



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 Teacher of English at Bottisham Village College.

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, or to arrange a visit with the faculty, please contact Lucy Harwood, Head of English at lharwood@bottishamvc.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 Bottisham Village College



Bottisham Village College is an ambitious, innovative and highly regarded comprehensive school serving up to 1,500 students in the heart of rural East Cambridgeshire. We take great pride in our vision: to inspire, to care for and to enrich the lives of every student within our community.

We are committed to providing an outstanding education for all our students, enabling them to thrive academically, develop confidence and independence, and leave us fully prepared to take their place in society. Alongside academic excellence, we are dedicated to creating a culture of belonging where every student feels valued, supported and able to achieve their potential.



Our relationship-driven approach permeates every aspect of College life. From the classroom to the sports field, from the music department to digital learning spaces, positive relationships are at the heart of what we do. We recognise that students learn best when they feel safe, happy and connected, and we work tirelessly to create an environment in which every young person can flourish. This commitment to belonging, care and enrichment defines the experience of being part of our community.

Opened in 1937, Bottisham Village College was the second of the pioneering Cambridgeshire Village Colleges. Founded on the vision of Henry Morris, the Village College movement was built on the belief that schools should sit at the heart of their communities, open to all and providing stimulating environments for lifelong learning. Today, that vision remains central to our identity. Through our Adult Learning provision, community Sports Centre and extensive programme of enrichment opportunities, we continue to serve as a hub for learning, wellbeing and community engagement. Community remains at the heart of all we do.



About Bottisham Village College



Our Staff

As a member of Anglian Learning, we are committed to supporting the professional growth and wellbeing of every colleague. Staff benefit from a rich programme of continuing professional development, tailored to both individual career aspirations and whole-school priorities. Opportunities to collaborate across the Trust, share best practice and access external expertise ensure that professional learning is both meaningful and impactful.

We actively support colleagues at every stage of their career. Early Career Teachers benefit from reduced timetables and enhanced support, while middle and senior leaders are provided with dedicated time to fulfil leadership responsibilities effectively, benefitting from bespoke leadership programmes and coaching. We are passionate about nurturing talent, developing future leaders and celebrating colleagues who contribute to the growth and success of others.

The College enjoys a strong culture of collaboration, professional trust and mutual support. There is a rich blend of experience and fresh perspectives, creating a culture where everyone is encouraged to contribute and flourish.

Staff also play a vital role in our extensive extra-curricular programme. Through sport, music, drama, educational visits, clubs and enrichment activities, colleagues help create opportunities that broaden horizons, develop character and enhance students' experiences beyond the classroom.

Our Students

Our catchment area reflects the rich diversity of East Cambridgeshire and Suffolk, encompassing rural villages, communities connected to the racing industry, areas of social deprivation and areas of relative affluence. As a truly comprehensive school, we are proud of our inclusive ethos and our ability to build positive relationships with every student.

We are committed to ensuring that every young person feels safe, known and supported. By combining high expectations with exceptional pastoral care, we enable students to grow in confidence, develop resilience and achieve success. Our aim is that every student leaves Bottisham Village College equipped with the knowledge, skills and character to lead fulfilling lives and make a meaningful contribution as responsible global citizens.



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 peopleservices@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



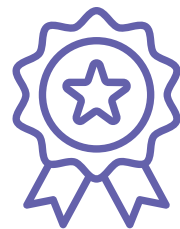
Employee Assistance
Programme offering a
range of services to
staff and their families



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

We are looking to appoint a qualified and inspiring teacher to join our English faculty, teaching KS 3 and 4. This is an exciting opportunity for a passionate teacher to motivate students, develop their literacy skills and encourage a genuine love of English. As well as brilliant subject knowledge, you will need to be a strong team player and committed to continuous professional development.

We can offer you a collaborative and supportive environment with a key focus on your own development: a wide range of professional learning and CPD opportunities are available both within the school and across the Trust.

The **English Faculty at Bottisham** is a vibrant and friendly and forward-thinking team; we work together to share resources and teaching ideas. Our role is very clear: enthuse and engage students in the subject so that they can achieve and surpass their goals. It is our commitment that there is excellent practise in every lesson. As we know, this only happens in an environment that is both collaborative, supportive and inclusive on every level.

Our English faculty prides itself on being a team that supports one another and collaborates effectively in our shared goal of providing our students with an experience in English that embodies the school ethos: Inspiring, Caring, and Enriching. Inspiring every student to engage with and read a variety of different texts; supporting our students to be thoughtful, compassionate, caring individuals by exploring and discussing the social and moral questions that the study of Literature raises; and enriching every student's whole school experience through a range of extracurricular opportunities including clubs, author visits and trips.

