



DURHAM JOHNSTON  
COMPREHENSIVE SCHOOL  
DARE TO BE WISE



Teacher of English

*MPS/UPS*

*Starting date - September 2025*

*Permanent*

Crossgate Moor, Durham, DH1 4SU

[www.durhamjohnston.org.uk](http://www.durhamjohnston.org.uk)

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# Letter of Introduction

Mrs McFadden  
Headteacher

Dear Applicant,

Thank you for your interest as a Teacher of English.

Durham Johnston Comprehensive School is a happy, successful and dynamic community and we have retained this spirit during this period. We have a national reputation for academic excellence and are well respected in our local community, something of which we are very proud. Teachers often stay at Durham Johnston for a significant period of time as we value staff well-being and allow a significant amount of professional autonomy.

We are looking to recruit a talented and ambitious English teacher who is both an expert practitioner and a colleague with a deep interest in the subject.

It is important to note that our intake is fully comprehensive. We have many students joining us in Year 7 with the potential to achieve outstanding success academically alongside students who can find accessing education challenging for a variety of reasons. It is truly important to us that all these students benefit from their time here. We are seeking teachers who can offer academic stretch in addition to focused and exciting learning in the classroom. You should also have a genuine commitment to social justice and ensuring that every child you teach benefits from your outstanding subject knowledge.

We encourage colleagues at any stage in their career to apply to work in our school. We will always appoint the best person for our school community regardless of age or experience. Therefore, applications from ECTs are welcomed, as are applications from more experienced teachers.

Informal visits to the school are welcome. If you would like to visit the school, please email [school@durhamjohnston.org.uk](mailto:school@durhamjohnston.org.uk) marked for the attention of Anna Colquitt (Associate Assistant Headteacher) to book a time.

In addition to completing the application form we would like you to outline, in no more than two sides of A4 paper, why your experience and personal qualities make you a strong candidate for this post, especially in relation to the job description and person specification.

The closing date is **9.00am on Monday 13<sup>th</sup> January 2025**. If you are returning your application by email please use the following address: [recruitment@durhamjohnston.org.uk](mailto:recruitment@durhamjohnston.org.uk)

We look forward to hearing from you.

Yours faithfully,



**Rosslyn McFadden**

Headteacher

# Advertisement

Teacher of English MPS/UPS Permanent  
September 2025



## Teacher of English MPS/UPS

Required for September 2025

### Permanent

Durham Johnston Comprehensive School is an outstanding school that offers high levels of autonomy to staff and consequently has a track record of academic excellence. We are looking to appoint a truly effective practitioner within our high-achieving English Department. Applications from ECTs are welcomed, as are applications from more experienced teachers.

Teachers at our school are passionate about their subject and passionate about social justice. We believe that every child, regardless of social background, has the right to an enriching and rigorous academic education. We all share a commitment to ensuring the children in our care are able to feel safe, happy and supported to achieve their full potential. If these values are ones you hold then we would welcome your application.

An application pack can be downloaded from our main advert online.

Informal visits to the school are welcome. If you would like to visit the school, please email [school@durhamjohnston.org.uk](mailto:school@durhamjohnston.org.uk) marked for the attention of Anna Colquitt (Associate Assistant Headteacher) to book a time.

**“Durham Johnston Comprehensive School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check”.**

**Closing Date: 9.00am on Monday 13<sup>th</sup> January 2025.**

If you are returning your application by email please use the following address:

[recruitment@durhamjohnston.org.uk](mailto:recruitment@durhamjohnston.org.uk)

# Job Description

*Teacher of English MPS/UPS Permanent  
September 2025*



At Durham Johnston Comprehensive School everyone's first responsibility is to work towards the fulfilment of the school plan. While job descriptions vary, our common commitment to the welfare and success of our young people does not.

## **General Responsibilities**

- To provide successful teaching and learning opportunities for all students so that everyone is able to achieve academic excellence and acquire essential knowledge and prepare them for global opportunities.
- To be committed to improving the quality of your teaching in pursuit of academic excellence for all and to take a full and active part in CPD to this end.
- To be a committed and supportive member of your department, cohort team and the whole school community, working collaboratively to ensure the best outcomes for every member of our school community in the name of both social justice and public service.
- To fulfil the role of the form tutor as an essential part of a student's day and their educational experience. The form tutor is in a unique and privileged position, able to see a fuller picture of a student's life and able to support them in being successful.
- To promote good order and discipline in school by maintaining and supporting whole school routines and performing duties as instructed.
- To celebrate and encourage the achievements of all students.
- To promote the aims of the school plan as appropriate to the professional role of a teacher.
- To participate in appropriate meetings with colleagues and parents.
- To take part in performance management as directed.
- To follow staff procedures and the procedures and instructions of the LEA and the governing body.
- To work at the reasonable direction of the Headteacher.

