



Application Pack

KINDNESS ~ RESPECT ~ DETERMINATION

TEACHER OF ENGLISH WITHIN THE
ENGLISH FACULTY

Welcome to our School

Welcome to Bourne Community College, a unique secondary school on the south coast of England, located between the historic city of Chichester and the villages of West Sussex and Hampshire.

We are delighted to welcome you to our school community. We are proud of our dedicated staff and supportive Governing Body, who work together to create a positive and inspiring environment for every student where we all strive to become the best version of ourselves.

At the heart of everything we do are our core values:



KINDNESS



RESPECT



DETERMINATION



These values guide our shared mission:

To inspire and enable everyone to make a positive contribution to themselves, our community and wider society

To strive for excellence in both character and learning

“Pupils enjoy the many opportunities they have”

Ofsted 2026



Our Vision

Bourne Community College is a very special place to work where every student and staff member is known and valued. Our students are proud of their school and actively participate in a wide range of extra-curricular opportunities, from performing arts and sports to leadership programmes, enrichment activities and community events. We are looking to hear from people who share our vision of helping every student flourish and who believe that education extends far beyond the classroom.

We are proud to hold Gold status as a Rights Respecting School, with respect at the heart of daily life. Our International School Award also gives students the chance to learn about different cultures, broaden their horizons, and develop understanding, tolerance and respect for others.

Above all, we are incredibly proud of our students and everything they achieve both in the classroom and through sport, enrichment and charitable work.



The school is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check.

Leadership



At Bourne Community College, the Senior Leadership Team is unwavering in its dedication to achieving the highest possible outcomes and providing exceptional support for every student. Our cohesive school thrives on strong, collaborative relationships.

Our Senior Leadership Team work alongside our dedicated governors, to define the overarching shared vision for Bourne. We are entering an ambitious new phase of development in how Leadership is distributed in the school, making this an exciting time to join the school. Strategic leadership of our school priorities is being spearheaded through our newly formed Faculties, empowering all leaders to define a shared vision for Bourne.

The Middle and Senior Leadership teams play a vital role in guiding and supporting our dedicated teaching and support staff across the school, ensuring that strong, positive relationships are at the heart of everything we do. We believe that high-quality teaching and learning flourish in an environment built on trust, collaboration and mutual respect, where staff and students feel valued, supported and inspired to achieve their best. There is an unwavering commitment to professional development and growth, recognising that investing in our people strengthens the relationships and culture that enable students to thrive academically and personally.

Our aim for the future is to create a school environment where every student is encouraged to achieve their best through high-quality teaching and engaging learning experiences. We are committed to providing strong support for all students, helping them feel valued, confident, and able to succeed. We also strive to promote effective leadership throughout the school to maintain high standards and continue improving the experience for both students and staff.

Why work at Bourne?

We have a proactive approach to support a healthy work life balance including:

- Meetings, events, and activities are carefully planned throughout the year to minimise the number of occasions staff are required to work beyond the school day.
- Early finishes are provided for Open Evening, Christmas, and the end of the summer term.
- Flexible discretionary leave is available to support family commitments and significant life events.
- Staff voice is highly valued, and concerns are listened to and acted upon.
- A clear appraisal system is in place for all staff, with realistic and meaningful objectives.
- We promote supportive relationships between staff, students, and families, creating a collaborative and welcoming working environment.
- Access to professional development and training opportunities.
- The opportunity to work for an organisation held in the highest regard by the local community.

We offer these great employee benefits

- Free on-site parking
- Near railway station
- Cycle to work scheme with West Sussex Choices
- Gym Membership Discounts
- Health Cash Plans with BHSF
- Employee Assistance Programme
- Governor dedicated to staff wellbeing



English at Bourne

At Bourne Community College, our English curriculum inspires passion and enthusiasm for literature and language! We create dynamic learning experiences where students explore diverse texts and develop critical thinking. Join us as we foster creativity and prepare all our students for exciting futures in communication to college and beyond.

Aims

In English, our aim is to prepare our students for lifelong learning by developing and embedding the core skills for reading, writing and oracy while at the same time opening their eyes to the world around them.

