FROGMORE
COMMUNITY COLLEGE

TEACHER OF ENGLISH
CANDIDATE INFORMATION

WMAT

Welcome from the Principal

Thank you for your interest in working at Frogmore Community College.

It is a great privilege for us to lead the next chapter in the evolution of Frogmore Community College - a welcoming, ambitious secondary school at the heart of the Yateley community.

As a proud member of WMAT Trust, our vision is to raise standards for all by creating an inclusive, ambitious learning environment where every young person is supported to achieve their full academic potential. We are committed to equity, excellence, and the personal development of every student – empowering them with the confidence, knowledge, and skills to thrive in school, in society, and in life.

Central to this has been translating our values, Ambition for All, Building Confidence and Skills, and Courage and Positivity to Be Better, into tangible improvement. Academic achievement forms the foundation that unlocks opportunities, broadens horizons, and gives young people the best possible start in life. However, our commitment extends far beyond exam results. We believe education should shape lives, build confidence, and prepare students to thrive in a complex and ever-changing world.

Our staff's dedication to fully engaging in school life, means we offer a broad range of clubs, school trips, including residentials, and take every opportunity to build meaningful relationships with our young people. We strongly encourage all staff to become part of our rich extra-curricular offering.

At the heart of our vision for the future is a strong commitment to professional development. Our twice-weekly CPD sessions provide a platform for sharing and celebrating expertise from within our school and across the multi-academy trust. In addition to trust-wide career progression opportunities, we offer staff access to subject-specific hubs and professional networks.

We sincerely hope you will consider applying to work at Frogmore Community College. Working in a school is a demanding role, and we are committed to ensuring that the hard work of every colleague is recognised and valued. New members of staff quickly feel a strong sense of belonging and are genuinely cared for as part of the Frogmore community.

We very much look forward to meeting you.

Laura Goulborn
Principal

Teacher of English

Start Date	Easter 2027 - start date flexible and can be discussed at interview
Contract	Part-time (0.8fte), Permanent (Full time considered for the right candidate)
Salary	Attractive. WMAT Teachers Pay Scale £35,069 - £52,835 per annum

We are seeking to appoint an outstanding, innovative, and inspirational English teacher to join our vibrant and ambitious school community. This role would suit both newly qualified teachers and experienced practitioners who are passionate about making a real difference in students' lives.

We are looking for a teacher with energy, enthusiasm, and a commitment to contributing to our highly supportive and successful English team. You will play a key role in delivering high-quality teaching, supporting students to achieve their full academic potential, and helping us continue our journey of school improvement.

You will be joining a department led by a Head of Faculty, supported by a second in department and two specialist teachers. You will have access to your own suite of designated classrooms, a well-stocked library, and the opportunity for students to participate in the annual prestigious WMAT Book Award. We also benefit from the guidance of a trust-wide English subject lead, who is on-site one day per week, and access to a wide professional network across the trust.

Our school is committed to using innovative approaches to enhance learning, including the use of the AI platform Top Marks for essay marking and feedback. In 2025, our students achieved significant improvements across all key measures, reflecting our dedication to high standards, equity, and student development.

If you are a passionate English teacher who wants to inspire, challenge, and support every student, Frogmore Community College would be delighted to hear from you.

Please feel free to get in touch with **Vicky Arksey, Faculty Leader English & Languages** on v.arksey@frogmorecollege.co.uk should you require any further information prior to application.

Every Student. Every Potential. Every Success.

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We are proud to be part of the WMAT, a Surrey and Hampshire trust that comprises ourselves. alongside Weydon School, Woolmer Hill School, Rodborough School, Farnham Heath End School, Eggar's School, Tomlinscote School and The 6th Form College Farborough as well as many primary and special schools. The close proximity of these schools and college offers numerous opportunities for staff collaboration, networking, and career progression. At Frogmore Community College, a key priority is to 'grow from within,' and we are committed to developing and progressing our staff to ensure everyone is supported in achieving their career aspirations.

Every young person at Frogmore deserves the very best. That's why we are driving rapid and sustained school improvement, placing high expectations, excellent teaching, and purposeful support at the centre of everything we do.

We are proud of our school community and the progress we are making together. Our unwavering commitment to equity, excellence, and care ensures that every young person leaves us not only well-qualified but confident, compassionate, and ready to make a difference in the world.

Further Information

Please visit www.frogmorecollege.co.uk for more information.

If you would like to discuss the post or have a tour of the school before making an application, you would be very welcome.

Please contact **Mrs Osborne, PA to the Co-Principals** on 01252 408444 or s.osborne@frogmorecollege.co.uk to make an appointment.

To apply, please complete our teaching application form, including a personal statement that details your relevant experience and reasons for applying, and return it to Helen Humfryes, Administrative Officer via email h.humfryes@frogmorecollege.co.uk by the closing date. We reserve the right to close this vacancy early, so please apply as soon as possible to avoid disappointment.

