



Welcome to our Trust

Second in English Recruitment Pack



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Welcome to Anglian Learning

Thank you for your interest in the position of Second in English.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare students to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Rachel Drennan, HR Officer at hrhub2@anglianlearning.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin

CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 students and employing over 1000 staff across three counties, students, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

students

Employing over

1,650

members of staff

3

counties

22

academies

About Linton Village College

Thank you very much for your interest in this position at Linton Village College. I hope that the information enclosed will encourage you to apply to join our dedicated team of staff and helps you to appreciate what makes Linton Village College a special place to work and learn.

College ethos

We are a relatively small 11-16 comprehensive secondary academy with around 765 students on roll. Our culture is characterised by an inclusive and caring ethos. At Linton Village College everyone is a learner and every learner matters. Opened in 1937 as the third of Cambridgeshire's Village Colleges, the school is still true to Henry Morris' founding vision for cradle to grave learning. We operate a community sports centre and adult education provision in addition to community users.

Location and facilities

Linton Village College is situated on the outskirts of Cambridge. Our students come from a large number of primary schools in South Cambridgeshire and bordering Essex and Suffolk villages, plus the town of Haverhill. There are excellent transport links and we have an expansive campus with lots of green spaces and some fabulous facilities including a beautiful library, science labs, dance studio and excellent sports amenities. We are co-situated with Granta Special School on our site.

School culture

Having been a pilot school for the Relational Schools research project, we prize the importance of developing strong relationships between all members of the College community. As a close-knit staff, there is collaboration and support across departments. We are people-centred and committed to having reasonable workload expectations of our staff (as showcased by the DfE) and access to high quality professional development. We strive for all of our students to develop as caring and independent Linton Learners to achieve success in their education and their lives. We have a strong safeguarding culture at the College.

Student profile

As Linton Village College has grown, its student demographic has diversified. Our intake is very comprehensive and in recent years we have attracted more students with acute SEND. The proportion of students eligible for the student Premium is lower than the national average (around 15%). We have relatively few EAL students.

Pastoral care

The care and support on offer to students is a strength at Linton Village College. Each student is a member of a horizontal tutor group within a vertical House. The form tutor plays an integral role in offering pastoral care and supporting educational success. A Support Hub houses the five Heads of Year and a range of other colleagues with specific pastoral expertise including an inclusion and safeguarding team. This team works in partnership with the SEND team in our Henry Morris Centre.

Enriching education

We value the importance of a holistic education. Students at Linton Village College benefit from a wealth of enrichment activities including trips and visits to support the curriculum (particularly in STEM subjects and careers education) in addition to a thriving extra-curricular programme. A 5-day enrichment week in the summer term enables all students to engage in cultural opportunities beyond the classroom – the ambition is for every Year 9 student to experience a residential excursion. There are plentiful lunchtime and after school clubs on offer and we are also proud of our exceptional provision in the Arts.

Professional networks

We joined Anglian Learning Trust on 1st April 2020. Membership of this local, community-focused and like-minded group of schools affords us lots of opportunities for professional development and school improvement. Our staff body benefits from accessing training through our Trust, local Teaching School Hubs and through close links with the University of Cambridge and other teacher training providers. We also foster links with cluster primary schools.

College Improvement priorities

Our current College improvement strands and leadership priorities focus on achieving consistently high-quality education.

- 1) Inclusive Classrooms - All students accessing ambitious teaching
- 2) The Linton Learner - Developing independent learning behaviours
- 3) Belonging by Design – Growing community relationships

It is my eleventh year as Principal and it is a privilege to lead the College. However, there is much to be done to ensure that Linton Village College continues to be a vibrant, high-performing and successful school that meets the needs of all of its learners. I hope that you feel inspired to join us and play an integral role in the College's journey.

Thank you, in anticipation, for the time you will give to your application.

Yours sincerely

Helena Marsh
Principal



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Rachel Drennan, HR Officer, at hrhub2@anglianlearning.org.