We aim for all students to be immersed a wide range of literature from all genres, different cultures and heritages, and then using this knowledge to build on their understanding and perception of the human condition.

Our Curriculum

Throughout their journey in Years 7-9, students are introduced to a range of English Language and English Literature using a thematic approach so as to allow students to enhance their skills. In Year 7, students cover 'Narratives and Narration', 'Character' and 'Structure'. In Year 8, students study the topics of 'The Truth', 'Journeys' and 'Judgement and Redemption' and in Year 9 students study topics such as 'Protest' and 'The Gothic'. During the Summer Term, Year 9 begin their GCSE English Literature course by studying the AQA Power and Conflict Poetry to be examined in at the end of Year 10.

Reading for Pleasure

Here at Bourne Community College, we are constantly striving to ensure that reading is a source of fun and enjoyment for all students. Whether it be reading a book together during a Library lesson or creating a dramatic piece based on a scene from a story, our enthusiasm and love of reading is always a focus.

All students in Year 7 and 8 take part in the Renaissance Accelerated Reader programme and we monitor their engagement and progress; supporting those student that may need intervention. It is always interesting to see what our students choose to read and we try to make links in English lessons to these topics.

Furthermore, each year we run the 'Read for Good' sponsored read where we build fun into reading with the added challenge of beating the previous year. In addition to this, we do promote reading for pleasure through author visits, literary quizzes and book awards and finally we offer all Year 7 students a brand new book to keep for free from Book Trust's 'Book Buzz' to further engage students in their reading. All this along with the Bourne Reads initiative during tutor times helps immerse our young people in a world of imagination.

GCSE

All students study both English Language and English Literature at GCSE and we complete the AQA Specification for both. Students will complete their GCSE English Literature examination in Year 10, leaving Year 11 to focus on gaining their Grade 5 and above throughout Year 11.

AQA English Language GCSE:

In English language lessons, students are introduced to wide variety of texts on a range of different topics. Lessons are centred around the individual and skills are taught and adapted to cater for all abilities. This individualised approach allows students and staff to work cohesively to ensure that all students are fully prepared for their GCSE examinations and beyond.

AQA English Literature GCSE:

“GCSE English Literature is the study of how writers communicate their ideas about the world, and how readers might respond to these ideas. It aims to develop a critical understanding of the ways in which literary texts are a reflection and exploration of the human condition the study of which develops empathic understanding of human nature.”

At Bourne, we feel passionately about teaching our students about the real world and what it is to be human. The literature component of the course will cover an array of esteemed texts, including the compelling tragedy of Macbeth, the moral reflections presented in A Christmas Carol, and the societal critiques found in An Inspector Calls. Additionally, students will delve into the AQA Power and Conflict poetry collection, which encompasses a wide variety of poems that provoke critical thinking and emotional response, as well as the unseen poetry segment that will test their analytical skills in new and unfamiliar contexts.

Formal Examinations in Year 10:

English Literature GCSE

Paper 1: Shakespeare and the 19th Century Novel

- Shakespeare: ‘Macbeth’
- 19th Century Novel: ‘A Christmas Carol’ by Charles Dickens

1 hr 45 min

40% weighting

Paper 2: Modern text and Poetry

Modern text: ‘An Inspector Calls’ by J.B. Priestley

The AQA Poetry Anthology: ‘Power and Conflict’ Cluster

Unseen Poetry

2 hrs 15 min

Formal Examinations in Year 11:

English Language GCSE

Paper 1: Explorations in creative reading and writing

- Section A: Reading (Literary fiction)
- Section B: Writing (Describe/Narrate)

1 hr 45 min

80 Marks

50% weighting

Paper 2: Writers' viewpoints and perspectives

Section A: Reading (One Non-fiction text and one literary fiction text)

Section B: Writing (Writing to present a viewpoint)

1 hr 45 min

80 Marks

50% weighting

Trips & Activities

Our regular programme includes:

- Visiting drama companies performing KS3 and KS4 examination plays
- Poetry conference
- Carnegie Award
- West Sussex Book Award
- Visiting authors
- Visiting storytellers
- Celebration of National Book Week
- Readathon
- Writing competitions at a national level
- Published compilations of students' writing
- Theatre Trips
- Writing Workshops
- Book Trust's 'Book Buzz'



TEACHER OF ENGLISH WITHIN THE ENGLISH FACULTY

Job Title: Teacher of English within the English Faculty
Accountable to: Director of Faculty

At Bourne Community College, we are building an English faculty where every student is challenged to think deeply, express themselves confidently, and take pride in their learning. As we enter an ambitious new phase of development, we are seeking a Teacher of English (KS3–4) who shares our conviction that exceptional teaching transforms lives.

