



NICHOLAS CHAMBERLAINE SCHOOL

Subject Leader of English

Starting: January/April 2027

Salary: MPS/UPS + TLR1



Successful Learners | World Citizens

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An introduction to Nicholas Chamberlaine School



Thank you for your interest in becoming part of our school community.

Nicholas Chamberlaine School is a secondary school with VI Form provision in Bedworth, Warwickshire. We have been serving the community for over 60 years and are proud of the impact we are making on the lives of our young people.

In September 2013, we were delighted to join the Griffin Schools Trust and are now part of a family of schools with a distinctive identity. Our closest partner schools are Race Leys Junior School and Park Lane Primary School and Exhall Junior School, and we benefit from working together as a strong and supportive collegiate.

We have a strong vision. Nicholas Chamberlaine is committed to providing an excellent and inspiring educational experience for all our students. To support this, Nicholas Chamberlaine School:

- raises aspirations, expectations and achievement for all students
- ensures students acquire the knowledge, skills and qualifications relevant to adult life and employment
- shows students how to think for themselves, to develop enquiring minds and become disciplined learners
- helps students to understand the world in which they live and their own responsibilities as members of our community and society
- broadens our students' horizons through a range of academic, creative, sporting and musical activities within and beyond the classroom.

We are passionate about educating young people through a well-rounded approach built on rich co-curricular programmes and high-quality pastoral care as well as an inspiring curriculum, expertly taught.

Alison Ramsay
Executive Head

Natalie Minty
Head of School

www.nicholaschamberlaine-gst.org

The Benefits

The Griffin Schools Trust is committed to building staff teams of interesting people, who are motivated to advance their own knowledge and skills, as well as their students' achievement.

The Griffin Schools Trust provides regular pedagogical CPD and delivers its own leadership programmes from NQTS, aspiring to Executive Heads. We also offer a funded research-based Master's programme.

We engage in a wide variety of Proud Traditions and experiences, including The Griffin Sports Festival, Arts Festival and Science Symposium, which give our community an exceptional breadth of experience.

.....Wellbeing.....

- We never use all of 1265
- We have reduced data drops to allow for more teaching and learning.
- During the summer term, we prioritise staff time for core priorities and essential CPD rather than rolling over the timetable.
- Two teacher-training days are disaggregated to enable staff participation in the Effective Formative Assessment program's twilight sessions.
- Curriculum planning is centralised within departments, allowing teachers to adapt from base lessons, instead of starting from scratch.
- We provide outstanding professional development opportunities, including NPQs and Trust funded Masters Programs, with-in school support.
- Teachers are encouraged and supported to become exam markers.
- Departments have a minimum of three meeting per half term to facilitate the sharing of practices and subject knowledge.
- We minimise emails with one Staff Comms and one MLT Comms per week.
- Detentions are centralised to allow teachers more preparation time.
- We support staff in balancing family needs through part time and flexible contracts, as well as paid/unpaid time off.
- All colleagues enjoy free access to a modern on-site gym.
- We foster a sense of community with weekly staff breakfasts on Fridays.
- Sharing good practices and collaborative work with other departments is actively encouraged.



Department Details

The English Department is a highly collaborative and ambitious team of 14 full-time equivalent teachers, united by a shared commitment to delivering an exceptional English education for every student. We are passionate about developing confident readers, thoughtful writers and articulate communicators, fostering a lifelong love of reading alongside high standards of literacy, oracy and academic excellence.

The successful candidate will lead a talented team supported by an established departmental leadership structure. Colleagues are encouraged to contribute to school and departmental improvement through strategic leadership projects and professional development opportunities. The department has a strong culture of collaboration, professional development and evidence-informed practice, with staff regularly sharing expertise and refining curriculum and pedagogy together.

English is a successful subject across Key Stages 3, 4 and 5. At GCSE, all students study AQA English Language and English Literature, while our Sixth Form offers AQA A Level English Literature. Our curriculum balances academic rigour with a genuine love of literature, exposing students to rich and challenging texts that broaden their knowledge, cultural understanding and enjoyment of reading.

The department is exceptionally well resourced, with modern teaching technology, including visualisers in every classroom, alongside a wide range of carefully selected texts and teaching resources.

Beyond the classroom, English plays a central role in the wider life of the school. Through our Wide Horizons programme, students benefit from theatre visits, workshops, author events and other enrichment opportunities. Our proximity to Stratford-upon-Avon also enables us to make the most of outstanding cultural experiences linked to Shakespeare and live performance.

