



St. Edward's Church of England Academy

**Teacher of English
Full time / Permanent
Recruitment Pack**



St Edward's
Church of England
Academy

The Vision for Education at our Academy

*Jesus says, "I have come that they may have life and have it in all its fullness."
John 10:10*

Our school vision is to ensure that God's aspiration for us all, as expressed in Jesus's words from John 10:10, is reflected in our aspiration for all of our children and staff to experience a full and rich life of learning, growing, helping, and caring for each other.

We are an inclusive community where all are welcomed, supported and celebrated for all they are and for all they do. Our Academy is a place of, and a space for, flourishing and fulfilment because here...

...we are 10:10 people.

As a Christian Academy, we live and breathe our core values:

- Respect
- Courage
- Hope
- Friendship

"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future."

*"Be strong and courageous.
Do not
be afraid; do not be
discouraged for
the Lord your God will be with
you wherever you go."*

Deuteronomy 31:6



*"I no longer call you
servants', said Jesus...
'Instead I have
called you friends."*

John 15:15

*"Show proper respect to everyone"
1 Peter 2:17*



St Edward's
Church of England
Academy

Information for Applicants:

Welcome to St Edward's Church of England Academy.

We are committed to recruiting exceptional individuals who will inspire and empower our young people. Our 10:10 vision, rooted in the teachings of the Church of England, is underpinned by our core Christian values of Respect, Courage, Hope, and Friendship — principles that shape every aspect of our school community and make our Academy a special place to work and learn.

We aim to recruit staff who:

- Are excited by the opportunity to work with young people, seeing their potential and nurturing their unique gifts;
- Prioritise pupil safety, well-being, and holistic development, demonstrating **Respect** in every interaction;
- Are passionate about learning and teaching, with the **Courage** to embrace innovation and continually develop their own skills;
- Respond positively to the challenges of teaching, showing **Hope** and resilience in supporting every pupil to succeed;
- Will embody the ethos of the Academy, going the extra mile with commitment and **Friendship** to help pupils and colleagues thrive;
- Celebrate success, are quick to offer praise, and foster a culture of encouragement and kindness;
- Inspire, motivate, and nurture pupils to flourish both academically and spiritually.

If our vision resonates with you, we warmly encourage you to explore this application pack further. A visit to the Academy is highly recommended — it's the best way to experience our values in action. As a Church of England academy, we are committed to supporting our staff through high-quality professional development, collaborative working, and a nurturing environment where everyone is encouraged to grow in their professional journey.

We hope what you learn inspires you to apply and become part of our mission to help every young person flourish.

Best wishes,

Katie Smith
Principal



St Edward's
Church of England
Academy

THE POST: Teacher of English

Full Time, Permanent (MPS/UPS) £34,069 - £52,835 per year

Start date: 1st January 2027

We are seeking to appoint a creative, inspiring, and dedicated classroom practitioner to join our innovative and highly committed teaching team at St. Edward's from January 2027. This is an exciting opportunity to play a pivotal role in the continued development of English across Key Stages 2 and 3, supporting our vision to provide an exceptional learning experience for all pupils.

We welcome applications from Early Career Teachers (ECTs) and experienced teachers from both primary and secondary backgrounds. The successful candidate will be a reflective and research-informed practitioner, committed to delivering high-quality, evidence-based teaching that raises pupil achievement and fosters a love of learning.

The successful candidate will mainly teach English and one or more additional subject areas. Details of the wider teaching commitment will be discussed at interview and will reflect the successful candidate's experience and expertise.

We are looking for an individual who:

- Has high expectations and a passion for inclusive, adaptive teaching that meets the needs of all learners;
- Embraces a growth mindset, consistently seeking opportunities to reflect, improve, and innovate;
- Inspires and motivates pupils, nurturing both their academic success and personal development;
- Thrives in a team environment, contributing to a positive and forward-thinking staff culture;
- Is committed to promoting equity, diversity, and pupil wellbeing;
- Prioritises safeguarding and child protection, ensuring that all pupils feel safe, supported, and valued.

In return, we offer:

- A supportive and inclusive working environment where staff wellbeing is a priority;
- A strong commitment to ongoing professional development, including access to high-quality training and collaborative learning opportunities;
- Opportunities to engage with research-led practice and coaching;
- A school community where every member is valued and encouraged to flourish.



