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# APPLICATION PACK

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POSITION:  
**TEACHER OF PSHE**



**Churston Ferrers  
Grammar School**

Learning to create a better world



  
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 Learning to create a better world

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# WELCOME

## FROM THE STUDENT PRESIDENTS

First of all, thank you for expressing an interest in joining our school community! We're Charlotte and Lucas, your Student Presidents at Churston Ferrers Grammar School, and along with our brilliant Vice Presidents - Riddha, Ella, Ben, Jo, and Faith - our Student Presidential Team focuses on several portfolios representing our school values. We'd love to share what makes Churston a supportive and hardworking environment.

If asked what makes Churston different, we could point to our high academic attainment or our beautiful location on the edge of Torbay. But, truthfully, what makes Churston extraordinary is the people and the sense of community. Teachers here share ideas, ask questions back and encourage us to look at the world from new angles. Likewise, students are intensely curious, always on the look out for how they can give back and make the world a better place - both near and far. That energy - that curiosity - is what defines Churston.

At Churston, we take immense pride in celebrating the contribution made by students and staff to the school and wider community. Our school strikes a balance between academic excellence, which we value deeply, and individual growth and wellbeing. Our dedicated pastoral system nurtures students' wellbeing, supporting them with both in-school struggles and external challenges. Churston's inclusive approach creates a warm environment which feels like a second home to many of us, setting us apart from other schools and workplaces.

Churston's mission - learning to create a better world - is a promise that we try to live out every day. Whether that's by volunteering in the wider school community, leading sustainability projects, mentoring younger students, or simply showing kindness when it is most needed, every small action contributes to the bigger picture of who we are as a school.

Churston offers enriching opportunities beyond the classroom through sports teams, theatre productions, trips and a variety of clubs and societies. We believe these opportunities are essential for discovering our passions and challenging our comfort zone. We both have grown tremendously as individuals since first arriving at Churston, due to our involvement in extracurricular activities and the ongoing encouragement of staff.

If you're considering joining our staff here at Churston, know our values are embodied and our wonderful students are bright and kind. Churston's warm spirit thrives on supporting one another during the challenges (like exams!) but also the triumphs. If you share our commitment to supporting others wellbeing, passion for education and drive for personal growth, we cannot wait to meet you!

Best wishes,

Charlotte and Lucas

**Student Presidents 2026/27**



# WELCOME

## FROM THE HEADTEACHER



James Simpson  
Headteacher



Welcome to Churston Ferrers Grammar School, and thank you for your interest in the position teacher of PSHE.

Churston Ferrers is the most westerly of England's co-educational grammar schools, sitting in a beautiful location at the bottom of Torbay with easy access to stunning coast and countryside as well as excellent transport links to Plymouth, Exeter and beyond. We work in partnership with other schools in the area, as well as nationally through the Grammar School Heads Association.

Churston is a school where we all believe in the importance of a truly rounded education that combines academic excellence with outstanding personal development and pastoral care. As an academically selective school, we work with motivated and hard-working students who want to achieve: our students embody the school's expectations that they Be kind, Aim high, Work hard and Take responsibility. Our outstanding student services team and well-established culture of pastoral support mean that Churston students are able to achieve their goals in a caring, nurturing environment. The school's outcomes are outstanding and we were proud to be named Highly Commended State School of the Year by the Sunday Times in their 2026 School Guide.

The school's commitment to the development of our students' wider interests and passions is evidenced by a thriving scene of clubs, societies, sports, arts and trips. Our students leave Churston with a clear understanding of the positive impact they can have on the world around them. The passions and interests of the Churston staff are central to our development of our students' awareness of the importance of Social Justice, Sustainability and Active Citizenship.

We are committed to recruiting and retaining the very best staff to give our students the education they deserve. We have a strong reputation for employee wellbeing; the staff body is a cohesive and welcoming one and our working culture is explicitly protective of family and private time. We are also committed to staff personal and professional development, dedicating resources and support to ensure that everyone feels a strong sense of autonomy, relatedness and competence in their work.

We look forward to hearing from you.

### OFSTED VIEWS

'Leaders provide a broad and ambitious curriculum. There are high expectations for what all pupils can achieve, including those with special educational needs and/or disabilities (SEND). Leaders have a clear vision for the intent of the curriculum.'

'Pupils are happy at school and enjoy strong relationships with staff. They are positive about the education they receive, both in and beyond the classroom.'