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



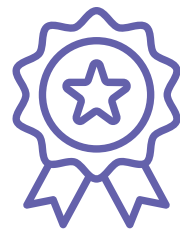
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

This is an exciting opportunity for an enthusiastic and motivated English specialist to join our successful department.

We are seeking to appoint a capable, dynamic and creative individual with excellent subject knowledge and a passion for teaching language and literature. The appointed candidate will demonstrate excellence in teaching and learning and an ability to engage and inspire students of all ages and attainment levels.

The English Department at Linton Village College is friendly, committed and hard working. We welcome applications from talented, positive and collaborative individuals who are keen to contribute to an ambitious, inclusive and enriching curriculum experience.

The vacancy would suit a capable and ambitious candidate to support the Head of English with curriculum leadership responsibilities that is interested in working three days a week. We may consider full-time hours for the right candidate with flexibility to teach a second subject. The successful candidate will also play a role in our highly supportive pastoral team as a form tutor.

We are interested in your application if you:

- are an excellent classroom practitioner with a passion for your subject;
- have a track record or potential for securing strong academic outcomes;
- are a collaborative, organised and creative teacher;
- are keen to contribute to enrichment opportunities.

Requests for flexibility in working arrangements/patterns will be considered.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

Philosophy and Ethos

We aim to develop literate, articulate and insightful learners, enriched by an appreciation of language and literature.

A study of English empowers students to navigate the world around them. It helps them to create meaning, to communicate fluently and to recognise the impact and significance of their language.

Our Team

The English team at Linton Village College comprises of energetic, supportive, friendly and creative practitioners who are committed to delivering engaging lessons and sharing a passion for the subject.

The team currently has six members of teaching staff, three of whom have wider leadership responsibilities in the school. In addition to this, we are fortunate to have a highly skilled librarian who runs reading and literacy interventions within our wonderful library.

English teachers at Linton Village College work together as a team and plan carefully to meet students' needs. All resources, home learning and assessments are shared centrally in order for students to receive a consistent learning experience and to support staff in managing their workload.

There is a strong commitment to the professional development of all staff within the Department. We are committed to Initial Teacher Training and support ITT students from the Faculty of Education, Cambridge, as well as those on the SCITT route. We also work closely with other secondary schools within the Trust and our cluster primary schools. These collaborations contribute significantly to our department ethos and ongoing curriculum development. We also have a great tradition of developing the careers of ECTs and there are career opportunities either within LVC or more broadly throughout Anglian Learning.

The Curriculum

Our aim is that all students at Linton Village College, regardless of their background, leave the College with a love of reading and enjoy studying literature and language. Students are equipped with the skills to decode texts for meaning, to enjoy manipulating and influencing readers through their language choices and to have the literacy skills that enable them to flourish in their future. Our role is to ensure that students gain the qualifications they need in order to move into their next stage of education and lives. We are passionate about students being able to leave school with the communication skills they need to succeed in addition to a love of reading.

In their study of English at Linton Village College, students are encouraged to develop culturally, emotionally, intellectually and socially through their reading of key literature texts and surrounding discussions. Students learn to develop and value empathy and awareness of others through their explorations of diversity and inclusivity in a rich and varied literary heritage. They learn to recognise how a text can relate to themselves and their own experiences of the world, in addition to providing insight into others' lives.

We pride ourselves on our excellent teaching and broad curriculum offer which ensures students have a chance to experience a range of diverse texts including whole novels and extracts that span a range of genres and text types.

We follow the AQA specification for GCSE English Language and Literature. Students are taught in mixed attainment groups for English throughout their time at Linton Village College. Classes are carefully constructed to consider group dynamics.

We strive to ensure that every child makes good progress, regardless of starting point and background. It is important that the successful candidate shares our ambition and commitment to inclusion and enrichment for all.

