotes a trial and error-based approach to their use of English in all its forms. We foster a safe and coaching environment that can take inspiration from the successes of others. The development of a voice tailored to an audience and purpose continues to empower students to communicate their attitudes or viewpoints with clarity.

Engages and develops a students' empathy for topics relevant to themselves and the wider human condition. The topics and texts allow an understanding of humans over time to be developed and how we have changed or how we have stayed the same. We incorporate texts written many years ago to ones from the modern day. Students are encouraged to understand other points of view through analysis of the writers' methods and language choices. Linking their own ideas to context allows them to unlock both literary and social meaning in a thoughtful and respectful manner.

Fosters a culture of rich academic talk where students develop their ability to justify ideas; ask questions to develop understanding; negotiate; evaluate and build on the ideas of others. There is a conscious effort to build vocabulary to ensure communication is successful. A life-long appreciation and application of English is developed that will ultimately enrich their lives as they progress through school and beyond.

INCLUSION

COLLABORATION

RESILIENCE

RESPECT

SUCCESS

To see our curriculum sequencing documents for English, click [here](#).





ENGLISH LANGUAGE

10

QUALIFICATION
AQA GCSE English
Language

ASSESSMENT FORMAT

External examination:

Paper 1: Explorations in Creative Reading and Writing (1 hour)

Paper 2: Writers' Viewpoints and Perspectives (1 hour 45 minutes)

Non-examination Assessment:
Spoken Language & Separate endorsement

The examinations are not tiered, so everyone sits the same paper.

POSSIBLE CAREERS AND FURTHER INFORMATION

The study of English Language leads to many different post-16 paths. Students may decide to progress to the English Language A-Level at College. Furthermore, they may indeed decide to take this as a degree subject as this is offered at many Universities. A good pass in English Language is ultimately a requirement for all academic routes post-16. Students will need to repeat this qualification at College if they fail to gain a standard pass, grade 4, in either English Literature or English Language at school.

KEY CHARACTERISTICS:

- **Paper 1:** Explorations in Creative Reading and Writing. Looks at how writers use narrative and descriptive techniques to engage the interest of readers.
- **Paper 2:** Writers' Viewpoints and Perspectives. Looks at how different writers present a similar topic over time.
- Developing creative writing and non-fiction writing skills.
- Enhancing spelling, punctuation and grammar skills.

YOU WILL DEVELOP CONFIDENCE IN:

- Reading a range of challenging texts
- Making inferences and giving informed comments on language in use
- Analysing language and structure
- Explaining your own opinions
- Discussing the writers' perspectives
- Comparing meanings of texts
- Writing for purpose and audience
- Writing with control and accuracy

STAFF CONTACT

Mrs A Davis: options@mersthamparkschool.org



ENGLISH LITERATURE

11

QUALIFICATION
AQA GCSE English
Literature

ASSESSMENT FORMAT

External examination: 100%

The course has two final examinations.

Paper 1: Shakespeare and the 19th-century novel (1 hour 45 minutes)

Paper 2: Modern texts and poetry (2 hours 15 minutes)

The examinations are not tiered, so everyone sits the same paper.

POSSIBLE CAREERS AND FURTHER INFORMATION

The study of English Literature leads to many different post-16 paths. Students may decide to progress to the English Literature A-Level at College. Furthermore, they may decide to take this as a degree subject as this is offered at many universities. The skills developed in this course will support most academic routes post-16. It also supports communication skills and development of emotional intelligence to enable all students to thrive in both academic and non academic courses.

KEY CHARACTERISTICS:

- Shakespeare: students will answer one question on *Romeo & Juliet**. They will be required to write in detail about an extract from the play and then to write about the play as a whole.
- The 19th-century novel: students will answer one question on *Jekyll & Hyde**. They will be required to write in detail about an extract from the novel and then to write about the novel as a whole.
- Modern texts: students will answer one essay on 'An Inspector Calls'*.
- Poetry: students will answer one comparative question on one named poem printed on the paper and one other poem from their chosen anthology cluster.