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# SCHOOL VALUES

## **SCHOLARSHIP**

Through learning, we can create a better world; academic high performance is the result of aspiration, curiosity and taking personal responsibility.

## **SELF DEVELOPMENT**

Through seizing opportunities and being positively self-reflective, we confidently learn, grow and thrive at school and beyond.

## **SUSTAINABILITY**

We have a responsibility to the future of our school, community and planet to care for our resources and seek solutions to the challenges we face.

## **SOCIAL JUSTICE**

We are committed to promoting fairness, to challenging intolerance and prejudice, and to advancing equality of opportunity at school and in the wider community.

## **ACTIVE CITIZENSHIP**

We believe that the world will become a better place through the ideas, actions, advocacy and impact of Churston students today, and in the future.

## TEACHER OF PSHE

To commence 1st September 2026

Part-time permanent contract (approx 3 to 4 days per week)

0.6 - 0.7 FTE

MPS/UPS

Potential for share of TLR (2b - £5,654)

School Roll 1061 (283 in Sixth Form)



## Churston Ferrers Grammar School

Learning to create a better world

Churston Ferrers Grammar School is a high performing selective school with a long-standing reputation for exceptional pastoral care and personal development. Academic standards are high, both in terms of attainment and progress, and the school is recognised for its innovative and inclusive classroom practice.

The school is well known in the local area for its distinctive family feel, backed up by exceptionally strong pastoral care, which ensures that all students feel able to do their very best academically. This emphasis on student welfare is underpinned by a wide range of extra-curricular activities to build confidence and self-esteem.

We are seeking to appoint a well-qualified, enthusiastic and accomplished teacher to work within our PSHE Department. The successful candidate should have relevant PSHE experience and the energy and commitment to share their passion for the subject with students. The ability to inspire and motivate very able students is particularly important. Applications from Early Career Teachers as well as experienced teachers are welcome. The ability to offer other subjects alongside PSHE would be welcome; knowledge or experience of the teaching of A level Sociology would be of particular interest. For a candidate with appropriate experience, there is the potential to take on a proportion of the PSHE TLR.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check, and references will be taken for all shortlisted candidates.

Further details are available from the school website <https://churstongrammar.com> or if you would like to find out more information and visit the school, please contact Mrs Lisa Byford (Head of PSHE) [lisa.byford@churstongrammar.com](mailto:lisa.byford@churstongrammar.com).

Please submit your application and supporting document via the online form on the vacancy page of the school website.

Closing date is 9.00 am on Wednesday 25th March 2026.

Interviews will be held on Wednesday 1st April 2026.

We reserve the right to interview prior to the closing date of this advertised post and we also reserve the right to withdraw an advertised post at any time.

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# HOW TO APPLY

Please read the enclosed job description very carefully.

Please complete the Teaching Staff application form which can be accessed from our school website <https://churstongrammar.com/information/vacancies>. Please email the completed form to [vacancies@churstongrammar.com](mailto:vacancies@churstongrammar.com).

Please ensure your supporting statement relates to the competencies outlined in the job description.

**CLOSING DATE FOR APPLICATIONS:** 9.00 am on Wednesday 25th March 2026.

**INTERVIEW DATE:** Interviews will be held on Wednesday 1st April 2026.

## References

References will be taken for candidates shortlisted for interview prior to the interview date.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check.

## Queries

If you have any queries regarding this job vacancy or would like to discuss this post in further detail, in the first instance, please contact Mrs Lisa Byford (Head of PSHE) [lisa.byford@churstongrammar.com](mailto:lisa.byford@churstongrammar.com)

Thank you for your interest in our school. We look forward to receiving your application.

# JOB DESCRIPTION

## TEACHER OF PSHE

**Reporting to:** Head of Department

### 1. Core Purpose and Mission

To implement and deliver a high-challenge, spiral curriculum that empowers students to fulfil the school's mission: "Learning to Create a Better World." You will facilitate learning experiences that prioritise intellectual curiosity and personal growth, ensuring all pedagogical practices align with our five core values: **Sustainability, Active Citizenship, Social Justice, Scholarship, and Self-Development.**

### 2. The "Churston Standard"

As a teacher at Churston, you are expected to model our four foundational principles in every interaction:

- **Be Kind:** Foster a supportive, inclusive, and collaborative classroom environment that values every student's contribution and prioritises emotional wellbeing.
- **Aim High:** Set ambitious expectations for all learners, providing the challenge necessary for students in a selective environment to excel, particularly in navigating complex societal and ethical issues.
- **Work Hard:** Demonstrate dedication to high-quality planning, assessment, and the continuous improvement of disciplinary literacy within the PSHE programme.
- **Take Responsibility:** Lead by example in safeguarding, professional conduct, and the promotion of a sustainable, socially just school community.