This is an exciting opportunity to lead a successful department with a talented team, supportive senior leaders and a shared ambition to continually improve outcomes for every student.



Role Description

Shaping the Future

- Ensure the vision for English is clearly articulated, shared, understood and embedded across the department.
- Develop an ambitious culture of learning, scholarship and achievement, rooted in our shared vision of Proud Traditions, Wide Horizons and High Achievement.
- Lead the strategic development of English, ensuring curriculum, teaching, literacy and enrichment reflect the needs and aspirations of our students and community.
- Use national, local and school performance data to evaluate standards, identify priorities and drive continual improvement in student outcomes.

Leading Teaching and Learning

- Establish a culture of consistently high expectations for all students and staff.
- Lead the design, implementation and continual refinement of an ambitious, knowledge-rich English curriculum from Key Stage 3 to Key Stage 5.
- Promote excellent teaching through evidence-informed practice, coaching and high-quality professional dialogue.
- Ensure teaching meets the needs of all learners through effective curriculum planning, adaptive teaching and appropriate intervention.
- Lead assessment, moderation and quality assurance to secure high standards of teaching, learning and achievement.
- Champion a culture of reading, writing and oracy, promoting reading for pleasure alongside academic success through a rich curriculum and meaningful enrichment opportunities.
- Build strong partnerships with parents and carers to support students' progress and celebrate achievement.

Developing Self and Working with Others

- Lead, coach and develop colleagues through high-quality professional development, collaboration and example.
- Reflect critically on your own leadership and actively pursue opportunities for continual professional growth.
- Build effective partnerships within the school, across the Trust and with external organisations to enhance curriculum and professional practice.

Managing the Organisation

- Produce and implement clear, evidence-informed improvement plans that drive sustained excellence across the English department.
- Ensure departmental systems, resources and routines enable high-quality teaching, learning and curriculum delivery.

Securing Accountability

- Foster a culture of collaboration, professional trust and collective responsibility for student outcomes.
- Hold colleagues to account through supportive challenge, regular review and effective performance management.
- Present accurate and evaluative reports on departmental performance to senior leaders, governors, parents and carers.

Strengthening Community

- Champion the identity of the English department, reflecting the values of Proud Traditions, Wide Horizons and High Achievement.
- Develop meaningful opportunities for student leadership, participation and enrichment within English.
- Collaborate with colleagues across the Trust and beyond to share expertise, develop best practice and improve outcomes for all students.

Griffin Schools Trust

FAMILY OF SCHOOLS

WEST MIDLANDS



EAST LONDON



NORTH WARWICKSHIRE



MEDWAY



How to Apply



We will do our best to show you the heart of Nicholas Chamberlaine School so that you can get a sense of how well matched you may be to our professional community as a school and indeed as a Trust. Please look at our website (www.nicholaschamberlaine-gst.org) and explore the Trust website as fully as you can (www.griffinschoolstrust.org). You will see evidence of the shared life of the schools in the Trust in events such as the Science Symposium, the Arts Festival, the Sports Festival and Founders Day.

The Trust really is a family of schools which work closely together within and across phases and geographical hubs. So in joining Nicholas Chamberlaine, you do have good relationships with local authority schools and projects but you also have strong working relationships with your peers in one secondary school in and East London as well as day to day involvement with our two GST neighbour primaries, Race Leys and Park Lane and Exhall Junior School, examples of what a Griffin Great School looks and feels like. It is that journey to Griffin Great that informs our development planning.

Ofsted validates our progress within a defined national framework: it emphatically does not set our agenda.

Please read the attached Griffin Great descriptors very carefully because that is the culture and performance you will be helping us to build should you join us. Your research into Nicholas Chamberlaine School and the trust is essential.

Having researched sufficiently to decide to apply, please tell us in no more than two sides of A4 in 11 point font (1) why you want to join Nicholas Chamberlaine School as a Subject Leader of English and what you see as our challenges (2) why your personal track record matches or exceeds our requirements.

Please include a full CV with the names and direct contact details of two referees (one being your most recent employer) and the completed Safer Recruitment Form. We will contact your referees before shortlisting and may also have a phone call with you.

Completed applications should be addressed to Natalie Minty and sent to recruitment@nicholaschamberlaine.co.uk

Deadline for applications is Friday 20 November 2026 at 9.00am, although interviews may take place immediately on receipt of successful applications.

If you would like a confidential exploratory call once you have done initial research into Nicholas Chamberlaine School and the Griffin Schools Trust, please email h.yeomans@nicholaschamberlaine.co.uk who will make an appointment.