



INFORMATION FOR CANDIDATES

Grace Academy Darlaston

# Teacher of English

Deadline for Applications: Friday 30th January 2026 at

3.00pm

M1-9

Suitable for ECTs

*"Grace Academy Darlaston is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."*

# Welcome from Henry Holland

Principal, Grace Academy Darlaston



Thank you for your interest in joining Grace Academy Darlaston, an 11-18 school that serves the community of Darlaston and the surrounding areas in and around Walsall. We are incredibly proud of our Academy and our community. We are proud of our happy students and staff, both of whom work together to achieve excellent results. Our mission is ongoing yet immensely rewarding. We work tirelessly to provide an excellent education for our students, with a focus on high standards and high aspirations.

Whilst our Academy is not a faith school, it does have a unique Christian Ethos based upon our five core values: *Grace, Respect, Integrity, Excellence and Potential*. We strive to uphold these values in all that we do and we are determined that our attitudes and actions reflect these each and every day.

Having recently been awarded the ACE School of Character Quality Mark, we have high standards in all aspects of learning and behaviour and set challenging targets for further career and personal development. We have a focus on learning and fun through a variety of extra-curricular and enrichment clubs, activities, special events and holidays. Our core set of values ensures that every student is given the opportunity to develop into confident, successful and happy young adults, ready to face the future.

We are rated by Ofsted as Good, with strong, focused leadership, the successful applicant will join a friendly, dynamic and supportive academy staff team who are wellbeing focussed. Further development opportunities are provided through internal and external CPD courses and academy training days.

The life in our academy and teamwork is very important to us and we hope you will be able to play a key part in that. We invite you to explore our website, visit our social media pages, and most importantly - come and visit. We look forward to receiving your application.

*Henry Holland*

Principal - Grace Academy Darlaston



Limitless **POTENTIAL** | Intentional **EXCELLENCE** | Mutual **RESPECT**  
Genuine **INTEGRITY** | Amazing **GRACE**

# An Introduction - Tove Learning Trust

  
EMPLOY  
OVER  
**1,700**  
STAFF

  
EDUCATE  
OVER  
**11,500**  
PUPILS

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision schools across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,000 children between the ages of 4 and 18. Within our family of schools we have four primaries, nine secondaries and two alternative provision schools.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

You will have access to a team of school improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated Good or better by OFSTED.

## Employee Benefits:

- ✓ **Teacher & support staff pension schemes**
- ✓ **Continuous Professional Development (CPD)**
- ✓ **Training School Alliance**
- ✓ **Networking opportunities**
- ✓ **Specsavers Eyecare Voucher**
- ✓ **Flu vaccine**
- ✓ **Employee Assistance Programme (EAP)**
- ✓ **Medicash - Health Cash Plan:**
  - 24/7 GP Appointments & prescription services
  - Dental treatment
  - Optical care
  - Physiotherapy
  - Skinvision - skin health tracker
  - A range of essential healthcare expenses
  - Exclusive discounts on shopping & travel

## TOVE LEARNING TRUST SCHOOLS

### West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

### Northamptonshire and Milton Keynes

- CE Academy
- Elizabeth Woodville School
- Huxlow Academy
- Knowles Primary School
- Lord Grey Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Stantonbury School
- Water Hall Primary School
- Whitefriars Primary School
- Wootton Primary School

# Teacher of English - Grace Academy Darlaston

## Job Description

### REPORTING TO:

Director of English

### MAIN PURPOSE

We are seeking to appoint a dedicated and talented English teacher to join our thriving and supportive English department. Under the leadership of our Director of English, the department has made significant progress in recent years, reflected in our most recent GCSE outcomes. We are now looking for a committed individual to help us build on this success.

The successful candidate will bring strong subject knowledge, a passion for English, and expertise in curriculum planning and delivery. They will play a key role in developing and teaching an engaging, challenging, and forward-thinking curriculum that inspires students and fosters a deep appreciation for the subject and its real-world applications.

The ideal candidate will:

- Be able to teach English to at least GCSE level (this is essential).
- Demonstrate a strong presence in the classroom and the ability to motivate and challenge students of all abilities.
- Be an inspirational and reflective practitioner with high expectations for all students.
- Have excellent organisational skills, energy, and the drive to contribute to a culture of high achievement.
- Be a committed team player who values collaboration and is keen to contribute to the wider life of the school community.

Whether you are an experienced teacher or early in your career, if you are passionate about English education and ready to make a positive impact, we would love to hear from you.



