



Welcome to our Trust

Teacher of English Recruitment Pack



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Welcome to Anglian Learning

Thank you for your interest in the position of Teacher of 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 pupils 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 pupils and employing over 1000 staff across three counties, pupils, 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

pupils

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 Pupil 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



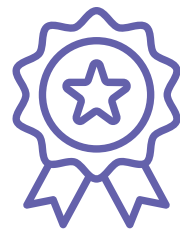
Employee Assistance Programme offering a range of services to staff and their families



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 part time Early Careers Teacher or an experienced applicant that is interested in working three days a week. However, we may consider full-time hours for the right candidate with flexibility to teach a second subject. We are also advertising for a Second in English with the potential to award a TLR to a capable and ambitious candidate to support the Head of English with curriculum leadership responsibilities. 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 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, two 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 career development within LVC or more broadly throughout Anglian Learning Trust.

The Curriculum

We aim for all students at Linton Village College, regardless of their background, to leave the College with an appreciation of reading through their study of language and literature. We equip students with the ability to decode texts and appreciate the richness of language. Our role is to ensure that students gain literacy skills that will enable them to be confident communicators, progress in their learning and lives, and help them to develop emotionally, intellectually and socially.

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 philosophy for that all students deserve to access an ambitious, inclusive and enriching education.

Extra-Curricular Activities

Extra-curricular activities are offered to all year groups. These include author visits, theatre visits, poetry competitions and clubs such as creative writing 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

Teacher of English

Linton Village College



SALARY:	Main Scale/Upper Pay Spine with possible TLR
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

Operational/Strategic Planning

- To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work.
- To contribute to the curriculum area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

Curriculum provision

- To assist the Head of Department and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives.

Staffing

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.

Staff development

- To continue personal development in the relevant areas including subject knowledge and teaching methods.

Recruitment/ deployment of staff

- To engage actively in the appraisal process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the College.

Quality Assurance

- To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy.
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the College.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Bromcom, registers etc.
- To complete the relevant documentation/online records to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.
- To ensure the security and confidentiality of all such information.

Communication

- To communicate effectively with the parents/carers of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the College.
- To follow agreed policies for communications in the College.

Marketing and Liaison

- To take part in marketing and liaison activities such as open evenings, parents' evenings and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Marketing and Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, Department and the students.

Pastoral Care

- To take responsibility for a group of students whether as form tutor, mentor or co-mentor.
- To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom.
- To promote the general progress and well-being of individual students and class groups as a whole.
- To treat all students with respect.

Teaching

- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To teach students according to their educational needs, including the setting and marking of work carried out by the students in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that literacy, numeracy and school subject specialisms are reflected in the teaching / learning experience of students.
- To ensure that students have the opportunity to further their experience of IT within the subject area and to assess their competence and progress with this skill set.
- To prepare and update subject materials.
- To use a variety of delivery methods which stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the College's procedures, and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and College procedures.
- To mark, grade and give written /verbal and diagnostic feedback as required.
- To contribute to the development, promotion and active use of the College's learning platform.

Other Specific Duties

- To undertake duties according to the rota and discharge the responsibility proactively.
- To contribute to good order across the College by responding proactively where there is a cause for concern.
- To play a full part in the life of the school community.
- To support its aims and values and to encourage staff and students to follow this example.
- To promote actively the College's policies.
- To attend staff briefings and staff meetings.
- To continue personal development as agreed.
- To comply with the College's Health and Safety Policy and undertake risk assessments as appropriate.
- To undertake any other duties as specified in the STP&CD not mentioned in the above.

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 Teacher of 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 hrrhub2@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 pupils 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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