



<b>Job Title</b>	<b>Teacher of English – suitable for ECTs</b>
<b>Grade/Salary</b>	Main Pay Scale / Upper Pay Scale, commensurate with experience
<b>Job Type</b>	Full-time, permanent
<b>Date Required</b>	1 <sup>st</sup> September 2025
<b>Closing Date</b>	8 <sup>th</sup> January 2025
<b>Interview Date</b>	As soon as possible
<b>Reporting To</b>	Head of English Faculty

## Details

We seek a committed and enthusiastic teacher of English to join our friendly and excellently resourced English department. The department has a strong ethos of collaborative working and in all key stages. This post would suit an Early Career Teacher (ECT).

## Principal Responsibilities

- To plan, deliver and teach English lessons and sequences of lessons to meet the individual, personal and academic developmental needs of students and so build their capacity as independent learners.
- To follow the Scheme of Work and assessment programme as provided by the Key Stage Coordinators in English to ensure that all students make progress
- To be accountable for student progress by liaising with teaching and support staff to monitor and support individual children and teaching groups
- To participate in the development of appropriate syllabuses, materials and schemes of work
- To be Form Tutor of an assigned form and to carry out related duties in accordance with the general job description of Form Tutor

## General Duties

- To carry out a share of supervisory duties in accordance with published rosters
- To participate in appropriate meetings with colleagues and parents relative to the above
- To assess student progress to provide detailed feedback to students, staff, Head of English and SLT.
- Motivate and progress students' learning by using clearly structured, engaging teaching and learning strategies.
- Promote and support the inclusion of students, including those with specific needs, both in learning activities and within the classroom
- Use behaviour management strategies, in line with school policies and procedures, to contribute to a purposeful learning environment and positive engagement

## Additional Duties

- Contribute to the overall ethos, work and aims of the school by attending relevant meetings and contributing to the development of policies and procedures within the school
- At all times carry out duties with due regard to the school's safeguarding and Health and Safety policies
- To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies





## Key Attributes

- Ability to organise and prioritise workloads
- Have highly effective communication skills (both written and verbal)
- Demonstrate a high level of attention to detail
- Ability to identify stakeholders' needs quickly and deal with queries
- Demonstrate reliability, tact, diplomacy, confidentiality and sensitivity are paramount to this post
- Work in a team with collective goals, whilst being able to work on your own initiative
- A firm yet caring approach
- The ability to undertake a variety of tasks, often at the same time
- The ability to "Think outside of the box"
- The ability to relate to both students and adults
- Be a hard worker

***The duties above are neither exclusive nor exhaustive and the postholder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.***

## About the School

Our school is a strong, caring community with an ethos based on our three core values; supporting to students to achieve; providing opportunities for enrichment in order to extend students' education within and beyond the classroom; preparing students for the wider world and life beyond school with key life skills and learning relevant to their life, both in the present and in the future.

We have high expectations of all members of our school community, with aspirations for everyone to be the best they can be, in all that they do. Visitors to the school regularly comment on the calm and welcoming environment; we very much look forward to welcoming your child to our school.

Our OFSTED inspection in October 2024 validated the impact of the significant work that has taken place to develop the character and culture of the school. Inspectors commented that students articulated that they felt happy, safe and that diversity is valued. It was noted that "pupils, staff and parents and carers agree that this school has improved since the previous inspection" and this is further evidenced through the Parent View responses, with 83% of responses recommending the school, an increase from 46% just under two years ago.

There is further evidence to support the impact of these positive changes including Local Authority reviews and student and parent voice, alongside a significant reduction in the number of fixed term suspensions. Attendance has also improved with data in line with the national figures for 2023-24 and a marked reduction in persistent absenteeism.

Teaching & learning across the school has shown increased consistency following the introduction of the Teaching and Learning toolkit but there is further work to be done around assessment for learning and adaptive teaching to ensure that students make more progress than is currently the case.

We are delighted that given the rapid improvements made, the inspection team have full confidence in the school having the capacity to improve further the effectiveness of teaching that pupils experience.





