



Application Pack and Job Description
Teacher of English 0.6 – 1.0FTE
Dawlish College



Dawlish College

Teacher of English 0.6 – 1.0FTE

Permanent - Required from 1st September 2025

We are seeking a passionate, creative, and driven individual to join our English department. You'll be part of a team that strives to deliver dynamic, interactive lessons across various topics, ensuring that every student progresses and thrives.

Working with us at Dawlish College you will join our mission to eliminate educational disadvantage to give every student the opportunity to succeed, regardless of their background.

Our approach is grounded in our core values: *We Work Hard, We Work Together*, and *We Make Things Better*. Every single day, we bring these values to life by welcoming each pupil with warmth and care, while creating a supportive, collaborative atmosphere among our staff.

One of our newest team members, who joined us last September, shared this with us:

"From the moment I arrived, I felt welcomed. Within a week, it felt like I had been here forever. It really does feel like being part of a family!"

We will provide you with the right environment to build strong, trusting relationships with pupils and colleagues and the entitlement to become a better practitioner – every lesson, every day. You will have access to our bespoke CPD programme that features in-house deliberate practice and coaching with Steplab, alongside participation in recognised national programmes such as Dylan William's Embedding Formative Assessment.

Does this sound like the environment you're looking for?

If you are, an inspiring, forward-thinking classroom practitioner who's dedicated your craft; committed to raising standards and pushing boundaries; creative, enthusiastic, and passionate about active learning; and able to teach engaging lessons up to and including GCSE level, we would like to hear from you,

Ideally, you'll have a background in primary or SEND education, though this is not essential. We can offer flexibility over whether the role is full or part time (minimum 0.6FTE).

In this role, you will:

- motivate and inspire students to achieve their best
- set high expectations and provide support to ensure every student succeeds
- be an excellent team player
- believe that all students are capable of success
- demonstrate excellent planning and organizational skills

If you're excited by this role and want to make a real difference to our students to our students and relish the idea of joining our successful, supportive and highly motivated team in the delivery of an excellent education, we would love to hear from you.

We encourage applications from ECTs as well as experienced teachers.

Please do look through the application pack and job description to learn more about the role.

If you have any questions about this post or would like to arrange a visit, please contact recruitment@ivyeducationtrust.co.uk

Application forms and further information are available from our website, www.ivyeducationtrust.co.uk or via email to recruitment@ivyeducationtrust.co.uk

Completed application forms should be sent to recruitment@ivyeducationtrust.co.uk **before the closing date stated below.**

Closing date for applications is Monday 3 March at 9.00am.

Interviews will take place during the week commencing Monday 10 March (precise date to be confirmed after shortlisting).

JOB DESCRIPTION

Post Title:	Teacher of English 0.6 – 1.0FTE
School:	Dawlish College
Salary Grade:	MPS/UPS
Contract Type:	Permanent – Required from 1 st September 2025
Responsible to:	Raising Standards Leader for English

Context

All Teaching Staff are expected to meet and demonstrate the relevant National Standards for Teachers found on the following link:

<https://www.gov.uk/government/publications/teachers-standards>

MPS teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year)

Purpose

To deliver the highest quality of Teaching & Learning through being an effective teacher who challenges and supports all students to achieve their best by:

- Inspiring trust and confidence in students and colleagues
- Building team commitment amongst students and colleagues
- Engaging and motivating students
- Thinking analytically
- Taking positive action to improve the quality of students' learning

Main Duties

- To maintain a thorough and up-to-date knowledge of the teaching of English and to take account of wider educational developments relevant to your work
- To plan lessons and sequences of lessons to meet the individual, personal and academic developmental needs of students and so build their capacity as independent learners
- To teach and contribute to the College's Co-Curricular programme according to College policy
- To alert appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To use a range of appropriate strategies and follow College policies for teaching, behaviour management and classroom management
- To use and analyse information based upon prior attainment data and benchmark examination performance data to establish and set expectations, targets and action plans for students in your teaching groups
- To assess, monitor and record progress of students in your teaching groups; giving them constructive feedback and advice

- To enable students to achieve well relative to their prior attainment and to make progress as good or better than similar students nationally
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the College
- To follow agreed policies for communications in the College
- To take part in marketing and liaison activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner Schools/Colleges, and to contribute to the development of effective subject links with external agencies
- To engage actively in the College's Performance Management review process
- To take responsibility for your own Professional Development within the context of the College's Continuing Professional Development policy, and use the outcomes to improve your teaching and your students' learning
- To make an active contribution to the development of the College's policies, including team development plans and the overall College Improvement Plan
- To contribute to the process of College Self-Evaluation as it relates to College Improvement and Ofsted requirements, taking full account of quality standards and performance criteria
- To take account in all aspects of your work the Every Child Matters agenda
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the College
- To cooperate with colleagues to ensure a sharing and effective use of resources to benefit the College, department and students and inform the process of ordering and allocation of equipment and materials by assisting the team leader(s) in resource management.

College Ethos and Culture

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the College.

Other duties

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the college's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the college.
- To follow the college's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the college's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the college as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.

- To work in compliance with the codes of conduct, regulations and policies of the college and its commitment to equal opportunities.
- To comply with the college's Health & Safety policy and statutory requirements.
- To undertake any other additional duties not detailed above as required and as specified in the college Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.

This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Teacher Person Specification

The Core Professional Standards for teachers define our expectations in detail.

We are particularly looking for the following qualities and experiences:

	Essential	Desirable	How Assessed
Teaching Qualification	√		Application Form; Interview
Good Honours Degree in English or related subject	√		Application Form; Interview
Class of Degree 2:2 or higher	√		Application Form; Interview
Class of Degree 2:1 or higher		√	Application Form; Interview
Ability to teach English Language and English Literature to GCSE level	√		Application Form; Interview
Desirable characteristics of primary/SEND background to do a combination of teaching and some curriculum adaptation/intervention work		√	Application Form; Interview
High expectations of self	√		Application form; Interview; References
Belief in students' ability to succeed	√		Application form; Interview; References
Ability to act on advice and be open to coaching	√		Interview; References
Dedication and commitment	√		Application form; Interview; References
Openness to innovation and improving own practice	√		Application form; Interview; References
Ability to collaborate and work co-operatively	√		Interview; References
Ability to effectively use ICT to support students	√		Application Form; at interview
Commitment to extracurricular activities	√		Interview; References
Understanding of diverse teaching and learning styles	√		Application form; Interview
Ability to teach engaging, motivating lessons	√		Interview; References
Understanding of assessment for learning	√		Application form; Interview; References
Ability to set high levels of challenge for students	√		Application form; Interview; References
Ability to scaffold lesson content appropriately to meet the needs of all students	√		Application form; Interview; References

Ability to relate well with students, staff and parents	√		Interview; References
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	√		Application form; Interview; References
Understanding of safeguarding issues and promoting the welfare of children and young people	√		Interview
Suitability to work with children	√		Application form; Interview; References

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.