



CRESSEX
COMMUNITY
SCHOOL



TEACHER OF ENGLISH (maternity cover) CANDIDATE INFORMATION PACK

SUMMER 2025

‘High achievement for all is our shared responsibility’

Our vision is that all learners should have the chance to succeed, regardless of their background, abilities, or skills. All learners have the right to an outstanding education, to improve their knowledge, skills and ultimately their life chances. At Cressex Community School we are committed to ensuring outstanding provision is made for all our learners, wherever they are learning



CRESSEX COMMUNITY SCHOOL
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Summer 2025

Dear Prospective Candidate

Thank you for your interest in this important post; English is a subject crucial to the success and life chances of our students and this is an opportunity to really “make a difference”! This is a maternity cover appointment in the first instance from November 2025 to July 2026.

We are seeking a motivated and dedicated Teacher of English who has excellent subject knowledge and high expectations for all students. You will be an engaging and enthusiastic classroom practitioner , delivering stimulating English lessons. We are very pleased to offer visits to potential job applicants. Please contact me if you would like an informal conversation and/or a tour of the school. Applications from ECT colleagues are welcome, our training has been rated as ‘outstanding’.

Please apply by completing a Buckinghamshire application form. You should also write a personal statement indicating how your experience to date has prepared you for the post, and how you think you could contribute to the school (no more than two sides of A4, please). You can access the application via this link: <http://www.cressex.org/182/join-our-team>

We very much hope you will feel inspired to come and be part of the Cressex team.

With best wishes,

Khaiam Shabbir
Headteacher

‘High achievement for all is our shared responsibility’



About Us

The School

Cressex Community School is an oversubscribed, popular and successful secondary school with approximately 750 students on roll on the western flanks of High Wycombe. In 2010 we moved into an outstanding new building. Classrooms are large, bright, and equipped with the latest technology, including Promethean interactive whiteboards, and have plenty of storage space. Our sporting and other facilities are state-of-the-art, and staff are able to benefit from a free on-site gym.

Our Values

We take great pride in the quality of education we offer, and in our strong team-working among students and staff. Our student body is wonderfully diverse; at the time of the last school census over 30 different first languages were recorded. We have a number of very able students who perform excellently in public examinations. In 2023, 2024 and 2025, our students achieved the best results in the school's history in many subjects, with a high proportion of exams passed at the top grades, and an overall Progress 8 score of approx. +0.48. As an all-ability school, we are equally proud of the success of our lower attaining students.

All students achieved at least one GCSE pass; 99% gained five or more passes.

Why Join us?

Our most recent Ofsted inspection recognised us as a 'good' school with a number of outstanding features. The work of our staff:

“ improve the life chances of every pupil. ”

The staff at Cressex are highly skilled and committed to securing high achievement for all. We are a family-friendly school that actively promotes a healthy work-life balance through reduced marking volume (we have three Assessment Points per year instead of six); a four-day teaching period every Friday; two weeks' paid paternity leave, and many other benefits.



The English Department

The Team

The English Team's motto at Cressex is "No Ceiling on Achievement" and the Department goes from strength to strength. A team of six expert, dedicated teachers have carefully designed a challenging and engaging curriculum with interleaving of knowledge and skills from Key Stages Three to Four.

The Accelerated Reader programme in Years 7 and 8 allows students to develop their reading skills through engaging Library lessons. Students enjoy English as they are inspired, challenged, and supported with excellent resources that are regularly created and shared by teachers. We are well-organised and operate efficiently and are supported by a dedicated English Technician every day.

Our Results

English achieved very strong results in the most recent round of full GCSEs (2025). In English Language 80% of students gained a Grade 4 or better, with 68% gaining grade 5+.

In English Literature, 82% gained a Grade 4 or better with 38% gaining a Grade 7 or above. The English Team contributed to the highest attainment in the schools history and our students went on to study a range of Post-16 courses and apprenticeships at local grammar schools and renowned institutions alike.

We believe that students excel most when they enjoy learning about relevant and challenging ideas and are exposed to literary and cultural experiences; thus, our extra-curricular offer is reflective of our vision to expand horizons and minds. Our students in all year groups enjoyed a range of theatre workshops on-site and at the Globe Theatre; an author visit for World Book Day; a workshop with National Geographic Kids' Editor; and two of our most able Year 9s took part in the competitive UCL Scholars programme.



Our Students

Ofsted described our students as:

“ charming, confident, respectful and welcoming ”

Students' behaviour throughout the school is exceptional. Teachers have positive relationships with our humorous and well-mannered students. As a smaller-than-average but oversubscribed school, teachers really know students on an individual basis, and are able to help them develop over time. Successes are celebrated regularly, including the dissemination of students' excellent written work.

Job Description

Responsible to:

Head of Department

Job purpose:

In addition to fulfilling the duties of classroom teacher as a very effective practitioner, to contribute to overall high standards of learning and achievement in the school by consistently high quality teaching.

Who we're looking for:

We are seeking a motivated and dedicated Teacher of English who has excellent subject knowledge and high expectations for all students. You will be an engaging and enthusiastic classroom practitioner, delivering stimulating English lessons. We are very pleased to offer visits to potential job applicants. Please contact me if you would like an informal conversation and/or a tour of the school.