St Edward's
Church of England
Academy

Recruitment Timetable:

Closing date for applications (by 08:00am) – Wednesday 14th October 2026

Final shortlisting, references requested for interviewees – Wednesday 14th October 2026

Interviews – Monday 19th October 2026

Job Description:

Teacher of English

Contract: Full Time, Permanent Contract

Salary Range: MPS/UPS - £34,069 - £52,835

Reporting to: Faculty Leader of English

Start date: 1st January 2027

Purpose of the Role

The post-holder will work collaboratively with colleagues to inspire a love of learning, a passion for literature, and a genuine enthusiasm for English, enabling all pupils to achieve their full potential. As a key member of the English department, the teacher will contribute to a positive learning environment, supporting the school's vision of helping every young person flourish academically and personally.

Key Responsibilities:

Classroom Practice:

- We believe that pupils thrive in engaging, well-structured lessons where they feel challenged, supported, and valued. The successful candidate will:
- Plan and deliver stimulating, ambitious lessons that cater to a range of learning needs;
- Set high expectations for behaviour and achievement, creating an orderly, purposeful classroom environment;
- Provide regular, constructive feedback to support pupil progress and build confidence;
- Implement the school's rewards and behaviour policies, promoting a culture of positivity and respect;
- Set and assess homework in line with department and school policies.

Assessment and Feedback:

Assessment is at the heart of effective teaching and learning. The post-holder will:



- Use a range of formative and summative assessment strategies to monitor pupil progress;
- Maintain accurate records in line with school and departmental policies;
- Use assessment data to inform planning and target setting;
- Prepare pupils for internal and external assessments (KS2 SATs);
- Communicate pupil progress to parents, carers, and middle or senior leaders, as required.

Inclusive Practice:

We are committed to ensuring that every child can access the curriculum and succeed, regardless of ability or background. The successful candidate will:

- Plan lessons that are well-adapted for a range of needs and abilities;
- Liaise with the SEND team and support staff to ensure appropriate adjustments are made;
- Contribute to the creation and implementation of Individual Pupil Plans (IPPs);
- Foster an inclusive classroom environment where all pupils feel safe, supported, and encouraged to thrive.

Curriculum Development:

The post-holder will actively contribute to the ongoing development of the English curriculum by:

- Collaborating with colleagues to create and share high-quality teaching resources;
- Engaging with current educational research and best practice;
- Supporting the department's approach to curriculum innovation and cross-curricular projects;
- Enhancing the classroom environment through creative displays and learning materials.

Behaviour for Learning:

The successful candidate will follow the school's Behaviour and Rewards Policy and promote a positive, respectful classroom environment. This includes:

- Promoting positive behaviour, including praise and rewards;



- Implementing restorative practices when necessary and using the school's policy and procedures as appropriate;
- Encouraging all pupils to engage positively in their learning, ensuring that all pupils can thrive.

Pastoral Care:

In addition to their subject teaching responsibilities, the post-holder will also:

- Act as a form tutor, supporting the personal development and well-being of a group of pupils;
- Foster positive relationships with pupils, parents, and colleagues to promote pupil welfare and success;
- Contribute to the delivery of the PSHE curriculum and form tutor activities;
- Support pupils' social, emotional, and academic growth through regular check-ins, mentoring, and guidance;
- Promote the spiritual, moral, and social development of all pupils in accordance with the school's Christian ethos.

Extracurricular Engagement:

We encourage all staff to engage with the wider life of the school, and the successful candidate will be expected to:

- Contribute to extracurricular activities, helping to enrich the educational experience of pupils;
- Lead or assist in clubs, trips, and school events that promote pupil engagement and community spirit;
- Be an active participant in the school's efforts to provide a holistic, well-rounded education for all pupils.

Professional Development and Wider Contribution:

All staff are expected to:

- Engage in professional development opportunities to continually enhance their teaching practice;
- Participate in lesson observations, feedback sessions, and whole-school training;
- Contribute to the wider life of the school through duties, extracurricular activities, and whole-school events;



Accountability and Progress Monitoring:

The post-holder will be directly accountable for the progress of their pupils. This includes:

- Raising standards of pupil attainment and ensuring the progress of all pupils;
- Implementing effective strategies for monitoring, mentoring, and intervening to support academic progression and address underachievement;
- Tracking and reporting pupil progress, setting clear targets, and adjusting strategies accordingly;
- Communicating pupil progress to parents, carers, and senior leaders as required.

