



# The Crypt School

An Outstanding Co-Educational Grammar School and VI Form

*Teacher of English, Full-Time only  
(with ability to teach KS3 drama, ECTs welcome to apply)*

*Start Date: 1<sup>st</sup> September 2026*



If you would like any further information on the role, please contact Sharon Bailey, HR on [sbailey@crypt.gloucs.sch.uk](mailto:sbailey@crypt.gloucs.sch.uk) or T: 01452 530291.

**The closing date for applications: Noon, Thursday 16th April 2026**

**Interview date: Friday 24th April 2026**

*The Crypt School is committed to safeguarding and promoting the welfare of children and young people in its recruitment and selection of job applicants and expects all staff to share this commitment.*

*As part of due diligence, shortlisted candidates will be subject to an online search and the successful candidate will be required to undergo an enhanced DBS check*



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## *Message from the Headmaster – Mr. Nicholas Dyer*



I am delighted that you are considering applying for this important role here at The Crypt School. I do hope that you find this information helpful and we look forward to receiving your application.

The position of English Teacher is an important one for the School: English is the foundation of our curriculum, with all students requiring strong written and oral communication skills to access the wider curriculum. Of course, all our students study both English Literature and Language at KS3 and at GCSE, with many opting to study Literature at A Level; many English A Level students progress on to study English and related subjects at university. The ability to teach Drama will be a distinct advantage, as it would further enrich students' understanding of texts, enhance their confidence in spoken communication, and support the development of creativity and performance skills across the curriculum.

Founded in 1539 and set in nearly 30 acres of grounds, The Crypt School's vision is derived from its Latin motto, "Floreat Schola Cryptiensis": floreat means "to flourish" and at The Crypt we wish all our students, as well as our staff, to flourish in all that they do. In order to achieve that vision, we strive to create the best possible environment and culture within which our students can learn, develop essential key skills and personal attributes, make friends and enjoy their school lives; equally, we wish for our staff to flourish in their work at school, and always strive to place their welfare at the centre of our work and planning. The School has grown significantly over the last five years, especially since the admission of girls into the main school in September 2018. Today, The Crypt School is Gloucester's only co-educational selective school with a student roll of over 1100. The student body is a diverse, caring and enthusiastic one and our staff are a highly professional, caring and generous group of people who commit themselves fully to the academic, pastoral and extra-curricular life of the School. The School is a vibrant place to both learn within and to work at; it is a place where learning is valued for its own sake, within an environment of strong pastoral care. At the centre of our school life, is a powerful sense of community, where students are supported and encouraged to learn and engage with each other. Confident, friendly and respectful, the high quality of our student's personal development is remarkable and is one of the greatest strengths of the School.

The School has benefited from significant capital investment over recent years which has enhanced the learning environment for both students and staff alike. Recent projects have included the building of two new teaching blocks and a sports pavilion; the refurbishment of the sports hall and the creation of an outdoor netball and tennis area as well as the creation of a new physics laboratory. We continue the refurbishment of the older parts of the school.



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In March 2024, the School received an outstanding Ofsted report in all areas and our curriculum was highly praised: *“Pupils gain an exceptional depth of understanding in all the subjects they study. The curriculum at key stages 3 and 4 is broad and ambitious, building on pupils’ high prior attainment. In the sixth form, students follow a programme of study carefully tailored to their needs and ambitions. Pupils, of all ages, achieve demanding curriculum goals and learn how to be subject experts.”*

Staff work hard and give generously of their time to the life and wellbeing of the School. Time and money is invested in their professional development, and each member of the teaching staff is equipped with a laptop and iPad; other benefits also enhance the working experience of colleagues at the School (<https://cryptschool.org/explore-our-school/work-with-us/>)

The Crypt School is located just outside of the City of Gloucester in the West of England. Gloucester is known for its 11<sup>th</sup> century Cathedral and close; for Blackfriars, which is a stunning example of a 13th century mediaeval priory site; the British Waterways Museum, which celebrates the city’s industrial past, and now the vibrant Gloucester Quays, which has a selection of shops and restaurants. Gloucester is a vibrant and growing city, and the School is conveniently located close to the City, and close to good road and rail links to Cheltenham and the surrounding region, including Bristol for example.

We recognise the time and thought that goes into an application and we will certainly give yours our serious consideration.

If you have any further questions or wish to visit the School prior to sending in an application, please contact Sharon Bailey via [sbailey@crypt.gloucs.sch.uk](mailto:sbailey@crypt.gloucs.sch.uk) who will be able to assist you.

With best wishes,

Nicholas Dyer



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## The Post

The Crypt School is seeking to appoint a dynamic teacher who can teach English across the School, with the ability to teach drama at KS3. This post is suitable for ECTs, or equally, those seeking a new challenge in an academically selective school.

## The English Department

The Crypt School English Department is an academically exciting place to work, offering GCSE literature and language (AQA) and A-level English Literature (Pearson Edexcel). Our aim is to foster a deep knowledge, understanding and appreciation of the English language, its rich literary heritage, and its myriad practical applications.

