

## **THE HOLT SCHOOL**

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[www.holtschool.co.uk](http://www.holtschool.co.uk)



### **Teacher of English**

**Full time**

**Permanent**

**Start date: September 2026**

**ECTs very welcome to apply**

**Main pay range/upper pay range depending on skills and expertise demonstrated at interview**

**Come and join our fabulous school, where students are engaged and eager to learn and our staff are passionate about inspiring them.**

**The successful candidate will:**

- aspire to be an innovative, outstanding practitioner
- demonstrate passion for your subject as well as excellent subject knowledge
- be a team player with strong interpersonal skills
- be keen to participate in aspects of wider school life

**In return, we can offer:**

- teaching in Key Stages 3, 4 and 5
- a strong, supportive, forward looking and effective department
- very positive climate for learning where students want to work hard and do well
- an ethos of staff well-being, including early finishes ahead of parents' evenings, minimal evening events, and off-site PPA
- a team of cover supervisors to ensure teachers rarely cover colleagues' absence
- personalised pathways of CPD, including coaching and leadership training for aspirant middle and senior leaders

The Holt is a popular and oversubscribed 11-16 girls and 16-18 co-ed comprehensive school, graded as Outstanding in the Ofsted inspection of March 2023. Further details and an [application form](#) are available from the school [website](#)

Prospective applicants are welcome to telephone Catherine Roberts (Head of English) for more information about this post and would be warmly welcomed to come for a visit to see us in action.

The Holt 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 subject to a full Disclosure and Barring Service Check.

**Closing date – 9am, Thursday 22<sup>nd</sup> January 2026**

**We reserve the right to assess and interview on receipt of application.**

# THE HOLT SCHOOL

## JOB DESCRIPTION

<b>Job Title:</b>	English Teacher	<b>Name:</b>	
<b>Reports to:</b>	Head of Department	<b>Issued/Reviewed:</b>	January 2026
<b>Pay Scale:</b>	MS/UPR	<b>FTE:</b>	1.0FTE
<b>Employment Status</b>	Permanent		
<b>Allowance:</b>	N/A		

**To be line managed by: Head of English**

### 1. Teaching and Learning: (43/50 teaching periods)

- To promote confidence and resilience through stoicism, humility and gratitude at all times.
- To be responsible for planning lessons using the principles of The Holt Pedagogy (Quality First Teaching) and delivery and assessment of differentiated, challenging lessons
- To follow The Holt procedures
- To prepare students for external/internal exams and qualifications; ensuring exam board requirements are met
- To be involved in the setting/marking of home learning , assignments and/or NEAs in line with department/faculty policy using Teams and Sims.
- To provide accurate, developmental feedback to students and ensure there is an opportunity for feedback and improvement time (FIT)
- Communicate effectively with parents through reports, reviews; parents consultation evenings, with pastoral team including tutors/ and with HoD/HoF
- To take all reasonable steps to ensure the safety of students and report any concerns / disclosures at the first opportunity
- To foster positive relationships with students in your classes
- To monitor attendance.
- To support HoYs and the SENCO by completing requests for information and commentary for students who are “on report”, for ‘round robins’ or for SEN annual reviews or exam concessions assessments.
- To recognise hard work, effort and positive learning behaviour using the school policies.
- To use the school’s B4L policy to maintain the highest standards of behaviour at all times

### 2. Additional Responsibilities – **Optional**

### 3. Pastoral Support

- To be a form tutor and foster a positive relationship with students
- To communicate with the Head of Year and Student Support
- To take the register and refer any students for whom you have concerns over attendance and punctuality.
- To ensure Daily Briefing is available to students and pass on all information/letters as required
- To support each member of the tutor group through academic mentoring three times a year, Year 7 and 10 only
- To ensure that the registration activities follow the timetable set by the Head of Year including TftW.

- To provide written reports on personal, social and academic progress as requested
- To monitor academic performance using the information provided from termly reviews with special attention to those with EAL, SEN, MA and disadvantaged/vulnerable students.
- To encourage students' involvement in extracurricular activities and support House activities as appropriate

#### **Year 13 tutors**

- To produce UCAS statements combining written reports from subject teachers as required.
- To support students in making decisions about their post 18 choices and guiding them through the process of preparing for their next steps.

#### **4. Professional Development**

- To actively engage in the Performance Management process
- To participate in CPD activities in school
- To pursue own interests and development by keeping up to date with subject knowledge and teaching methods.

#### **5. Life of School**

- To support the ethos of the school through the Mission Statement
- To comply with the School's Health and Safety Policy
- To carry out duties as published
- To attend meetings within the directed time.

*This job description is not intended to be a comprehensive definition of the post and will additionally include any task which the Headteacher may reasonably require the post holder to complete as part of the role. It will be reviewed annually and may be subject to modification or amendment after consultation*

Signed: ..... Date: .....  
Post Holder

Signed: ..... Date: .....  
Co-Headteacher

<b>Person Specification: Classroom Teacher</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education and Experience</b>		
Good honours degree	✓	
Qualified Teacher Status	✓	
Experience of teaching	✓	
6 <sup>th</sup> Form experience		✓
Record of continuing professional development		✓

<b>Knowledge</b>		
Good subject knowledge and passion for subject	✓	
Knowledge of National Curriculum and initiatives		✓
Good knowledge of pedagogy	✓	
Knowledge of effective assessment strategies	✓	
Knowledge of how to use data for target setting		✓

<b>Skills</b>		
Good classroom practitioner using effective behaviour management	✓	
Ability to inspire and motivate students	✓	
Creativity, energy and enthusiasm	✓	
Flexible and adaptable	✓	
Excellent relationships with students and colleagues	✓	
Good communication; orally and written	✓	
Good IT skills		✓

<b>Committed to:</b>		
Inclusion and a positive “can do” approach	✓	
Flexible working practice, willing to go the “extra mile”		✓
Raising the profile of your subject within the school and community	✓	
Promoting and safeguarding the welfare of students	✓	
CPSD (continuing professional self-development)	✓	