



West Kirby Grammar School

Teacher of English (Maternity Cover)

September 2026

MPS/UPS

Graham Road, West Kirby, Wirral. CH48 5DP

www.wkgs.org

Contents

Advertisement & Information	3
Person Specification	5
Life at WKGS	6



Teacher of English

Full-time, fixed-term (maternity cover). Required for September 2026

The Governors of this exceptional Grammar School wish to appoint a well-qualified and enthusiastic Teacher of English to cover a period of maternity leave. This is a full-time, fixed-term post for 12 months. The ability to teach English across Key Stages 3 and 4 is essential, and the ability to teach at A-level would be advantageous. A strong degree in English or a closely related discipline is sought.

The English department at WKGS is a successful and collaborative team committed to delivering engaging and academically rigorous lessons that develop students' reading, writing and analytical skills. The department benefits from strong uptake at both GCSE and A-level, offering English Literature, English Language and Film Studies within a broad and ambitious Sixth Form curriculum.

The successful candidate will be dedicated to delivering high-quality teaching and learning while contributing positively to the continued development of the department.

We are seeking an individual who is passionate about English and committed to helping students develop a love of literature alongside the ability to write with clarity, precision and sophistication. The ability to bring clear explanations, strong subject knowledge and enthusiasm for the subject is highly desirable. The successful candidate will join a supportive team and teach highly motivated students who take pride in their academic work.

This post would be equally well suited to an experienced practitioner or an Early Career Teacher (ECT), for whom we offer extensive support, mentorship and development opportunities. We are committed to professional growth and provide a supportive environment in which all teachers can thrive.

Students study English across Key Stages 3 and 4 through a challenging and carefully sequenced curriculum that develops strong reading, writing and analytical skills. At Key Stage 4, students follow Eduqas GCSE English Language and English Literature specifications, studying a range of texts that develop both critical understanding and written expression.

At Key Stage 5, the department offers AQA A-level English Literature and English Language, alongside Film Studies (EDUQAS). Students engage in detailed literary and linguistic study, alongside opportunities for independent critical exploration. Students are encouraged to develop sophisticated analytical and evaluative skills, and many progress to study English, Film and related disciplines at leading universities.

Advertisement & Information

Teacher of English

September 2026



West Kirby Grammar School is a highly successful selective girls' school with a coeducational Sixth Form. There are approximately 1,200 students on roll, and academic outcomes are exceptional. In 2025, 22% of GCSE grades were awarded at Grade 9 and 44% at Grades 9–8. Students achieved an average grade of 7.15, with 66% of all grades at 9–7. At A level, results were equally strong, with 65% of grades awarded at A*–B and an average grade of B.

The school was ranked 23rd nationally out of more than 4,000 state schools in The Telegraph's annual school rankings, placing us 1st among all state schools in Wirral, Merseyside and Chester and 5th in the North West of England. These outcomes reflect the exceptional standards of achievement, progress and destinations secured by our students.

Further information and an application form are available to download from the School's website (www.wkgs.org) or by contacting the School on 0151 632 3449. A completed application form and a letter addressing the content of the person specification (no longer than two sides of A4) should be submitted to office@wkgs.net for the attention of Mr S. Clarke, Headteacher.

Closing date: Thursday 7 May 2026 @ 9 am

Anticipated interview date: Tuesday 12 May 2026

If you have any questions regarding the post, please contact the school for further information.

Person Specification

Teacher of English

September 2026



Job title: Teacher of English
Reporting to: Head of English
Grade: MPS/UPS
Contract: Fixed-term (maternity cover)

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

E: Essential D: Desirable

1. Qualifications

Degree or equivalent in English or a related subject (E)

QTS (secondary phase) (E)

Further degree or related qualification (D)

2. Experience

Successful delivery of English at KS3 and KS4 (E)

Ability to teach English at Advanced Level (D)

Experience of supporting students in developing extended writing and analytical skills (E)

Experience of contributing to extracurricular or enrichment opportunities such as reading programmes, trips or literary activities (D)

3. Knowledge and Skills

Strong understanding of curriculum design and implementation in English (E)

Ability to explain complex literary and linguistic concepts clearly and effectively (E)

Ability to inspire and challenge students to achieve highly (E)

Effective assessment methods to monitor student progress and inform teaching (E)

A deep understanding of best pedagogical practice to ensure ambition and challenge for all students (E)

Ability to contribute positively to collaborative departmental planning and development (E)

Effective use of interactive technology in teaching and performance work (D)

Understanding of historical scholarship and its relevance to classroom teaching (D)

4. Special Requirements

A belief in the potential of all students to perform at the highest level (E)

Empathy with students and colleagues (E)

Enhanced DBS clearance and identity checks (E)

Willingness to contribute to the wider life of the school (E)

Excellent references (E)



West Kirby Grammar School is a vibrant and thriving girls' grammar school of more than 1200 students aged 11 to 18, including around 50 male students in a coeducational sixth form of over 350.

As a school, we believe there are no limits on a student's potential: with the right approach to learning every student can reach levels of attainment and achievement that might previously have been considered the preserve of a 'gifted and talented' few.

Our values are inspired by our school motto: *ad metam contendo* - strive towards the goal.

These six core values aren't simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals, whatever they may be:

Community

- We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.
- We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.
- We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

High Expectations

- We are aspirational for ourselves and those around us, taking great pride in our achievements.
- Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.
- We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

Opportunity

- We offer exceptional opportunities for all in a wide variety of contexts.
- Our extensive curriculum ensures that every student has the opportunity to discover their talents.
- We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

Innovation

- We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.
- Creativity is highly valued, and we aim to find inventive and enterprising solutions to the challenges we face.
- Change is embraced as we develop inventive new practices and systems.

Curiosity

- We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.
- The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

Endeavour

- We work with motivation and resilience, whatever the challenge ahead.
- Determined to succeed, we challenge ourselves and those around us to improve
- We engage with our tasks and work with perseverance to achieve.



Staff Wellbeing

The wellbeing of staff is central to the approach taken by Governors, the Headteacher and the SLT at West Kirby Grammar School.

We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours. Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Access to a comprehensive range of health and wellbeing services offered by Education Mutual
- Deadlines well publicised and staff consulted on annual calendar
- Reduced data collections to ensure no collections for data's sake
- In-house Wellbeing Manager available to all staff, and dedicated 1:1 wellbeing discussions with the Headteacher to respond to staff needs.
- Dedicated classroom wherever possible for teaching staff
- A flexible and generous approach to family appointments and child events
- Greater PPA/Free time than national recommendation
- Complimentary tea and coffee
- Complimentary Christmas Dinner for all staff each year
- Staff Christmas Cake baking event
- Complimentary coffee and cake mornings or afternoons
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and learning walks
- Headteacher 'Open Door' Policy at all times
- On site car valeting offered

Life in West Kirby

WKGS is a nurturing and supportive institution with exceptional rates of staff retention. Very few staff move on each year and these are largely due to opportunities for promotion or staff retirement.

West Kirby is a fantastic place to work and live. Found on the North West coast, it is regularly rated in The Times as one of the Top 10 places to live in the North West. Just half an hour by train from Liverpool, it is a beautiful seaside town with a high street full of independent shops, the Marine Lake, the picturesque Hilbre Island and miles of sandy beaches.



West Kirby
Grammar School



office@wkgs.net



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