Teacher of English

Applicant Information Pack

September 2025

Headteacher’s welcome

Welcome to Q3 Academy Great Barr

Thank you for considering Q3 Academy Great Barr as the next step in your professional journey. We are proud to be a vibrant, inclusive community where every member is valued, and every student is empowered to thrive.

At the heart of our Academy lies a clear and compelling mission: to be the most inclusive, best-performing school in our local area. This ambition is not just a statement—it is a daily commitment that shapes our culture, our curriculum, and our relationships.

We live this mission through our core values of CARE:

Community – *We are stronger together. We foster a sense of belonging where every voice is heard and every individual is respected*

Ambition – *We set high expectations for ourselves and our students, striving for excellence in all that we do*

Respect – *We treat one another with dignity and kindness, creating a culture of mutual trust and understanding*

Excellence – *We pursue the highest standards in teaching, learning, and leadership, always seeking to improve and innovate*

These values are not just words—they are the principles that guide our decisions, shape our relationships, and define our school culture.

If you are passionate about education, committed to inclusion, and eager to make a meaningful impact, we warmly invite you to join us. At Q3 Academy Great Barr, your talents will be valued, your growth will be supported, and your work will help shape the future.

Mr Chris Bury
Headteacher

About our Academy

As a mixed comprehensive academy with a dynamic Sixth Form, Q3 Academy Great Barr serves a vibrant and culturally diverse community of nearly 1,200 wonderful students.

Our gorgeous new buildings are surrounded by open, picturesque fields and woodlands, and the Academy offers a stimulating setting for teaching and learning. Our facilities are designed to inspire, with state-of-the-art classrooms and resources that support a rigorous, knowledge-rich curriculum. This curriculum is carefully crafted to challenge students, develop critical thinkers, and prepare them for successful futures.

Professional growth is embedded in our culture, and Q3 Academy Great Barr presents unparalleled opportunities for students and staff. If you are an educator passionate about shaping the future generation, you will be joining a community where education is valued, diversity is celebrated, and personal development is prioritised. This is a place where your talents will be valued, and your career can flourish.

We are proud to be part of The Mercian Trust, which provides us with access to wider resources, professional development, and a network of educators focused on pioneering teaching and learning methods, including digital transformation. Join us for an opportunity to be at the forefront of a transformative educational approach that champions collaboration, innovation, and excellence in teaching and learning.

Why work here?

- ✓ Join an incredible team of friendly and supportive staff
- ✓ Work with our amazing students in a positive learning environment supported by a centralised behaviour system
- ✓ Manageable marking
- ✓ Supportive feedback culture with no high-stakes observations
- ✓ Rich culture of professional learning, with a high-quality CPD programme
- ✓ Fully resourced curriculum
- ✓ Three-week Christmas break
- ✓ Visible and supportive SLT
- ✓ Modern laptops for staff and visualisers in every classroom
- ✓ Connect and unwind with regular social activities
- ✓ Access to UK Healthcare benefits, supporting your optical and dental care needs and including a free annual flu vaccination
- ✓ Free car parking on site
- ✓ Enjoy exclusive discounts and benefits through an online platform, including a cycle to work scheme

Staff testimonials

“Q3 Academy Great Barr is a great place to work because students appreciate you as a teacher. Often students will thank you for your lesson and I love working with them as a team. It is not just a workplace but a hub of professionals who are always happy to support and encourage others. I feel part of a family rather than one of many.”

– Teacher of Science (2024)

“Lots of places promote the idea of students and staff being at the very heart in all that they do. Well, come see a place that actually does that. Visit us and see the smiles, you won’t want to leave!”

– Teacher of French (2024)

“I am grateful for the amazing opportunity to work as a teacher at Q3 Academy Great Barr. What sets us apart is the unwavering support from all staff members, from teachers to administrators. Everyone is approachable and always willing to help, making me feel valued and appreciated. Every day is a joy to come to work.”

– Teacher of Geography (2024)

The English Department

Our Mission

The English Department is committed to enhancing students' education by deepening their understanding of language and literacy. We emphasise the importance of critical reading, effective writing, and the exploration of diverse literature, both historical and contemporary. Our team comprises a variety of specialists who collaborate effectively to ensure that our curriculum reflects our vision and meets the needs of our students.

Our Vision

We aim to teach students to speak, read, and write effectively. Students are encouraged to think critically and to reflect on their learning. We strive to instil a passion for learning and a deep respect for education.

Our Values

We value rigorous and comprehensive study of language, literacy, and literature; development of critical reading and reflective skills; creation of high-quality writing across various forms; understanding how studies in language and literature can transform our perceptions of local, national, and international communities; and teaching that prepares our students to be informed and responsible members of society.

Building Citizens of the World

Our curriculum is designed to reflect British Values within the texts studied, examining how these values manifest in contemporary literature, with particular attention to the Academy's SMSC (Spiritual, Moral, Social, and Cultural) obligations. Careers, while explicitly covered through Enterprise, are also explored through the lens of successful writers and dramatists

Job Description

Title: Teacher

Reports to: Curriculum Leader

Grade: Main Scale/UPS

Key Duties and Responsibilities

- ✓ To be responsible for adding value to every learner in each teaching group benchmarked against national criteria and data;
- ✓ to deliver, plan, and prepare lessons in accordance with the planned curriculum;
- ✓ to deliver learning by utilising Academy Policies;
- ✓ to work as part of, and contribute to, an exceptional area that ensures creative and innovative learning and teaching occurs in every lesson.