Extra-Curricular Activities

Extra-curricular activities are offered to all year groups. These include author visits, theatre visits, poetry competitions and debating. We are keen to develop further opportunities to enrich students' learning experience and look for new members of the team to take a lead in delivering enrichment activities.

The Role of the Form Tutor

The successful candidate will be required to take on the role of form tutor.

The tutor serves as the first point of contact between the College and home and has an important pastoral responsibility in supporting students to maintain high standards of behaviour and academic achievement. Form tutors are expected to ensure an ordered and organised start to the College day.

Tutor time involves the sharing of key messages and expectations, as well providing care and oversight of individuals and their welfare and progress. It is important that effective professional relationships are fostered through a high-quality tutoring experience. Key strands of the PSHE/RSE and personal development curriculum are also delivered through tutor time.

Job Description

Second in English

Linton Village College



SALARY:	Main Scale/Upper Pay Spine with TLR (2)
HOURS:	Full time/Part time
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The post holder will be based at Linton Village College but may be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Head of English

MAIN RESPONSIBILITIES

Leading and Managing

- Deputise for the leader of the department as necessary
- Support the leadership and management of the department
- Support the development of the department
- Support the leadership and management of review of the department and any identified areas for improvement
- Maintain and develop a shared ethos, positive and professional culture, vision and ambition for the department
- Act as a role model for excellent classroom practice and maintain and share personal subject knowledge and pedagogical expertise
- Support the leadership, management, support and professional development (including appraisal) of staff within the department, promoting best practice and consistency
- Support the leader in ensuring staff wellbeing and workload are considered in department developments, policy and practice
- Support the leader in ensuring that the subject/area meets inspection, curriculum and statutory requirements including safeguarding, health and safety (including risk assessments) and GDPR
- Work with the leader to allocate and manage resources (staff, budget, materials) to support effective delivery and value for money

Reading

- Lead the reading programmes of the department including NGRT, Direct Instruction
- Develop, maintain and promote the reading culture of the school
- Liaise with the Library, Literacy Co-Ordinator and SEND department to manage and co-ordinate reading interventions and the promotion of reading
- Maintain reading records and monitor progress in reading

Curriculum

- Support the leader in ensuring the curriculum is suitable for the full range of students, including those with Special Educational Needs and those disadvantaged in line with the school's policies and the AL Frameworks
- Support the leader in ensuring the curriculum is appropriately broad, balanced, relevant, ambitious, inspiring, well sequenced, accessible, inclusive and takes into account British values
- Support the leader in ensuring the intent and implementation of the curriculum leads to appropriate progress and successful outcomes for all students
- Support the leader in ensuring digital technology is used effectively and appropriately
- Support the promotion of CEIAG opportunities and information relevant to the subject
- Provide extra-curricular opportunities and curriculum enrichment to broaden students' cultural experiences and promote wider personal development

Assessment, Recording and Reporting

- Support the leader in ensuring all relevant subject examinations are administered in accordance with JCQ regulations including implementation of subject access arrangements
- Support the leader in ensuring assessment is robust, effective and leads to improvement in attainment and progress for all students
- Support the leader in keeping accurate assessment and progress records for all students, enabling timely and purposeful reports for parents, students and school leadership
- Support the oversight of assessment, intervention and data-driven approaches for the department

Working with stakeholders

- Support liaison with primary schools and post-16/18 providers to ensure effective curriculum transition and partnership
- Contribute to school-wide improvement strategies and initiatives, linking the department to wider priorities
- Deputise as the main link for the department with senior leadership, governors/trustees, external agencies and stakeholders, including parents
- Engage with AL Subject Improvement Networks and Trust-wide initiatives relevant to the subject
- Support the development, maintenance and promotion of strong partnerships with parents and other stakeholders to support teaching and learning standards
- Support the management of parental complaints and concerns, respond to Subject Access Requests and Freedom of Information requests

Quality Assurance

- Support the monitoring, evaluation and reporting on the quality of teaching and learning, progress and outcomes within the area of responsibility
- Support the leader in maintaining and acting upon accurate self-evaluation of the department's performance through rigorous quality assurance
- Keep up-to-date with latest expectations, best practices and debates in relation to the areas of responsibility, e.g. internal CPD and external providers, exam boards, subject associations etc.