The Role We are looking for a practitioner who is genuinely passionate about pedagogy. This is a role for someone who is never finished learning; you will be eager to develop your own craft, just as you are eager to develop the minds of your students and the success of the wider faculty.

Why Join Our Team?

- **Pedagogical Excellence:** You will join a faculty that prizes high-quality instruction, a well-sequenced, knowledge-rich curriculum, and classrooms where every student participates.
- **A Culture of Development:** We value professional dialogue. You will be supported to grow through collaborative planning and a shared commitment to evidence-informed practice.
- **Purposeful Systems:** We believe in high expectations and warm, consistent relationships. Our clear systems ensure you can focus on your subject and your students.
- **Impact:** You will play a pivotal role in shaping our upward trajectory, contributing fresh ideas to a team that values your expertise.

About You

Whether you are early in your career or an experienced teacher, you will love your subject and want to make a meaningful difference. If you are ready to develop yourself, your students, and our faculty, we would be excited to welcome you.



JOB DESCRIPTION

Aims of The Post

To deliver Quality First Teaching to KS3 and KS4 classes in the faculty as required by the school timetable. To be responsible for planning and assessment for classes taught. To monitor progress and development of students both as a tutor and teacher. To embody the vision and ethos of Bourne Community College.

Key Responsibilities and Main Duties are to:

- Demonstrate teacher standards at the appropriate level of experience and the agreed Performance Management Objectives relevant to career stage (TMS1 to UPS3)
- Plan, prepare and deliver engaging, sequenced lessons in line with national curriculum requirements
- Adapt classroom provision to meet the needs of all learners
- Create a safe, supportive and inclusive classroom environment
- Assess, monitor, record and report on the learning needs, progress and achievements of learners
- Promote positive behaviour strategies, modelling high expectations and supporting whole-school behaviour for learning policy
- Contribute to the faculty's leadership of a school priority
- Participate in professional development and contribute to school improvement initiatives
- Take responsibility for a tutor group, supporting their personal and academic development
- Establish positive relationships with parents and carers
- Work within the policies, ethos and aims of BCC and to carry out such other duties as may reasonably be assigned by the Head teacher



PERSON SPECIFICATION

Qualifications (Essential)

- Qualified Teacher Status (QTS)
- Degree or other suitable qualification, in a relevant subject area
- Evidence of recent positive engagement with professional development relevant to this role

Experience, Knowledge & Understanding (Essential)

- Secure subject knowledge
- Successful teaching experience in a secondary school setting (KS3 and 4)
- Experience in supporting vulnerable learners and promoting inclusive practice
- Experience of acting as a tutor or providing pastoral support
- Excellent classroom practice and a strong understanding of effective teaching and learning strategies
- Good knowledge of current curriculum requirements and assessment practices · Ability to adapt teaching to meet the needs of all pupils, including those with SEND and other vulnerabilities
- Consistent application of positive behaviour for learning strategies

Personal Qualities & Other Skills (Essential)

- Strong communication and interpersonal skills
- Good IT skills and ability to use school information systems
- Evidence of engagement with and ability to work collaboratively with others, including community stakeholders
- Enthusiasm and resilience
- Reliability and integrity
- Good personal and professional organisation skills

How To Apply

Applications should be completed using the application form along with our recruitment monitoring form (both available on our website) and supporting statement (no more than two sides of A4).

Your supporting statement should demonstrate how you would fulfil the job description and the degree to which you meet the person specification.

Please email the documents to office@bourne.org or post to Mrs Menzies (Headteacher's PA) no later than the advert deadline.

Suitable candidates may be invited to interview prior to the closing date, and we reserve the right to close the vacancy early should sufficient applications be received.

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