Teaching and Learning

- ✓ Use a variety of learning and teaching strategies to deliver outstanding lessons to all students ensuring pace and challenge are maintained;
- ✓ understand and integrate the use of new technologies into learning experiences in order to raise levels of achievement;
- ✓ plan lessons and extend learning opportunities in line with Schemes for Learning;
- ✓ ensure curriculum intent is clear;
- ✓ to differentiate learning appropriately, taking into account individual learner needs;
- ✓ make use of extended learning opportunities;
- ✓ participate in the Academy's Quality Assurance programme and its agreed framework;
- ✓ work effectively and creatively using the full range of resources available, including other adults and mentors;
- ✓ provide a positive learning climate within lessons to promote a meaningful staff – student relationship and interaction;
- ✓ adhere to the Trust's Positive Behaviour Policy and ensure implementation in everyday life at the Academy;
- ✓ regularly evaluate the progress of students in relation to their prior attainment and use data to inform teaching and learning;
- ✓ report, as required, in line with the Trust's reporting processes to a variety of stakeholders including students, parents/carers, and the Senior Leadership Team;
- ✓ mark work in accordance with the Academy's assessment practice providing both formative and summative feedback on a regular basis;
- ✓ to take responsibility for individual professional development and use the outcomes to improve learning and teaching;

- ✓ to demonstrate a thorough and up-to-date knowledge of learning and teaching taking into account wider curriculum developments, which are relevant to your work, e.g. National and Department for Education initiatives;
- ✓ to be aware of the Trust's Anti-Bullying Policy and support students as necessary;
- ✓ to maintain good order and behaviour for learning among students, particularly in regard to Health and Safety, both on the Academy premises and when engaged in authorised activities elsewhere.

Wider Professional Effectiveness

- ✓ Participate and actively engage in CPD;
- ✓ demonstrate ongoing improvement in your role as a result of Professional Development;
- ✓ liaise appropriately with colleagues.

Role Model

- ✓ Ensure that 'no student is left behind', in their academic and personal development;
- ✓ conform to the Academy's Dress Code for staff and demonstrate exceptional standards of presentation, conduct, and time keeping;
- ✓ build team commitment amongst students and staff alike;
- ✓ engage and motivate students and staff to do their best by doing your very best;
- ✓ demonstrate a positive approach to your professional duties.

Additional Components

- ✓ To consistently uphold the Academy's aims and strive to attain Academy targets;
- ✓ to work in an enthusiastic, cooperative. and polite manner to enhance the Academy's reputation;
- ✓ to work with students in a courteous, positive, caring, and responsive manner;
- ✓ play a full part in the life of the Academy's community, to support its distinctive mission and ethos, and to encourage staff and students to follow this example;
- ✓ carry out duties in line with all policies and promote a positive, harmonious working environment;
- ✓ the job purpose and key task statements above are indicative and by no means exclusive. The need for flexibility amongst staff is therefore considered important.

Health and Safety Responsibilities

- ✓ All staff have a responsibility to be aware of, comply and act upon the Health and Safety Policies of the Academy and Trust, and to undertake risk assessments as appropriate;
- ✓ the Academy site is a designated no smoking site.

Person Specification

Criteria	Essential (E) or Desirable (D)
Education & Qualifications	✓ Qualified teacher status (E) ✓ Good honours degree (E) ✓ Continuing good record for professional development (D)
Skills, abilities, and experience	✓ Achievement of high standards (D) ✓ Awareness of the value of assessment data in raising standards (D) ✓ Use ICT to enhance learning (D) ✓ Effective verbal and written communication (E) ✓ Ensure that the educational needs of all children are met (E) ✓ Skills to teach all Key Stages (D)
Curriculum Knowledge	✓ Planning for all areas of learning meets the needs of all students (E) ✓ Assessment procedures used to inform planning for teaching and learning for all students (E) ✓ Understanding effective inclusion practice (E) ✓ A broad and balanced curriculum for all students (D)
Disposition	✓ Clear understanding of how students learn and how their needs can be met (E) ✓ Clear understanding and commitment to equality principles and practices (E) ✓ Determination to overcome barriers, including attitudinal barriers to the effective inclusion of all students (E) ✓ A commitment to high standards for all (E) ✓ A commitment to self and Academy improvement (E)

The Mercian Trust is committed to safeguarding and promoting the welfare of children. All post holders are subject to a Satisfactory Disclosure & Barring Service Check. Satisfactory employment references and identification and qualification checks will be required before commencing duties.

How to apply

To apply for this role, please submit an application form on our **recruitment portal**.

Key dates

Deadline for applications	Sunday 5th October at 11:59pm
Interviews	w/c Monday 6th October

Visiting the Academy

If you would like to arrange a visit before you apply, please contact Mrs C Drummond, Office Manager and Executive Assistant, at c.drummond@GBR.merciantrust.org.uk