



THE  
**GARIBALDI**  
SCHOOL



JOB APPLICATION PACK

# Teacher of English

(with possible additional responsibility)

**Salary:** MPS/UPS (plus possible TLR)

**Contract:** Permanent, full time

**Closing Date:** Monday 6<sup>th</sup> October 2025 at 9am

**Start Date:** As Soon As Possible





# THE GARIBALDI SCHOOL



## Welcome from the Head Teacher

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Dear Applicant,

Thank you for your interest for this role at The Garibaldi School.

Our school is a special place where we are focused on getting better so we can make a difference to lives of the young people that we serve.

Here at Garibaldi, we give every child the opportunity to thrive during their time at school so they can achieve excellent results alongside experiencing all of the enriching and stretching extracurricular opportunities that we offer. We are proud that we place a focus on how children and young people develop their character so that they can leave school ready to make a positive difference in our community and beyond. We are preparing young people for the future and know how important our job is.

Our ethos is summed up in three words: **Pride, Respect** and **Achieve**. These words underpin the approach that we take when working with students and staff.

Staff wellbeing and professional learning is at the heart of what we do at Garibaldi. We know that if we invest in our staff then our students will succeed. We all want the very best for our students and will work tirelessly to achieve it. Alongside this commitment to our students, we are equally committed to our staff with opportunities for additional professional learning, sensible policies that reduce workload, an additional day off each year (our Nova Perk Day) and regular opportunities for staff to socialise as a community. Staff at Garibaldi are highly qualified, experienced and committed to ensuring the best for every young person we work with.

We are not the finished article and are always striving to improve so that our students get the best possible deal. We value the relationship that we have with parents and carers. After all, we are a community of staff, students and parents working together to achieve the best for every child and young person who attends The Garibaldi School.

I hope that you get the opportunity to visit us soon and experience what is so special about life at The Garibaldi School.

Further details about the school can be found on the website [www.garibaldischool.co.uk](http://www.garibaldischool.co.uk).

If you have any questions about this job opportunity, please do get in touch – we are keen to talk!

**Paddy Cassidy**

Head Teacher

# About The Garibaldi School



Welcome to The Garibaldi School. Founded in the 1960s, we have gone from strength-to-strength, innovating education over the years for 11-18-year-olds. With our built-to-last mantra, we strive to offer an engaging educational experience.

Ofsted described the college as being 'inclusive and caring' providing students with quality support for those who need it. The best way to judge us is through our achievements.

## Ethos

The well-being and success of our students is at the centre of The Garibaldi School vision. The school is a safe environment where students can feel comfortable, well supported and confident.

We believe that it is our duty to develop the aspirations of our students and we encourage students to set high standards for themselves. As a result, targets are high and we expect high quality teaching and a personalised approach to learning to support our students to achieve.

Our students take pride in themselves and in being a part of The Garibaldi School. We help students develop teamwork and leadership skills. Most importantly our students learn how to respect themselves and others. We are clear in the way that we expect our students to conduct themselves with all members of our community. Therefore, by the time our students leave, they have gained the skills, qualities and qualifications needed for a successful future.

This caring ethos sits within a structure that provides support for students and ensures regular contact with parents and carers. We actively engage and listen to parents, making sure their views shape school policies. We work with them as partners in their child's learning, personal development and well-being.

The Garibaldi School is a very effective school which serves its local community well by providing a first rate education to all its students. We work in close partnership with other schools to ensure education across the local area is as good as it can be. We make sure that we are transparent and explain carefully to all stakeholders the purpose of what we are trying to do. Students that leave The Garibaldi School are successful, thoughtful and independent. They have been encouraged to aim high and are well equipped to meet the future challenges that they will face.

## Mission Statement

To create a supportive and caring learning community that gives all our students the confidence and opportunity to achieve and prepare them for a successful adult life.