* Current choices for texts, although these are not confirmed.

YOU WILL DEVELOP CONFIDENCE IN:

- Reading a range of challenging texts
- Analysing language and literary structure
- Explaining your own opinions
- Discussing the writers' perspectives
- Comparing meanings of texts
- Develop critical thinking across the English literary heritage.

STAFF CONTACT

Mrs A Davis apdavis@merstham.parkschool.org

Staff Welfare

The welfare of our staff is of the utmost importance. The list below details some examples of how we support the wellbeing of all of our colleagues.

Culture and Values

- A core focus on Learning and Teaching: it is the most important thing we do
- A culture of distributed leadership
- Trust: a leadership team that trusts you and is not 'Ofsted focused'
- A school that values everyone and firmly believes that a culture of positive relationships should be the bedrock of an organisation; we want you to love teaching and our students to love learning
- A history and culture of staff development within a caring multi academy trust, including opportunities to collaborate and progress within GLF - taking on a wider role across the Trust
- Expectation of 7am-7pm communication etiquette with no replies expected outside of these hours
- All meetings calendared to one day of the week so you are not meeting every day after school

Learning and Teaching

- Well planned meetings which focus solely on key school topics
- Fully research based Learning and Teaching strategy - not just the latest 'gimmicks'
- Clearly considered SEND interventions that are well targeted and regularly reviewed to ensure they are supporting students effectively

Training and Development

- Comprehensive CPD: we invest in your professional learning
- Regular career development opportunities, in a growing forward thinking school
- An appraisal system focused on professional learning; all within an embedded culture of collaboration and sharing best practice
- High quality external CPD and training through our MAT programmes
- Career development meetings with the Head regularly offered
- A culture of coaching - staff collaborate, support and develop one another

Staff Benefits

- A designated Staff Association to ensure staff feel valued and supported, also allowing opportunities to give critical feedback
- Access to an external counselling and support service for mental health and well being
- Staff offers and discounts through the 'Wider Wallet' scheme
- Vehicle collection and drop off offered by a local garage if you choose to MOT your car with them
- One fully paid emergency family day per year if needed
- Staff social events and a variety of whole staff celebration evenings throughout the year
- MA offered with contribution to funding

Teacher Tapp Staff Survey



- Do your school leaders listen and respond to staff concerns?
 - 87% all or most of the time (MPS)
 - 49% all or most of the time (similar schools)
- I feel I am supported by my senior leadership team:
 - 94% agree (MPS)
 - 82% agree (similar schools)
- I have confidence in the decisions made by the leadership team at my school:
 - 97% agree (MPS)
 - 76% agree (similar schools)
- My school treats all employees fairly:
 - 94% agree (MPS)
 - 71% all or most of the time (similar schools)



State of the Art New Build



Merstham Park School is a new 6FE (900 pupil) Secondary Free School (aged 11-16) and is part of the GLF Schools Community. In September 2018, the school opened in temporary accommodation on the site with one year group and then moved to its state of the art new build facilities in September 2022.

The school's motto is 'igniting a passion for learning' and the school aims to encourage every single student to succeed. This is achieved through the delivery of a broad and balanced curriculum with clearly considered curriculum intents. The curriculum supports the needs of the community and provides opportunities for the development of both locally and globally focused enterprises.

For further information on our facilities, please explore our website:

[Welcome to Merstham Park School](#)