The closing date for applications is Tuesday, 10th November 2026

Job Profile

Classroom Teacher

Responsible to	Head of Faculty
Main Purpose of Job	You are required to carry out the duties of a School Teacher as outlined in the current School Teachers' Pay and Conditions Document. This includes teaching your specialist subject to students aged 11 to 16 and, where necessary, other subjects aligned with your expertise. Additionally, you will act as a member of the school's student support and guidance team as directed by the Co-Principals.
Focus of Job	Student Facing
Key Tasks	To undertake the effective management of the following tasks: <u>Teaching</u> • Use FLOW teaching and learning strategies to enable students of all abilities and backgrounds to make optimum progress. • Secure a good standard of student behaviour in the classroom by establishing high expectations aligned with the school's Behaviour Policy. • Keep appropriate records of students' current and predicted attainment in classwork, internal tests, and NEAs. • Set challenging targets for students based on all relevant available data. • Set and mark home learning according to school and department policies. • Ensure that resources are organised and available to promote a purposeful environment for teaching and learning. • Where applicable, deploy other adults effectively in the classroom, involving them, where appropriate, in the planning and management of students' learning. • Support students with Special Educational Needs by providing appropriate work and guidance and, where applicable, contribute to the preparation, implementation, monitoring, and review of Individual Education Plans (IEPs). <u>Professional</u> • Attend scheduled department and school staff meetings. • Attend parents' consultation meetings as directed. • Participate in the school's performance management scheme. • Participate in the In-Service Training programmes organised by the school and other relevant bodies. • Implement school policies. • Take responsibility for own professional development by setting objectives for improvement. <u>Form Tutor</u> • Support the well-being of all members of the tutor group. • Attend year group meetings as directed. • Maintain an accurate register of student attendance, including lateness, in accordance with school guidance.

	• Retain absence letters and telephone messages. • Maintain white slips in a reasonably secure place. • Ensure effective communication with parents and students through the distribution of written material and collection of acknowledgements where appropriate.
Additional Duties and Responsibilities	You will support and encourage the school's ethos, objectives, policies, and procedures as agreed by the governing body, while upholding the school's policy on child protection matters. Additionally, you will provide First Aid as required, carry out administrative tasks, act as backup for other roles when necessary, and perform ad hoc duties as needed.
Training	Training will be provided in school and externally, if deemed necessary to the role.

This Job Profile is intended to provide guidance on the range of duties associated with the role. It may be changed by the Leadership Team to reflect or anticipate changes or to undertake additional duties as required by the Co-Principal's.

Recruitment and Selection Policy

Applicants will be subject to an online search if shortlisted. The search isn't part of the shortlisting process itself, and you will have a chance to address any issues of concern that come up during the search at interview. All appointments are subject to safer recruitment procedures and an enhanced DBS check.

Safeguarding and Child Protection Policy

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children. We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children and adults feel secure, able to talk and believe that they are being listened to. We maintain an attitude of "it could happen here" where safeguarding is concerned.

Equal Opportunities in Employment Policy

WMAT is committed to equality and valuing diversity. It supports practices that promote genuine equality of opportunity for all staff, students and young people. The trust is committed to promoting a positive and diverse culture in which all staff and young people are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

Person Specification

Classroom Teacher

Qualifications		Essential / Desirable	Assessed via
1	Degree	E	A/I
2	Qualified teacher status in the UK	E	A/I
Experience		**Essential / Desirable**	**Assessed via**
3	Teaching experience (including training practice) within the designated age range.	E	A
4	Exceptional knowledge of the current legislation, guidance and development relating to the subject area.	E	A/I
5	Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children.	E	A/I/R
6	Involvement in and organisation of wider school activities, including extra-curricular activities.	D	A/I/R
Professional Knowledge, Skills and Understanding		**Essential / Desirable**	**Assessed via**
7	Ability to create an outstanding learning and teaching environment for all students.	D	I
8	Demonstrate success in raising achievement for all.	D	I/R
9	Knowledge of National Curriculum and interventions for all students to achieve success.	D	I
10	Strong behaviour management skills.	D	I/R
11	Strong organisational skills, including excellent time management and ability to effectively prioritise, plan, organise and management work life balance.	E	I/R
12	Confident use of technologies and data to provide analysis, monitor progress, set targets and plan lessons.	D	A/I/R
13	Excellent interpersonal and communication skills to be able to work effectively as part of a team.	E	A/I/R

14	Committed to safeguarding and promotion of welfare of children.	E	I
15	The ability to ensure equality of access t educational attainment and all aspects of equal opportunities are adhered to.	E	I
16	Accountable for pupils' attainment, progress outcomes.	E	I
17	Able to demonstrate taking responsibility for promoting hight standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.	E	I/A
18	Commitment to promote a love of learning and children's intellectual curiosity.	E	I/A
Personal Qualities		**Essential / Desirable**	**Assessed via**
19	The ability you develop positive relationships with student, parents, and peers.	E	A/I
20	High Expectations of themselves, peers and students.	E	A/I/R
21	Resilience and determination to be successful and ambitious for the school and the children.	E	A/I/R
22	A commitment to personal CPD and ambitions to continue to learn and improve knowledge, strategies and performance.	E	I

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