



Welcome to our Trust

Teacher of English
Recruitment Pack
Sawston Village College



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Welcome to Anglian Learning

Thank you for your interest in the position of Teacher of English role.

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 HR team at hrrhub2@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 Sawston Village College



Thank you very much for your interest in a position at Sawston Village College. We hope the information in this pack will encourage you to apply.

Sawston Village College is a highly successful and welcoming 11–16 academy where pupils are treated with respect and held in positive regard. Named the State 11–16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024), we have high expectations and standards and are ambitious for our learners. We work collaboratively to provide an inclusive, safe and calm learning environment in which all pupils can thrive. We have an inspiring and evolving campus with a brand new building opening in 2027.

Our focus is the achievement and wellbeing of our 1,198 pupils within a culture based on community, ambition, respect and endeavour. In 2025, the College achieved outcomes above national averages, including 61% gaining grade 5+ in English and Maths, 37% at grade 7 or above across all subjects and a high Attainment 8 score, enabling pupils to progress successfully to their preferred post-16 pathways.

This success is based on a firm belief that all pupils, whatever their background or ability, deserve to succeed. We are determined to recruit, develop and retain excellent staff through high-quality professional development and a caring, supportive culture. As noted by our Ofsted report in May 2023, Sawston Village College is a highly professional and friendly, caring and enjoyable place in which to work and teach.

Thank you, in anticipation, for the time you will give to your application.

Mr Jonathan Russell
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 HR team 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



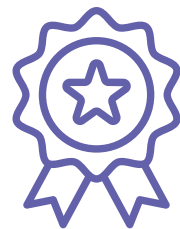
Employee Assistance Programme offering a range of services to staff and their families



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

We are seeking to appoint an enthusiastic and inspirational Teacher of English to join our successful English Faculty at Sawston Village College from September 2026 or January 2027.

The department has a strong reputation for its collaborative and supportive ethos, excellent outcomes for pupils, and its commitment to fostering a love of literature, language and literacy in young people. This role offers an exciting opportunity for the successful candidate to further develop their classroom practice and contribute to a thriving and ambitious faculty.

Applications are welcomed from both experienced teachers and Early Career Teachers. We are looking for a teacher who is passionate about delivering high-quality teaching and inspiring pupils across Key Stages 3 and 4.

The English Faculty

The English Faculty at Sawston Village College is a successful, hardworking and friendly team. We work collaboratively to share resources and teaching ideas, and are committed to developing pupils' English skills and their enjoyment of the subject. The Faculty has a long history of strong GCSE performance, extending back beyond the pandemic. On all key measures, GCSE achievement has been above national averages in each of the past five years.

In 2025, 32% of pupils achieved a grade 7 or above in English Language and 30% in English Literature. In English Language, 65% achieved a grade 5 or above and 77% secured a grade 4 or above. The equivalent figures for English Literature were 69% and 78% respectively.



Department Continued

Reasons to join us:

High Standards

The attainment of pupils is well above the national average and the English team work hard to support pupils in achieving their target grades. Our record of exceptional performance at key stage 4 is testament to the commitment, professionalism and excellent teaching of the Faculty. As a faculty, we are keen to ensure all groups including pupils in receipt of Pupil Premium and those with SEND achieve strongly.

Strong Curriculum Provision

Pupils in KS3 follow a syllabus compatible with the National Curriculum and English framework with the opportunity for pupils to develop their reading, writing and speaking and listening skills through exposure to a wide range of texts (both fiction and non-fiction). The English Department has recently collaboratively overhauled their KS3 units to make sure pupils are exposed to diverse, exciting and challenging texts and ideas. The Y7 schemes consider the overarching question of 'what makes us human?', the Y8 schemes consider 'what makes us belong?' and the Y9 schemes, 'what does it mean to be powerful?' Long term plans outline half-termly programmes of study, key assessment activities and success criteria, and schemes of learning are well-resourced with accompanying resources for use with IWBs. Progression of skills, knowledge and understanding lie at the heart of our schemes of learning.

Years 7-11 have seven hours of English lessons per fortnight and, at KS3, one of these hours is a library lesson to ensure our pupils read for pleasure. KS3 are currently taught in mixed-ability groups but setting continues throughout KS4; careful consideration is given to grouping depending on the characteristics of the cohort. Year 7 pupils who enter the College at well below the expected level also follow an intensive Literacy course, taught by our specialist teachers, in place of a foreign language. We also withdraw selected pupils from the Y7 English lessons using Direct Instruction to help those less able readers with their reading. Literacy teaching is embedded within our Key Stage 3 curriculum to consolidate pupils' language skills.



Department Continued

At KS4 we follow AQA GCSE specifications. Almost all pupils are entered for both English Language and Literature GCSEs. All classes follow a carefully designed programme of study with regular internal assessments and external exams at the end of the GCSE course.

Collaboration and Support

Members of the department work very closely and share a staffroom. Teachers are extremely well supported and are expected to contribute, develop and share ideas and resources. This collaborative approach has led to the development of new schemes and accompanying resources. There is a rich dialogue about pedagogy and practice.

Good Facilities and Resources

The Faculty is based in purpose-built accommodation that it shares with several other Humanities subjects. English has seven well-equipped rooms containing plasma screens with integrated audio/visual equipment, large displays and ample storage. Each teacher has their own laptop and there is access to several bookable computer rooms and Chromebooks. There is an excellent College library with its own set of Chromebooks, projector facilities and an extensive range of fiction and non-fiction texts. Each year group has a reading list of twenty books (of which we have multiple copies in the library) to work their way through over the year.