Students' behaviour, support and intervention

- Support the leadership and coordination of departmental intervention programmes
- Maintain a productive and inspiring learning environment in which students are ready, respectful and safe
- Foster a positive climate for learning based on the principles of positive regard, instilling a sense of pride, worth and achievement
- Ensure high behaviour for learning standards in line with the Code of Conduct and support colleagues to develop behaviour management skills.
- Support colleagues with classroom and behaviour management
- Promote and maintain the school's child protection and safeguarding policies and procedures at all times
- Support the leadership and coordination of departmental behaviour management systems
- Support the wellbeing and personal development of students within the subject including through the use of data tracking, student engagement and parental engagement

Pastoral Responsibilities

- To act as a Form Tutor and carry out all of the responsibilities linked with that role
- To monitor and support the overall progress and development of students within the department
- To monitor student attendance in lessons and ensure that follow-up procedures are put in place where necessary
- To contribute to the delivery of PSHE

Specific Duties and responsibilities

- Deputise as necessary to lead at least 2 full departmental meetings per term; maintain minutes and action plans
- Support quality assurance which may include learning walks, book looks, student voice, staff voice, surveys, etc.
- Support the development, implementation and review Department Improvement Plan
- Support analysis of assessment data for subject across key stages and plan interventions/additional support
- Conduct lesson observations as delegated by the Head of Department
- Conduct appraisal meetings and complete appraisal documentation as delegated by the Head of Department
- Support continuing professional development (CPD) programme for the department, allocate roles and monitor impact
- Engage with role-specific CPD opportunities (e.g. engagement with subject/phase communities, reading journals, attending webinars, external courses as budgets allow)
- Deputise as necessary in setting cover and managing essential tasks
- Mentor and support new staff
- Support completion of health and safety documentation and maintain safe working practices
- Support recruitment processes.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or line manager to ensure efficient and effective operation of the College.

Qualifications and Training

Essential:

- Good honours degree in a relevant English subject
- PGCE or recognised teaching qualification
- GCSE grade C or higher in Maths and English

Experience

Essential:

- Recent experience of teaching English to at least GCSE or equivalent level
- Evidence of the successful use of ICT within teaching and learning
- Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders

Desirable:

- Experience of teaching other relevant courses
- Experience of involvement in extra-curricular activities
- Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders

Professional Qualities

Essential:

- An excellent communicator who is able to work effectively with students, parents, colleagues and outside agencies
- Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students
- Ability to establish productive working relationships and work well in a team

Desirable:

- An awareness of new technologies, their use and impact

Professional Qualities

Essential:

- Has excellent subject knowledge and is aware of best practice in teaching English.
- An excellent communicator, both orally and in writing
- Commitment to the promotion of equal opportunities for all
- Evidence of a commitment to the safeguarding of all young people

Personal Qualities

Essential:

- Enthusiasm, energy and personal dynamism
- Approachable, friendly and patient
- Good humour and an ability to maintain perspective
- Able to prioritise and meet deadlines
- A liking and respect for young people
- Appropriate professional relationship with colleagues, parents and children
- High level of integrity, honesty and fairness
- Demonstrate personal enthusiasm for the learning process

Teaching & Learning

Essential:

- Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent student outcomes
- Excellent use of enquiry-based strategies in teaching and learning within the classroom
- A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes

How to apply

Dates

CLOSING DATE: 12pm, Tuesday 16th June 2026

INTERVIEW DATES: Thursday 18th June 2026

START DATE: 01/09/2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about our Second in English position and meet the person specification we invite you to apply for this exciting opportunity via this [link](#).

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via hrhub2@anglianlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check.

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of students attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

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