This job description is current and was reviewed on 2<sup>nd</sup> June 2024, but following consultation with you, may be altered to reflect or anticipate changes in the job which are commensurate with the salary and job title. All posts will be reviewed annually.

# Person Specification

Teacher of English MPS/UPS Permanent  
September 2025



## Essential Requirements

The following points give a list of qualities which are essential for appointment to this post (with the methods by which they will be assessed indicated in brackets).

- An honours degree in an appropriate discipline. (application form)
- An approved teaching qualification. (application form)
- Recent successful teaching experience as a qualified teacher, or a successful teaching practice. (reference, interviews, lesson)
- The ability and willingness to collaborate effectively with colleagues. (reference, interviews)
- Ability to provide and maintain a safe, calm and well ordered environment for all students, focussed on safeguarding students and developing exemplary behaviour. (reference, interviews, lesson)
- A genuine passion for social justice which runs alongside a passion for your subject and the potential to become an excellent teacher at Durham Johnston Comprehensive School. (letter, reference, interviews)
- Insistence upon high standards for all students, instilling a keen sense of personal responsibility and accountability for students. To challenge poor or inappropriate behaviour when necessary. (reference, interviews, lesson)
- The ability to communicate effectively with young people from a range of backgrounds. (reference, lesson, interviews)
- Strong organisational skills and the ability to meet deadlines. (reference, interviews)

## Commitment to Ethical Leadership

All teachers and postholders at Durham Johnston Comprehensive School are expected to exemplify seven virtues of Ethical Leadership. We define these virtues as:

**Trust:** Leaders should be trustworthy and reliable. They hold trust on behalf of children and should be beyond reproach. They are honest about their motivations.

**Wisdom:** Leaders use experience, knowledge, insight, understanding and good sense to make sound judgements. They should demonstrate restraint and self-awareness, act calmly and rationally, exercising moderation and propriety as they serve their schools and colleges wisely.

**Kindness:** Leaders demonstrate respect, generosity of spirit, understanding and good temper. Where unavoidable conflict occurs, difficult messages should be given humanely.



# Person Specification

*Teacher of English MPS/UPS Permanent  
September 2025*



**Justice:** Leaders should be fair, and work for the good of all children. Leaders should work fairly for the good of children from all backgrounds. They should seek to enable all young people to lead useful, happy and fulfilling lives

**Service:** Leaders should be conscientious and dutiful. They should demonstrate humility and self-control, supporting the structures and rules which safeguard quality. Their actions should protect high-quality education.

**Courage:** Leaders should work courageously in the best interests of children and young people. They protect their safety and their right to a broad, effective and creative education. They should hold one another to account courageously.

**Optimism:** Leaders should be positive and encouraging. Despite difficulties and pressures, we are developing excellent education provision to change the world for the better.

# Department Overview

*Teacher of English MPS/UPS Permanent  
September 2025*



## **English at Durham Johnston Comprehensive School**

This is a wonderful opportunity for a talented teacher to join an exceptional department. The English Department consists of sixteen well-qualified English teachers, who work together as an effective team.

The school has an extremely varied catchment area and the department practices Quality First Teaching to cater for pupils of all abilities and backgrounds. Inclusivity is paramount; we provide support for all, through live modelling and scaffolding, as well as meeting the intellectual challenge of stretching the school's large number of very able pupils. The department has high expectations of all pupils, but also places great emphasis on care and support.

The department encourages an atmosphere of mutual respect between young people and teachers and aims to make every student's experience of English an exciting and enjoyable one. We study a range of diverse texts and encourage young people to explore their place in the modern world and make explicit links to opportunities that the study of English provides.

In Years 7-11 students are streamed into two bands, with a smaller nurture group where necessary.

The department believes strongly in broadening and enriching the range of students' experiences through a variety of activities in and out of school and is always looking for new opportunities in this area. Public speaking is a compulsory part of the English curriculum in all years, with a Public Speaking Competition for KS3, as we believe good oracy skills open doors for young people. We, also, have won regional heats twice and the final of the Poetry By Heart Competition and regularly win regional heats of the National Kids Lit Quiz.

The department is a strong team and encourages the full involvement of department members in its development through opportunities offered for taking a variety of responsibilities. This policy aims to make the most of individual expertise while furthering staff development. There are four English management posts in the department.

The department has developed a spiral curriculum that spans five years, reinforcing and deepening knowledge and skills throughout years 7-11, and often beyond. We interleave the teaching of reading and writing, so that we can inspire students to produce a range of creative and critical pieces through the study of great works of literature, both from the traditional canon and more modern works of fiction and non-fiction.

Durham Johnston English Department prides itself on working collaboratively to not only create resources, but, also, to review and evaluate these resources and make adaptations to ensure they are effective. The department is seeking an individual who can collaborate with other teachers within the department to develop our current practice.