### 3. Teaching, Learning, and Scholarship

- **Curriculum Delivery:** Deliver a high-quality, inclusive, and spiral PSHE curriculum across Key Stages 3 and 4. This includes the three core themes: Health and Well-being, Relationships, and Living in the Wider World.
- **Disciplinary Literacy:** Explicitly teach the subject-specific vocabulary required to navigate modern life, from financial literacy and digital awareness to the language of respectful relationships and consent.
- **Inclusive Design:** Ensure the curriculum is "inclusive by design," providing equitable access to RSE (Relationships and Sex Education) and health education for all students, including those with SEND.
- **Pedagogical Innovation:** Utilise varied delivery methods — including assemblies, Enrichment Days, and ethical discussions — to ensure PSHE is integrated into the wider school life.

### 4. Safeguarding, Welfare, and Values

- **Safeguarding Stewardship:** Act as a daily steward of the school's safeguarding culture. You must be fully committed to promoting the welfare of children and young people, ensuring all statutory requirements of the PSHE curriculum are met with professional sensitivity.
- **Pastoral Support:** Actively support the self-development and emotional health of students.
- **Early Intervention:** Proactively identify SEMH (Social, Emotional, and Mental Health) needs and work collaboratively with the pastoral team and school counsellors to provide appropriate signposting and support.

# JOB DESCRIPTION continued

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## TEACHER OF PSHE

### 5. Careers and Community Engagement

- **Gatsby Benchmarks:** Actively link the PSHE curriculum to careers and financial education, helping students understand how their personal attributes and academic choices translate into active citizenship and professional contribution.
- **Mission-Driven Engagement:** Communicate effectively with parents and the wider community to ensure the importance of PSHE in preparing students for life and work in modern Britain is understood and supported.

*Note: This job specification outlines the duties required to indicate the levels of responsibility. It is not a comprehensive list and the Headteacher may vary the duties from time to time.*

# DEPARTMENT INFORMATION

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## PSHE AT CHURSTON



Lisa Byford  
Head of PSHE

Personal, Social, Health and Economic (PSHE) education at Churston Ferrers Grammar School is a vibrant and essential part of our school curriculum, designed to equip students with the knowledge, skills, and attributes they need to keep themselves healthy and safe while preparing them for life and work in modern Britain.

Our provision promotes the spiritual, moral, cultural, mental and physical development of students, fostering self-worth whilst recognising, accepting and respecting differences. We believe that high-quality PSHE education provides a safe environment for students to openly discuss sensitive issues, helping them become well-rounded, happy individuals with a strong sense of social justice.

Our spiral curriculum addresses the needs of all of our students in a rapidly changing world. It is built upon three core themes: Health and Wellbeing, Relationships, and Living in the Wider World. We follow the PSHE Association framework to ensure our teaching meets statutory requirements for Relationships, Relationships and Sex Education (RSE) and Health Education, while also integrating financial education and links to careers education.

PSHE is taught as a discrete subject by a core group of teaching staff, for one hour per fortnight in Years 7, 8, 10, and 11, and one hour per week in Year 9. In the Sixth Form, the programme is delivered through tutor lessons and further enriched by our external guest speaker programme. The department works in close partnership with the wider pastoral team to ensure that the curriculum is inclusive by design and that students are effectively signposted to support when needed.

Beyond the classroom, PSHE is an integral part of the school's SMSC provision and embedded into wider school activities through assemblies and enrichment days. These enrichment days allow our students to engage in practical workshops and interactive activities led by school staff and external agencies.

The PSHE department is looking forward to welcoming a PSHE teacher who will continue to build on this success, further develop enrichment opportunities and enhance our provision for all learners.

March 2026



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**Churston Ferrers Grammar School**

Greenway Road  
Brixham  
Devon  
TQ5 0LN

Telephone: 01803 842289

[vacancies@churstongrammar.com](mailto:vacancies@churstongrammar.com)

<https://churstongrammar.com>

**Headteacher**

Mr James Simpson, BA(Hons), MA, FCCT

**Chair of Governors**

Mr Alex Foley