Job Profile

Job Title	Head of English and Media Studies Faculty	Responsible for:	Staff within the English and Media Studies Faculty.
Location	Merstham Park School	Travel required	No
Core purpose			
<ul style="list-style-type: none"> The Head of Faculty is responsible for providing effective leadership of the curriculum and members of staff within the faculty, driving improvements in teaching and learning and GCSE outcomes. 			
Key Accountabilities			
Strategic leadership			
<ul style="list-style-type: none"> Working alongside the senior leadership team, the Head of Faculty will be required to develop a shared vision and strategic plan, which inspires and motivates students and staff. To be responsible for leading and developing colleagues' performance so as to maximise the progress of all students. To lead on the development and maintenance of a robust and coherent faculty development plan in line with the school's development plan. To create, maintain and enhance effective working relationships amongst members of the faculty and wider school community. Set targets, monitor performance and review progress in accordance with the school's policy. Lead evaluation strategies to contribute to overall school's self-evaluation Coach teachers in the faculty to ensure effective teaching and learning in order to best support student progress. To support the school to effectively manage their faculty budget, ensuring best value principles are in place and ensuring learning resources are appropriately managed and directed at promoting student achievement. 			
Learning and Teaching			
<ul style="list-style-type: none"> Working with the school's senior leadership team, the Head of Faculty is to sustain effective teaching and learning throughout the school and monitor and evaluate the quality of provision and use available data to set priorities for improvement. To ensure that teaching and learning is at the centre of the faculty's focus. You will be required to teach within the framework of present and future policies, paying particular attention to the policies for equality, safeguarding of students, special educational needs and behaviour for learning. Determine, organise and implement a diverse flexible curriculum that meets the requirements of the National Curriculum and GLF. Ensure that accelerated progress for low achievers and underperformers is developed and embedded. Promote a culture of challenge and support for all students to enable them to achieve success and become engaged in their own learning. Implementation of a high-quality coaching and mentoring programme of support within the Faculty. To demonstrate and articulate high expectations by setting stretching targets for all students. To deliver high quality lessons. Implement and support faculty strategies that secure high levels of behaviour and achievement, including homework monitoring, book reviews and learning walks. 			

- Embrace the school's values to ensure these are modelled by staff within the faculty and that opportunities to reinforce these are carefully planned into the curriculum.

Securing Accountability

- To account for and support the efficiency and effectiveness of the English Faculty to the Headteacher.
- To build on and develop a faculty ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To lead by example, demonstrating an enthusiastic approach to the development of a personalised and innovative whole school curriculum.
- Develop a culture of reading and support the embedding of literacy across the curriculum, ensuring that students are equipped with strong reading and communication skills.
- Enhance students' understanding and appreciation of English and media studies by providing opportunities for enrichment and the development of cultural capital, links to careers and overall fostering a broader engagement with literature, language, and the subject.
- Develop and instil a passion and love for language and literature within the faculty, inspiring both students and staff to engage deeply with the subject.

Strengthening Community

- Alongside the senior management team, collaborate with other schools and the wider community to share expertise and bring mutual benefits to enhance provision and promote positive relationships.

Accountability

- Accountable to a designated member of the Senior Leadership Team/the Headteacher.
- GLF Schools expects its employees to work flexibly with the framework of the duties and responsibilities above. This means that the post holder may be expected to carry out work that is not specified in the job profile but which is within the remit of the duties and responsibilities.

Safeguarding

- GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Person Specification

Head of English and Media Studies Faculty	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Good honours degree	✓	
Evidence of commitment to continuing professional development	✓	
Evidence of further study		✓
Experience		
Teaching of subject to students at KS3 and KS4	✓	
Experience of teaching post-16		✓
Developing and maintaining good relationships with colleagues and students	✓	
Involvement in extra-curricular activities	✓	
Commitment to raising the achievement of all students of all abilities	✓	
Experience of preparing students for GCSE		✓
Experience of preparing students for AS and A2 modules		✓
Using ICT to support learning and teaching	✓	
Supporting improvements in teaching and learning	✓	
Using data to inform planning and future developments	✓	
Monitoring, evaluation and review to support improvements/improved outcomes	✓	
A successful track record of improving performance outcomes	✓	
Personal attributes		
Values aligned with the school's mission statement and GLF Schools core values	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Self-motivated and well organised	✓	
Encourages ideas, initiative and innovation in others	✓	
Highly motivated showing resilience, stamina and reliability under pressure	✓	
Inspires respects and confidence	✓	
Reflective and keen to develop yourself and others	✓	
Ability to communicate effectively	✓	
The ability to maintain and form appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the GLF Staff Code of Conduct	✓	