Our Key Stage 3 classes follow a well-planned and fully resourced curriculum that introduces GCSE and A-level skills and progressively revisits them. Year 7 and Year 8 students have fortnightly reading lessons. Our GCSE classes are from a six-form intake which has an average class size of 26 students. All students study the same texts and follow the same, fully resourced schemes of work. KS3 and 4 are supported by small group intervention sessions. We provide weekly revision sessions for Year 11 and Year 13 each spring. All departmental resources and assessments have been adapted to align with and extend beyond the National Curriculum.

We currently have one Year 12 set for literature and two in Year 13. Class sizes are usually between 10 and 20. A-level teaching is shared, usually between two teachers for each year group. We cover modern drama, prose comparison, modern poetry and a core NEA text in Year 12 and then complete coursework, Shakespeare (Hamlet) and Chaucer in Year 13.

Creativity, collaboration, and critical thinking are actively encouraged, and we like to show students that we can do as well as teach, providing models that meet and exceed requirements. As a team, we enjoy robust discussion about our teaching strategies, as well as about texts and interpretations. We are a 'forward-looking' team who realise the need to reflect, while also keeping a clear vision in mind for what we want our students to achieve. A future member of our team is someone who loves the subject, is passionate about pedagogy, and who has a good sense of humour.

## Drama Department

The Drama Department is a highly successful and creative hub for staff and students. Academic results are very strong at both GCSE and A Level and all pupils make fantastic progress in their learning.

The department currently comprises a full-time member of staff and a part time member whose work is divided between the Drama and English departments. We have a large Drama Studio with a black sprung floor and a recently constructed large classroom room that is suitable for practical and written work. There is a large departmental office with excellent props and costume provision. The person appointed will be expected to teach a small timetable of KS3 drama.



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## Job Description Teacher of English (Full-Time) (with the ability to teach KS3 drama)

<b>Name</b>	
<b>Post</b>	Teacher of English (with the ability to teach KS3 drama)
<b>Scale</b>	MPS/UPS
<b>Relationships</b>	The postholder is responsible to the Head of English
<b>Purpose</b>	The role of the subject teacher is to provide learning opportunities to which all students can respond with enthusiasm and commitment, and demonstrate real progress in their learning
<b>Duties and responsibilities</b>	Your duties and responsibilities are contained in the 'School Teachers Pay and Conditions Document' and in The Crypt School contract

### Guidelines for the post of Subject Teacher:

- under the guidance of the Head of Department, the subject teacher ensures curriculum coverage, continuity and progression in the subject for all students;
- plans/ adapts lessons with clear objectives for learning outcomes, understands the sequence of teaching and learning in the subject, and effectively communicates such information to students;
- uses appropriate teaching and learning methods to meet the needs of the subject and of different students;
- ensures that there are opportunities for effective development of students' literacy, numeracy and information communication technology skills through the subject;
- uses the school and departmental policies and practices for assessing, recording and reporting on students' achievement, and uses this information to recognise achievement and to assist students in setting targets for further development;
- ensures that information about students' achievement in previous classes and schools is used effectively to secure good progress in the subject;
- sets expectations and establishes clear targets for students' achievement, and evaluates progress and achievement in the subject by all students;



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- ensures that there are opportunities for the effective development of students' individual and collaborative study skills necessary for them to become increasingly independent in their work and to complete tasks independently when out of school;
- is aware of the subject's contribution to students' understanding of the duties, opportunities, responsibilities and rights of citizens;
- establishes a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets;
- ensures that there is a safe working and learning environment in which risks are properly assessed;
- responsible for the safeguarding and promoting the welfare of students;
- contributes to the extracurricular activities and support sessions that the department offers

## As a form tutor, the subject teacher:

- plays a key role in supporting, guiding and motivating students;
- monitors academic progress and attendance;
- monitors students' planners;
- liaises with the Head of Year
- embodies the vision for the school

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post will be subject to enhanced DBS disclosure. The Crypt School values the diversity of our workforce and welcomes applications from all sectors of the community.

Please read our **Safeguarding Policy** and **Recruitment, Selection and Disclosure Policy and Procedure** which can be found on our school website by clicking on the link below.

<https://cryptschool.org/explore-our-school/statutory-information/polices-and-forms/>

The Crypt School is an equal opportunity employer, and we value having a workforce as diverse as the city and region we serve. We therefore welcome, develop and promote people from all sections of the community, and we particularly welcome applications from groups who are currently under-represented within our workforce such as from Black, Asian and Minority Ethnic candidates and disabled candidates. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.



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Our recruitment selection criteria and procedures are frequently reviewed to ensure that individuals are selected, promoted and treated based on their relevant merits and abilities and that no applicant or employee is disadvantaged by provisions, criteria or practices which cannot be shown to be justified.

**The Crypt School**

March 2026