# Department Overview

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The department's recent internal quality assurance visit stated: "To be a pupil in this department is to be taught a well-structured and coherent curriculum by subject experts. It is to be encouraged to debate and discuss key ideas that reflect the complexity of twenty-first century Britain whilst also being offered access to rich cultural capital. It is also to be offered precise guidance on how to improve as a learner."

## Results: Summer 2024

GCSE English Language	74% of students achieved grade 5 or higher
	86% of students achieved grade 4 or higher
GCSE English Literature	70% of students achieved grade 5 or higher
	84% of students achieved grade 4 or higher
A2 English Language	75% of students achieved grades A*-B
A2 English Literature	86% of students achieved grades A*-B

# Context of Durham Johnston Comprehensive School



## Core Values

School systems at Durham Johnston are built around five core values which, together, form our ethos and are at the heart of everything that we do.

**Academic Excellence:** a belief in progress for all.

**Acquiring Knowledge:** the importance of being an educated person and knowing things.

**Social Justice:** providing opportunities for all, regardless of background or personal circumstance.

**Public Service:** the importance of making a contribution to both the school community and wider society.

**Global Opportunities:** a rounded education that 'opens doors' regardless of location or specialism.

It is important to us that anyone wanting to work at Durham Johnston realises that each of our 5 values are of equal importance. We want our students to gain both a high level of academic knowledge, whilst also contributing to the wider community. We also want every child to enjoy such opportunities, regardless of background. Our teachers have a passion for their subject and a determination to ensure that every child, no matter where they grow up, whatever their personal circumstances, whatever life has given or denied them, has the opportunity to fulfil their potential and to be happy.

## Leadership

The school is led in a way that seeks to maximise the autonomy of individual classroom teachers and departments, as we recognise that highly dedicated, educated and trained professionals are the people best placed to determine how to teach their subject to the individuals in their classroom. The leadership of the school look to ensure that departments and classroom teachers are supported in a way that allows them to focus on this as much as possible; we keep good order and let our teachers teach.

## Pastoral Care

Our pastoral systems help to ensure that every child feels valued and cared for. We believe strongly in the power of community to help make potentially worried or anxious children feel safe and secure, and to provide a sense of collective endeavour. Our tutors play a vital role in this. Tutors can also help students make the most of our vast extra-curricular programme. We are justly proud of the range of sports our young people can take part in and the school has regularly been recognised in the top 1% of sport schools nationally by School Sport magazine. This reflects both

# Context of Durham Johnston Comprehensive School (Cont.)



the range of sports offered, as well as the high standards that many of our students achieve. Our music department lead a series of highly popular orchestras and choirs, with the department being recognised as a Music Mark School Member "in recognition of a commitment to providing high quality music education for all children and young people" as well as holding the PTI Mark for Subject Leadership. However, it is not just in these two areas that children can access a wide range of opportunities, our offer extends from coding to gardening; from film club to Ancient Greek. There are clubs for everyone and our young people always meet students with a shared interest. We actively seek to ensure that all children find something they can enjoy during their time at Durham Johnston. We were chosen as The Sunday Times Comprehensive School of the Year for 2019/20 and we are very proud that the award was based upon a wide range of factors, including the opportunities that we provide for students regardless of their backgrounds or personal circumstances.

## **Staff Wellbeing**

The wellbeing of our staff is central to the ethos of Durham Johnston Comprehensive School. We have a strong sense of community within our school and our staff work very hard as a team to support one another. We welcome opportunities to come together as a staff and these can range from tea and scones in the staff room, to the highly competitive end of term departmental quizzes. Many staff socialise both inside and outside of school and in school run sessions such as sport and fitness clubs and wellbeing sessions. Our staff like each other and enjoy spending time together.

At a leadership level we are committed to the values of ethical leadership and try to model this at all times. As a leadership team we listen and respond to staff concerns and our staff are able to raise problems and tough issues when necessary. In a recent staff survey, an overwhelming majority of our staff said they felt well supported by the school's senior leadership team.

## **Living in the North East**

Living in the North East is an attractive proposition within itself. Many of our staff live within our catchment area and house prices in the region mean that it is ideal both for those seeking to establish themselves on the property ladder, or for families in need of more space. As well as the historic city of Durham, the surrounding area offers much in the way of natural beauty for people to enjoy, whether walking in the Wear valley, visiting the Borders or North York Moors, or surfing in the North Sea on the Northumberland Coast. Well served by transport links, the school is close to both Durham train station, a key stop on the East Coast Mainline, and the A1 (M), allowing easy access to Newcastle, York and London.

Durham is a beautiful place to live and at Durham Johnston Comprehensive School we value experience and believe that teachers should be given the professional autonomy to teach and make decisions that work for their students. On that basis, we hope that we are the right school for you.