## Aims

Our aim is to build a school where students:

- Take pride in themselves, the school and their community
- Have respect for each other and the staff that are supporting them
- Aim high and achieve well

## Values

We believe in:

- Raising aspirations
- Equality of opportunity
- The power of positive relationship
- Working as part of a team
- More good lessons more of the time
- The importance of respect
- A high standard of behaviour
- Giving responsibility in order to grow
- Achievement building self-confidence and happiness

## Promoting British Values

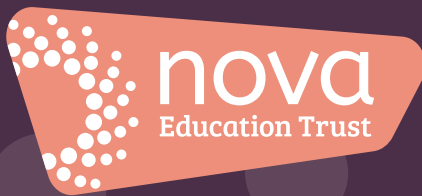
We agree with the Department for Education's five-part definition of Fundamental British Values:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs

At the school students will encounter these principles throughout everyday school life. The importance of these values in our modern and diverse community is recognised across all curriculum areas.

Our Personal Development curriculum in particular delivers opportunities for students to learn about and reflect upon these British Values.





## Welcome from the CEO

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Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last few years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 94% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's KS2 SATs performance is strong whilst Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at [novaeducationtrust.net/careers](https://novaeducationtrust.net/careers).

*A. Rahman*

**Ashfaq Rahman**

Chief Executive Officer



## About Nova Education Trust

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As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

***Our mission is to create transformational schools.***

Our family is currently made up of 19 academies (six primaries, 12 secondaries and one sixth form college), which includes our two partner schools in the Madani Schools Federation in Leicester.

The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

# Our values

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We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.



A teal-colored rounded rectangle containing the school motto in white, uppercase, sans-serif font.

WORK  
HARD  

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BE KIND

## Our principles

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**Excellence:** We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

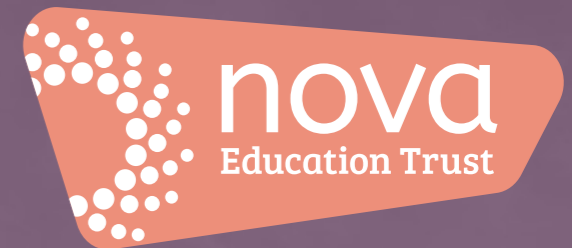
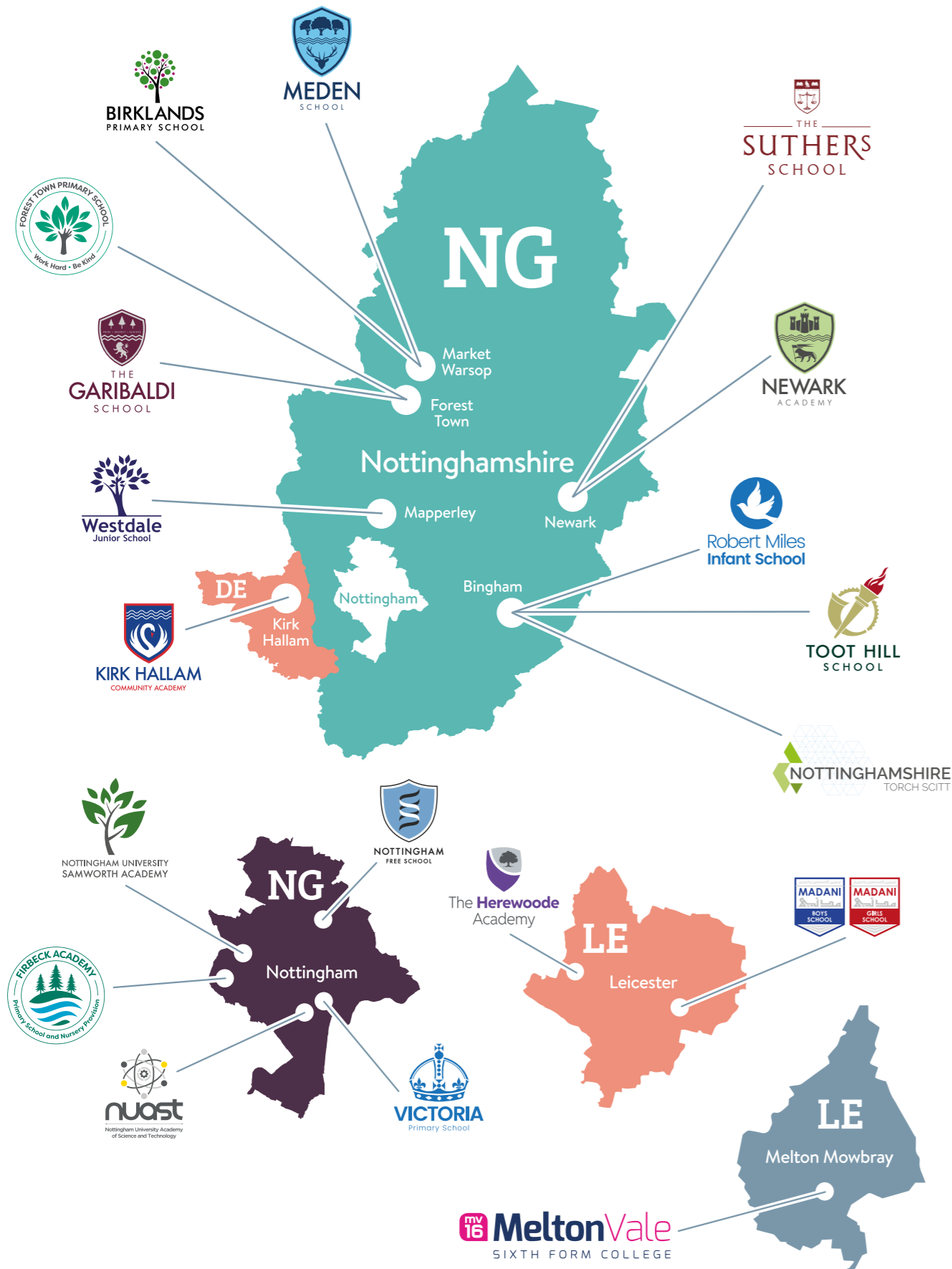
**Partnership:** By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

