



WESTHOLME

PREP | SENIORS | SIXTH FORM

Job title:	Teacher of English
Hours:	1.0 FTE
Contract:	Permanent
Grade:	Westholme School Pay Scale
Reports to:	Head of Department
Term:	September 2026 (Applications for January 2027 start will also be considered)
Closing date:	Friday 26th June 2026 at 9am (may close earlier than this date depending on the number of applications received)

At Westholme School, our commitment to exceptional education is at the heart of everything we do. We believe in fostering a community where both students and staff strive to become the best versions of themselves, thriving in an environment that values excellence, hard work and kindness.

Our teachers play a vital role in this mission, serving not just as educators, but as mentors, role models and champions of our students' potential. Our Westholme Fundamentals support each teacher in their journey to inspire, challenge and nurture every student, ensuring they leave Westholme as confident, compassionate and capable young people, ready to make their mark on the world.

Core Principles of Our Learning Environment

- We educate with ambition, empathy and compassion.
- We empower others to make a positive impact on our school and the wider environment.
- We all know what we need to do to improve and what the measures of success will be.

- We embrace change, believing that we can all always get better at what we do.
- We're honest with ourselves.
- We are confident in who we are, but never complacent.

Purpose of the Job:

All teachers at Westholme School are expected:

- To have an enthusiasm for the subject, which motivates and supports students and encourages a shared understanding of the contribution the subject can make to all aspects of the students' lives.
- To use relevant school, local and national data to inform targets for development and further improvement of individuals and groups of students that you teach.
- To support the department's aim of increasing extra-curricular opportunities for students, including a willingness to lead or partake in exchange and other visits.
- To maintain efficient and effective management and organisation of learning resources including ICT.

Teaching and Learning:

- Responsible for high quality teaching, effective use of resources and improved standards of learning and achievement.
- Support the HoD with co-coordinating 11 -18 provision, pedagogy, systems, intervention, pupil achievement and results analysis.
- Support the HoD in tackling under-achieving pupils in a structured and supportive way.
- Work and plan collaboratively on a weekly basis or as indicated by the HoD.
- Identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- Maintaining good order and discipline among pupils in accordance with the policies of the school and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- Organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- Ensure effective use of support staff within the classroom.
- Plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.

Assessment and feedback:

- Maintain a regular system of monitoring, assessment, record keeping and reporting of children's progress.
- Feedback to students on a regular basis ensuring you are following the school policy.
- Meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- Prepare appropriate records and reports for parents and HoD.

Curriculum:

- Proactively contribute to the development and co-ordination of a particular area of the curriculum.
- Plan and prepare lessons in order to deliver the appropriate courses as stated by the Deputy Head (Academic)/HoD.

- Be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.

Wider School Policy:

- Promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- Promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- Commitment to the co-curricular programme.
- Recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the School's Health and Safety policy and any school-specific procedures / rules that apply to this role.

This list is not exhaustive but rather an indication of the main requirements of the role.

Person Specification

	ESSENTIAL	DESIRABLE
PROFESSIONAL QUALIFICATIONS	• Degree • PGCE or equivalent • Qualified teacher status	• Further qualifications • Recent training relating to subject teaching
KNOWLEDGE	• High standard of subject knowledge and an enthusiasm for the subject	
TEACHING AND LEARNING	• Experience of teaching GCSE • Teaching high achieving students across all phases, and the ability to extend able students. • The ability to monitor, evaluate and improve learning in the classroom. • Up-to-date knowledge of teaching methodology.	• Experience of teaching A-Level English Language • Experience of teaching A-Level English Literature
SKILLS AND ATTRIBUTES	• A high level of commitment and enthusiasm for the department. • Effective time management and personal organisational skills. • A willingness to be involved in extracurricular activities. • A willingness to contribute to schemes of work. .	• Well-developed ICT skills for the classroom.

Employment Conditions and Remuneration

Westholme has its own salary scale. We expect that the professional responsibilities of all teaching staff include the following:

- i) The kind of preparation and marking necessary to maintain high academic standards
- ii) Involvement in regular co-curricular activities, including those which take place out of normal school hours and at weekends
- iii) Pro rata supervision/cover duties
- iv) A commitment to upholding the general ethos of the school and the staff code of conduct

The School provides all lunches, tea, coffee etc. and other amenities free of charge.

Applicants who have any questions can email HR, HR@westholmeschool.com

Westholme School is committed to safeguarding and promoting the welfare of children and all staff must share this commitment – please refer to our Safer Recruitment and Safeguarding policies on the website.

Westholme School is committed to equality of opportunity in all areas of its work. All individuals will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.