Job Description

Teacher of English

Bottisham Village College



SALARY:	Teacher Pay Scale (M1 to UPS3) (FTE).
HOURS:	Full time - part time applications considered
PENSION:	Teachers Pension Scheme.
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks and Prohibition checks.
LOCATION:	The post holder will be based at Bottisham Village College but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Head of Faculty

MAIN RESPONSIBILITIES

Teach

Having regard to the curriculum for the school, and with a view to promoting the development of the abilities and aptitudes of the students in any class or group assigned to you:

- Plan and prepare courses and lessons
- Teach, according to their educational needs, the students assigned to you
- Set and mark work to be carried out by the pupil in school and elsewhere
- Assess, record and report on the development, progress and attainment of students

Other activities

- Promote the general progress and well-being of individual students and of any class or group of students assigned to you
- Provide guidance and advice to students on educational and social matters and, where appropriate, on their further education and future careers, include information about sources of more expert advice on specific questions; make relevant records and reports
- Make records of and reports on the personal and social needs of students
- Communicate and consult with the parents of students
- Communicate and co-operate with persons or bodies outside the school and
- Participate in meetings arranged for any of the purposes described above

Assessments and reports

- Provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students

Appraisal or review of performance

- Participate in arrangements made in accordance with the 2002 Regulations or the 2006 Regulations for the appraisal or review of your performance and that of other teachers

Review, induction, further train and development

- Review from time to time your methods of teaching and programmes of work
- Participate in arrangements for your further training and professional development as a teacher including undertaking training and professional development which aims to meet needs identified in planning and review statements.

Educational methods

- Advise and co-operate with the head teacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements;

Discipline, health and safety

- Maintain good order and discipline among the students and safeguard their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere;

Staff meetings

- Participate in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements;

Cover

- To supervise, and so far as is practicable teach any students, whose teacher is not available to teach them (you will not be required to provide such cover for more than 38 hours in any school year).

External examinations

- Participate in arrangements for prepare students for external examinations, assess students for the purposes of such examinations and record and report such assessments; and participate in arrangements for students presentation for, and conduct, such examinations;(you are not required routinely to participate in any arrangements that do not call for the exercise of a teacher's professional skills and judgement, such as invigilation)

Management

- Contribute to the selection for appointment and professional development of other teachers and support staff, include the induction and assessment of new teachers and teachers serving induction periods
- Assist the head teacher in carry out threshold assessments of other teachers for whom you have management responsibility;
- Co-ordinate or manage the work of other staff; and
- Take such part as may be required of you in the review, development and management of activities relate to the curriculum, organisation and pastoral functions of the school;

Administration

- Participate in administrative and organisational tasks related to such duties as are described above, include the direction or supervision of persons provide support for the teachers in the school; and
- Attend assemblies, register the attendance of students and supervise students, whether these duties are to be performed before, during or after school sessions.
- You are not required routinely to undertake tasks of a clerical or administrative nature which do not call for the exercise of a teacher's professional skills and judgment.

Management time

- A teacher with leadership/management responsibilities shall be entitled, so far as is reasonably practicable, to a reasonable amount of time during school sessions for the purpose of discharge those responsibilities. **12**

Person Specification

Teacher of English
Bottisham Village College



Qualifications and Training

Essential:

- Degree in a related subject
- PGCE or QTS

Desirable:

- Further qualifications and/or evidence of CPD

Experience

Essential:

- Successful teaching experience as a fully qualified teacher at secondary level

Desirable:

Essential:

- Expertise in the teaching of relevant subject, including evidence of own work as a practitioner
- Able to form good relationships with students, staff and other stakeholders.
- Able to work collaboratively with others
- Excellent organisations skills
- Strong classroom management skills, including managing behaviour
- Excellent communication skills, including strong verbal and written English
- Good knowledge and understanding of current issues in teaching and learning
- A reflective practitioner, open to feedback and continuous development
- Clear indication of leadership potential

Desirable:

- Leadership skills
- Willingness to get involved in the broader life of school, including extra-curricular activities

Skills and Knowledge continued

Essential:

- ICT competency, in particular within teaching and leadership
- Excellent time management skills

Personal Qualities

- Positive energy, enthusiasm and ability to motivate students
- High standards of behaviour in a professional role, with a clear understanding of Teacher Standards.
- Commitment to form and maintain appropriate relationships and personal boundaries with young people
- Commitment to safeguarding and promoting the welfare of young people
- Satisfactory enhanced DBS check, 2 references and medical clearance.

How to apply

Dates

CLOSING DATE:	Monday 12 th October 2026
INTERVIEW DATES:	Likely to be Monday 19 th October 2026
START DATE:	January 2027

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 this role, and meet the person specification we invite you to apply for this exciting opportunity via our online application process.

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