**Expertly trained and professional staff:** By investing in the professional development of all our staff so that they become experts in their professions.

**Trust and empower all staff:** By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

**Focus on learning:** An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

# Our family



## Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.



# Supporting our colleagues

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We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

## **We put well-being and engagement front and centre:**

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

## **We develop leaders who:**

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

## **We will encourage and support you to develop and grow:**

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

## **Providing access to range of fantastic benefits through 'Nova Perks', including:**

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

## **Nova Perk Day**

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

## **Sick pay**

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

## **Pension**

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.

# Job description



**Post:** Teacher of English

**Department/Faculty:** English

**Responsible to:** Director of English

The Garibaldi School is a vibrant, values-driven community where students and staff alike are encouraged to take pride, show respect, and strive to achieve. We set high standards and create the conditions for everyone to thrive—fostering not only academic excellence, but also leadership, teamwork, and confidence.

We are excited to offer a unique opportunity for the right candidate to join our successful English team, with the potential to take on additional leadership responsibility. These responsibilities are ideal for someone with a passion for inspiring young minds, who is ready to contribute to the school more widely and grow as a future leader. All additional roles are remunerated in line with Teaching and Learning Responsibility (TLR) payments in accordance with national pay scales.

If you are a dedicated English educator who believes in raising aspirations, building positive relationships, and inspiring curiosity, then we would love to support your journey and welcome you to our ambitious and inclusive school community.

To discuss this role and / or the opportunities for additional responsibilities further, please contact Miss Evans, Business & Operations Manager at [gevans@garibaldischool.co.uk](mailto:gevans@garibaldischool.co.uk)

## Purpose

### **Classroom Teacher:**

To teach students in allocated classes to ensure that their Progress, Achievement and Personal Development is of the highest quality.

### **Possible additional responsibility:**

For the right candidate we will look to provide additional leadership responsibilities within the English department.