Early Career Teachers undertake a fully inclusive and supportive induction programme and are mentored continually throughout their term of training to ensure guidance is on hand at all times. This is complemented by the robust two-year Early Career Framework programme.

Our Governing body is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share in this commitment. The successful applicant will be offered a position subject to full pre-employment checks including an enhanced DBS clearance, satisfactory medical checks and 2 satisfactory references.

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## About the Trust

We are a small Multi Academy Trust based in the South-East of Essex and currently manage four local secondary schools. Each school within our Trust is a place where we believe in the power of education to transform lives.

Our philosophy is centred around the belief that schools can achieve better educational outcomes for students by working together as a collective entity. The Compass Trust is founded on the principles of collaboration, innovation, and inclusivity, with the aim of providing a supportive and nurturing environment that enables schools to flourish and students to succeed.

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## Additional Benefits

As a valued member of our team, you will be entitled to the following benefits (*\*Subject to eligibility criteria*)

- Employer Pension Contribution
- Access to the "Cycle to Work" scheme
- Eye test vouchers in partnership with Specsavers
- Access to our Employee Assistance Programme (includes confidential counselling and online discounts)
- Virtual GP Access - including minors 16 and under
- Annual onsite flu vaccination programme
- Free tea and coffee provided daily and cake on Fridays
- Discounted Tastecard subscription
- A Wellbeing week every half term (this includes no afterschool meetings)

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## How to apply

When applying for this position, please use The Bromfords School application form, which can be found on our school website under Vacancies, or click here - <https://www.bromfords.essex.sch.uk/recruitment-documents/>

We encourage visits from prospective candidates to meet members of our school community and to experience our school at first hand. If you would like to do this, please contact Ann Pullin, PA to the Headteacher on 01268 627848 or via email to [recruitment@bromfords.essex.sch.uk](mailto:recruitment@bromfords.essex.sch.uk)

We look forward to hearing from you.



Category	Essential	Desirable
<b>Application</b>	<ul style="list-style-type: none"> <li>Supportive reference/s</li> <li>Well-structured supporting letter</li> </ul>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher status</li> <li>Degree in a relevant subject</li> </ul>	<ul style="list-style-type: none"> <li>Degree in English</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Evidence of successful classroom teaching</li> <li>Track record of teaching and motivating all ages and abilities (at Key stages 3 and 4)</li> <li>Ability to demonstrate high standards of classroom practice</li> </ul>	<ul style="list-style-type: none"> <li>Previous teaching experience</li> <li>Involvement in /commitment to extracurricular activities</li> <li>Experience teaching at A-level</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Ability to motivate and encourage students across the age and ability range</li> <li>Ability to work successfully as part of a team, sharing good practice</li> </ul>	<ul style="list-style-type: none"> <li>Ability to communicate effectively in a variety of situations</li> <li>Ability to offer teaching in other subject disciplines</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Knowledge and experience of using a wide range of teaching and learning strategies (including successful use of differentiated material)</li> <li>Knowledge of effectively using assessment data to inform teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>Use of ICT in supporting all aspects of school and professional life</li> <li>A clear vision and understanding of the needs of secondary students</li> </ul>
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>Ability to demonstrate enthusiasm and sensitivity whilst working with others</li> <li>Caring attitude towards students and parents</li> <li>A good health and attendance record</li> <li>Emotional stability, can cope with pressure and use humour to good effect</li> </ul>	<ul style="list-style-type: none"> <li>Ambition to progress further in due course</li> <li>Flexibility and adaptability in order to be able to mix and work with a wide range of people</li> <li>Interests beyond teaching/school</li> <li>Evidence of being able to build and sustain effective working relationships with staff, governors, parents/carers and the wider community</li> <li>Ability to initiate and manage change with successful outcomes</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Ability to work hard under pressure</li> <li>Ability to prioritise and meet deadlines</li> <li>Commitment to continued personal development</li> <li>Commitment to contribute to the wider life of the school</li> <li>Good attendance and punctuality record</li> </ul>	