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Duties & Responsibilities

- a) to promote and safeguard the welfare of students according to school policies and procedures;
- b) to teach English across the age and ability range demonstrating good subject and curriculum knowledge;
- c) to set high expectations which inspire, motivate and challenge students;
- d) to promote the best possible progress and outcomes by students;
- e) to demonstrate good subject and curriculum knowledge;
- f) to plan and teach well structured lessons within a coherent curriculum that meets statutory and other relevant requirements;
- g) to adapt teaching so that it responds to the strengths and learning needs of all students



- h) to assess students' attainment and progress regularly and accurately, in line with the school policy, and update school and department records as required;
- i) to complete reports to parents/carers on students' attainment and progress in line with the school's procedures;
- j) to provide students with regular "formative" feedback to help them raise their attainment;
- k) to manage students' behaviour effectively to ensure a good and safe learning environment;
- l) to make a positive contribution to the wider life and ethos of the school;
- m) to develop effective professional relationships with colleagues, drawing, as appropriate, on advice and support;
- n) to deploy support staff effectively;
- o) to take responsibility for improving own teaching through appropriate professional development and responding positively to advice and feedback from colleagues;
- p) to communicate effectively with parents;
- q) to promote equal opportunities for all within the school community;
- r) to help to support the 'can do, will do' culture within all aspects of the service at the school;
- s) to carry out the professional duties of a school teacher, under the reasonable direction of the Headteacher, as set out in the current School Teachers' Pay and Conditions Document (STPCD)

What We're Looking For

	Essential	Desirable
Qualifications	• Qualified Teacher Status • Educated to degree level • Evidence of Continuing Professional Development in the specialist area(s)	
Knowledge, Skills and Understanding	• Able to make learning English stimulating and motivating for students • Able to promote good progress in English in individual lessons and over time • Able to plan effectively and organise time and resources • Able to foster excellent relationships with students, parents/carers and colleagues • Good communication, administration and organisational skills	• Able to create a challenging and effective learning environment for students • Recognition and understanding of the importance of partnerships with parents/carers • An interest in and knowledge of developing the use of ICT as a learning tool in English • Understanding of the need for the school to play a full part in the community
Personal Attributes	• Strong desire to support the learning and achievement of students from a range of backgrounds • Warmth, resilience, and a sense of humour.	
Other Requirements	• This post is exempt under the Rehabilitation of Offenders Act 1974. Due to the sensitive nature of the duties the post holder will be expected to undertake a criminal record check as part of the recruitment process.	



CRESSEX
COMMUNITY
SCHOOL

Why Cressex Community School?

Benefits, Opportunities and More



Coop Schools
Cooperative Schools Network



**INVESTORS
IN PEOPLE**



HASSLE-FREE COMMUTE

Easily Accessible

As you explore exciting career opportunities, we want to emphasise the convenience and accessibility of our school, particularly for those commuting via the M40.

Situated just a stone's throw away from the M40 motorway, Cressex Community School offers an ideal location for teachers seeking a smooth and hassle-free commute. Our prime location ensures that you can easily connect to our school from various nearby towns and cities, making your journey to work a breeze.

By choosing Cressex Community School, you'll find yourself in a nurturing environment that values the importance of work-life balance. We understand that a stress-free commute plays a significant role in your overall wellbeing and job satisfaction. With our proximity to the M40, you can enjoy a convenient travel experience, allowing you to arrive at work energised and ready to inspire young minds.

ON-SITE CHILDCARE

Discounted Nursery

Having Cressex Day Nursery conveniently situated on our school site significantly benefits our staff and enables them to avail discounted nursery rates. It provides a convenient and accessible childcare solution for those with young children, making it easier to balance work and family commitments. By offering discounted rates, we demonstrate our commitment to supporting our employees' well-being and work-life balance.

This initiative not only helps attract and retain talented staff but also fosters a sense of community within our school. With the assurance that their children are in a safe and nurturing environment nearby, our staff can focus on their roles with peace of mind, knowing that their little ones are well taken care of.



CPD Opportunities

The availability of continuous professional development opportunities with Johnson & Johnson is a valuable asset for our staff at Cressex Community School. Partnering with such a renowned and respected organisation offers our teachers access to high-quality training and development programs. By collaborating with Johnson & Johnson, we ensure that our staff stays updated on the latest educational practices and methodologies.

These opportunities empower our teachers to enhance their skills, expand their knowledge base, and incorporate innovative approaches into their teaching. The collaboration with Johnson & Johnson not only elevates the professional growth of our staff but also enhances the overall educational experience we provide to our students, fostering a culture of excellence and continuous improvement within our school community.

Johnson & Johnson



HEALTH AND WELL-BEING SUPPORT FOR STAFF

On-Site Fitness Suite

Our on-site fitness suite at Cressex Community School provides a convenient and accessible space for our staff to prioritise their health and well-being. Equipped with state-of-the-art facilities and amenities, the fitness suite offers a range of exercise options to suit individual preferences and fitness goals.

With personalised fitness plans, professional guidance, and access to fitness programmes and classes, our staff can engage in regular physical activity that supports their physical and mental health. The on-site fitness suite promotes work-life balance by offering flexible workout schedules and shower facilities, making it easier for our staff to incorporate exercise into their busy lives. By fostering a culture of health and wellness, we create a positive and active work environment, supporting our staff in their journey towards improved well-being.

BE PART OF A CO-OPERATIVE TRUST SCHOOL

Collaborative working opportunities

Collaborative working opportunities are one of the benefits of working in a Co-operative Trust School; our Trust partners are:

- Buckinghamshire New University
- The Henley College
- Wycombe Abbey

INSPIRE THE NEXT GENERATION

Why Should you Apply?

The staff at Cressex are highly skilled and committed to securing high achievement for all. We are a family-friendly school that actively promotes a healthy work-life balance through reduced marking volume (we have three Assessment Points per year instead of six); a four-day teaching period every Friday; two weeks paid paternity leave, and many other benefits.

Remuneration for the role is very competitive and we offer bespoke, ongoing CPD opportunities.

How to apply

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