## Relevant qualifications

Qualified Teacher Status

Degree in a subject relevant to the role

Relevant qualifications or experience (desired) for those interested in additional responsibilities

## Key responsibilities

### **Responsibilities of a classroom teacher**

- To uphold and fulfil the requirements of the Teachers Professional Standards
- Teach students within allocated classes, enhancing their learning and providing the opportunity for achievement for all students
- Planning and preparing tasks which challenge students and ensure high levels of interest during lessons
- Monitor the academic progress of students within allocated classes and implement appropriate strategies to address underachievement
- To assess, record and report on the progress and attainment of all students within allocated classes
- To register the attendance of students in class

- To set appropriate homework
- To mark student's work and give appropriate and constructive feedback
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials
- Manage student behaviour in the classroom and on school premises and apply appropriate and effective measures in cases of misbehaviour
- Communicate with parents and carers over students' progress and participate in departmental meetings, parents' evenings and whole school training events
- Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD)
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

### **Responsibilities of a Mentor**

- To address any issues concerned with the wellbeing, personal development and academic progress of students within the mentor group
- To check uniform and general appearance on a daily basis
- To monitor the behaviour of students in the mentor group.

### **Appraisal responsibilities**

- All members of staff are required to participate fully in the school's appraisal system.
- ECTs will not follow the appraisal cycle in Year one of teaching but will be enrolled into the Early Career Framework programme.

### **General**

#### **Other professional requirements**

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school

# Person specification



	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree in a subject relevant to the role</li> </ul>	<ul style="list-style-type: none"> <li>• Higher professional qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Relevant teaching experience or teaching practise in the subject</li> <li>• Experience of teaching a wide range of abilities</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of pastoral / tutor / mentor role</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of a range of effective pedagogical approaches related to English</li> <li>• A clear understanding of the characteristics of high-quality teaching and learning and achievement for all students</li> <li>• Ability to engage and enthuse students</li> <li>• Knowledge of current issues and recent developments in the curriculum area</li> <li>• Capacity to use ICT as integral part of teaching</li> <li>• Secure commitment to a clear aim and direction for the subject</li> <li>• Understanding of equal opportunities issues and their application to work</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of particular needs of students with SEN</li> <li>• Awareness of factors affecting language and learning across the curriculum</li> <li>• Knowledge/involvement in other cross curricular initiatives/projects or whole school developments</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Understanding of the importance of and commitment to ongoing professional learning</li> <li>• Enthusiasm for the subject</li> <li>• Ability to use own initiative as well as work as part of a team</li> <li>• A commitment to the vision of the school</li> <li>• A commitment to inclusive education</li> <li>• Ability to form good working relationships with students and staff</li> <li>• High standards and expectations</li> <li>• Ability to use student assessment data to raise achievement</li> <li>• Outstanding communication skills</li> <li>• Reliability and integrity</li> <li>• A commitment to safeguarding and promoting of welfare of children issues</li> </ul>	<ul style="list-style-type: none"> <li>• A willingness to contribute to extra-curricular activities</li> <li>• A vision for the development of the department</li> </ul>

# Application details



## Application forms

These can be accessed from the school website [www.garibaldischool.co.uk](http://www.garibaldischool.co.uk). Wherever possible, please provide email addresses for your referees.

## How to apply

Candidates should apply for this role through our website at [www.novaeducationtrust.net/careers](http://www.novaeducationtrust.net/careers). Wherever possible, please provide email addresses for your referees. Click on the 'Apply' button and follow the instructions to upload Nova's application form and complete the online equal opportunities monitoring form\*.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

The closing date for applications is **Monday 6<sup>th</sup> October 2025 at 9am**.

## Interview

Interviews will take place during w/c 6<sup>th</sup> October 2025. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

## Safeguarding

The Garibaldi School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

## Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).

## Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.

Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact [hr@novaeducationtrust.net](mailto:hr@novaeducationtrust.net) and we will be happy to discuss.

## How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.

RESPECT • ACHIEVE





THE  
**GARIBALDI**  
SCHOOL



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Forest Town  
Mansfield  
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**office@garibaldischool.co.uk**

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Head Teacher

**Paddy Cassidy**

MA (Oxon), NPQH

Chief Executive Officer

**Ashfaq Rahman**

BSc (Hons), PGDip, PGCE, NPQH, NLE



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