Attitudes and Beliefs

- Uphold and actively promote the vision, ethos and values of the Academy.
- Be committed to ensuring that all staff and pupils become the best they can be.
- Promote a solution-based culture and have an unreserved belief that all can succeed.
- Take full responsibility for one's own actions.
- Actively promote equality, diversity and inclusivity throughout all aspects of Academy life.
- Have a full commitment to ensure a caring healthy and safe environment.
- Demonstrate a commitment to ongoing personal growth and organisational improvement by maintaining high professional and personal standards in your work.
- To meet the expectations of all staff as outlined in the Staff Code of Conduct
- To uphold all Academy policies and procedures with consistency and diligence

Safeguarding:

The safeguarding of young people is central to our school community. The post-holder will be expected to uphold the highest standards of child protection and follow all safeguarding policies and procedures, including the Staff Code of Conduct. This role is subject to an enhanced Disclosure and Barring Service (DBS) check and satisfactory references. The post-holder will also be expected to adhere to the Keeping Children Safe in Education (KCSIE) guidelines and act in accordance with the school's safeguarding protocols.

Note:

1. This job description is current as at the date shown below and is liable to variation, in consultation with the successful candidate to reflect any changes in the role.
2. In addition to the above, you may be required to undertake such other duties as the Principal may require and as may be reasonably commensurate with your grade.



St Edward's
Church of England
Academy

3. You will be expected to participate in development reviews and undertake personal development and training, which may be of benefit to you and the Academy.
4. All staff are required to understand and follow the latest KCSIE.



Candidate Person Specification

[A] Training and Qualifications	Essential or Desirable	How/when measured*
Qualified Teacher Status (QTS)	E	A (Certificate)
Honours degree or equivalent in a relevant subject	E	A (Certificate)
Commitment to/evidence of continued professional development	E	A/I/R

[B] Experience of Teaching	Essential or Desirable	How/when measured*
Experience of successfully teaching KS2 and/or KS3 students	E	A/I/R

[C] Professional Knowledge and Understanding	Essential or Desirable	How/when measured*
Secure subject knowledge in the subject area	E	A/I/R
Clear understanding of the National Curriculum requirements of the subject and its assessment.	E	A/I/R
Ability to successfully employ a range of effective teaching, learning and assessment strategies	E	A/I/R
Ability to use assessment data to inform planning and targets	E	A/I/R
Understanding the distinctive nature of a Christian school	D	A/I/R

[D] Personal and Professional Skills, Qualities and Attributes	Essential or Desirable	How/when measured*
Ability to motivate and inspire, raising attainment for all	E	A/I/R
Be a positive role model with high expectations of all	E	A/I/R
Excellent communication skills and use of standard English	E	A/I/R
Excellent interpersonal skills and emotional intelligence	E	A/I/R
Open-mindedness and a forward-thinking approach	E	A/I/R
Ability to be reflective and self-evaluative	E	A/I/R
Ability to establish working relationships as part of a team	E	A/I/R
Willingness to take on other roles and responsibilities within the department	D	A/I/R

*A (Application), I (Interview), R (References)



St Edward's
Church of England
Academy

HOW TO APPLY

Please read the information in this pack. If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to St Edward's Church of England Academy.

If you would like an application pack, or would like to arrange a tour of the academy, please contact Mrs. Nicola Rushton on 01538 714747 or via email at Rushton.n@st-edwards.staffs.sch.uk

Please do not send a general letter; we really are looking for someone who is prepared to respond to us as an individual school. You can be assured that we will take time and care when reading your application; we appreciate how much effort is involved in preparing such a document.

Please send your completed letter and application form to Mrs. Nicola Rushton via email on Rushton.n@st-edwards.staffs.sch.uk

If posting your application, please send it to:

**HR Department
St Edward's Church of England Academy
Westwood Road
Leek
Staffordshire
ST13 8DN**