### Main Duties

- To develop the learning area so as to meet the needs of a diverse range of learners in relation to the Academy mission and to ensure inclusiveness and equality of opportunity
- To monitor and report progress on achievement of targets and take appropriate action to ensure that targets are met
- To engage in flexible methods of curriculum delivery and learning styles to contribute to raising standards within the learning area
- To contribute to meetings to discuss the implementation of English curriculum.
- To work with subject leads to review curricula for the subjects
- To work with subject leads to consider and adapt the curricula for each year group within all areas
- To adapt resources to meet the needs of students.
- To ensure knowledge on examination boards for the learning area.
- To carry out other reasonable duties as directed by the Line Manager

### Qualifications

- Qualified Teacher Status



# Teacher of English - Grace Academy Darlaston

## Job Description continued

### Specific Duties

- To work with the Head of Department on the development of courses of study, teaching materials, teaching programme, methods of teaching and assessment
- To teach students within the Academy and to carry out such other associated duties as are reasonably assigned by the Principal
- To maintain discipline in accordance with the rules and disciplinary systems of the Academy
- To promote equal opportunities within the Academy and to seek to ensure the implementation of the Academy's Equal Opportunities Policy
- To work with the Director of English to ensure that learning area's schemes of work reflect Academy Curriculum policies and meet the requirements of National Curriculum programmes of study as appropriate
- To monitor the academic progress of all students maintaining high standards of work, discipline and conduct, in accordance with Academy policies
- To engage in quality assurance of the department's assessment approaches within the learning area, involvement in formative recording of achievement, internal examinations and oversee public examination entries
- To encourage curriculum development, the efficient use of resources and the maintenance of a good learning environment
- To provide effective communication with parents, other educational institutions and external agencies
- To contribute to regular meetings and to ensure good communication within the learning area
- To make contributions relating to the work of the learning area to materials published about the Academy



Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties and responsibilities.

# Teacher of English - Grace Academy Darlaston

## Person Specification

| EDUCATION & QUALIFICATIONS   | ESSENTIAL | DESIRABLE |
|--|-----------|-----------|
| Qualified Teacher Status   | ✓         |           |
| Degree or equivalent   | ✓         |           |
| Post Graduate Qualification  | ✓         |           |
| KNOWLEDGE & EXPERIENCE   |           |           |
| Evidence of self-development and commitment to professional development  | ✓         |           |
| An understanding of teaching and learning and raising achievement strategies   | ✓         |           |
| Experience of successful teaching at Key Stage 3 and 4   | ✓         |           |
| Has knowledge and understanding of leading the development of curriculum models  | ✓         |           |
| Has knowledge and understanding of the monitoring, assessment, recording and reporting of pupil progress   | ✓         |           |
| Evidence of ability to develop excellent relationships with both adults and young people and has high expectations of conduct and behaviour            | ✓         |           |
| SKILLS & ATTRIBUTES  |           |           |
| Has the ability to communicate effectively with a variety of audiences demonstrating good interpersonal skills   | ✓         |           |
| Understands the importance of, and is able to create, a happy, challenging and effective learning environment across several subject areas             | ✓         |           |
| Is approachable, committed, enthusiastic, organised, patient and resourceful, with the ability to motivate and be a team player with a sense of humour | ✓         |           |
| Good knowledge of current education trends and initiatives   | ✓         |           |

# How To Apply/ Recruitment Process

## TO APPLY

To apply, please forward a completed application form together with a supporting statement (no more than two sides of A4) outlining your suitability for the role. Your statement should outline how you satisfy the qualification and experience elements of the person specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the person specification.

Please send your completed application by email to [GADrecruitment@darlaston.graceacademy.org.uk](mailto:GADrecruitment@darlaston.graceacademy.org.uk)

All applications will be acknowledged.

## THE RECRUITMENT PROCESS

After the closing date, short listing will be conducted by a panel. You will be selected for an interview entirely on the contents of your application form, so please read the job description and person specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements
- Documentary proof of current name and address
- Birth certificate and where appropriate any documentation evidencing change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary, photocopies or certified copies are not sufficient.

**THE CLOSING DATE  
FOR APPLICATIONS**  
30th January 2026

**SHORTLISTING**  
w/c 2<sup>nd</sup> February 2026

**INTERVIEWS**  
w/c 2<sup>nd</sup> February 2026

## FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Lorna Sidaway, HR Manager, on 0121 568 3300 ([GADrecruitment@darlaston.graceacademy.org.uk](mailto:GADrecruitment@darlaston.graceacademy.org.uk)).

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*Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.*

*References may be taken up for all shortlisted candidates prior to interview, unless otherwise specified. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.*



Grace Academy Darlaston, Herberts Park Road, Wednesbury WS10 8QJ  
[www.darlaston-graceacademy.org.uk](http://www.darlaston-graceacademy.org.uk)  GraceAcademyDarlaston  GADarlaston

[www.tovelearning.org.uk](http://www.tovelearning.org.uk)  ToveLearningTrust  ToveLearningTrust

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