A Rich Language Environment

The English department promotes a rich reading culture through our well-used library, reading initiatives, theatre visits, writing competitions and a range of extra-curricular opportunities, including debating and creative writing activities.

Partnerships

We enjoy strong partnerships with Cambridge University Faculty of Education, CTSN SCITT and local primary schools, supporting teacher training, pupil transition and collaborative professional development opportunities.

Job Description

Teacher of English



SALARY:	Teacher Pay Scales MPS/UPS (£32,916 - £51,048 FTE per annum)
HOURS:	Full-time
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Children's Barred List Checks
LOCATION:	The post holder will be based at Sawston Village College but may be asked to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Head of English

MAIN RESPONSIBILITIES

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, and to support a designated curriculum area as appropriate
- To monitor and support the overall progress and development of pupils
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential
- To contribute to raising standards of pupil attainment
- To share and support the school's responsibility to provide and monitor opportunities for pupils' personal and academic growth

Teaching and learning

- Deliver a broad, balanced, relevant and differentiated curriculum in line with the National Curriculum and departmental schemes of work
- Plan and prepare lessons that meet pupils' educational needs and promote high-quality learning experiences
- Use a range of teaching strategies to stimulate learning and ensure appropriate challenge
- Promote high standards of behaviour, punctuality, work and homework in line with school procedures

Assessment, tracking and reporting

- Assess, record and report on pupils' attendance, progress, development and attainment
- Maintain accurate and up-to-date records, including Bromcom, registers and other required documentation
- Provide clear written, verbal and diagnostic feedback, including assessments required by external examination bodies

Curriculum and departmental contribution

- Make a positive contribution to the work and development of the department, including curriculum planning, schemes of work, resources and teaching strategies
- Support the implementation of departmental and whole-school development plans
- Assist the Head of Department and Senior Leadership Team in ensuring curriculum provision supports the school's strategic objectives
- Contribute to the monitoring and evaluation of curriculum provision and seek improvement where required

Pastoral care and pupil wellbeing

- Take responsibility for a group of pupils as mentor or learning mentor
- Promote the personal development, wellbeing and progress of pupils
- Play a full part in ensuring a calm, orderly and respectful environment in and beyond the classroom
- Treat all pupils with respect and maintain appropriate professional relationships at all times

Professional responsibilities and development

- Participate fully in the school's appraisal process and staff development programme
- Continue professional development in subject knowledge, teaching methods and wider educational practice
- Work collaboratively with colleagues, including the effective deployment of classroom support
- Contribute positively to effective working relationships across the school

Communication, safeguarding and wider contribution

- Communicate effectively with parents/carers and external agencies where appropriate, in line with school policies
- Safeguard and promote the welfare of children, complying with safeguarding, health and safety, confidentiality and data protection requirements
- Take part in duties, events, meetings and activities that contribute to the wider life of the school
- Undertake any other duties reasonably required in accordance with the School Teachers' Pay and Conditions Document (STPCD)

Qualifications and Training

Essential:

- Good honours degree in a relevant subject.
- Qualified Teacher Status

Desirable:

- Evidence of continued professional development.

Experience

Essential:

- Recent experience of teaching English Language and English Literature to GCSE level, or for ECT applicants, evidence of teaching a range of English classes during training placements.
- Evidence of ability to develop positive and effective relationships with pupils, staff, parents/carers and other stakeholders.
- Clear understanding of current curriculum developments and issues.
- Evidence of the successful use of ICT within teaching and learning.

Desirable:

- Experience of teaching additional relevant subjects or qualifications, such as Functional Skills or Media Studies
- Experience of contributing to extra-curricular English or literacy activities
- Evidence of effectively using ICT to support teaching and learning.

Personal Qualities

Essential:

- Enthusiasm, energy and personal dynamism.
- Approachable, friendly and patient.
- Able to prioritise and meet deadlines.
- High level of integrity, honesty and fairness.

Desirable:

- Good sense of humour.
- Demonstrates personal enthusiasm for the learning process.

Skills and Knowledge

Essential

- Excellent teaching, pastoral and behaviour management skills, with evidence of strong pupil outcomes
- Strong classroom practitioner with high expectations that advance learning and motivate pupils
- Excellent subject knowledge and a strong understanding of effective approaches to teaching English, including adaptive and responsive teaching strategies that support all learners.
- A clear commitment to ongoing professional development to further improve teaching and pupil outcomes
- An excellent communicator, able to work effectively with pupils, parents/carers, colleagues and external agencies
- Ability to build productive working relationships and contribute positively to team working
- Commitment to equality of opportunity and high aspirations for all pupils, including those from disadvantaged backgrounds
- Evidence of a commitment to safeguarding the welfare of children and young people

Desirable

- Demonstrates creative thinking.
- An awareness of new technologies, their use and impact within teaching and learning.
- Willingness to contribute to enrichment and wider curriculum opportunities within English.

How to apply

Dates

CLOSING DATE:	Tuesday, 23 rd June 2026 at midnight
INTERVIEW DATES:	Monday, 29 th June 2026
START DATE:	September 2026 or January 2027, subject to pre-employment checks

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 Teacher of English and meet the person specification we invite you to apply for this exciting opportunity via our [Recruitment 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 Hrhub2@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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