



The Forest School



The Forest School  
Robin Hood Lane  
Winnersh, Wokingham  
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Headteacher  
Ms Shirley Austin B.Ed.(Hons);  
B.A.(Hons); B.Sc.(Hons)

## Teacher of English

MPS/UPS - Salary dependent upon qualifications and experience

Start date: September 2026

Due to the continued growth of the school and the expansion of our team, we are excited to recruit additional staff. We are looking to appoint an enthusiastic, creative, ambitious and motivated teacher of English with the vision and drive to make a significant contribution to the teaching and learning of the subject at The Forest School. You will need drive; commitment and excellent subject knowledge to support the team and needs of our students. You will have the capacity to raise attainment through motivating and inspiring students, and will help enhance our culture of high expectations and achievement within the department and the school.

The successful candidate will be enthusiastic about teaching across all Key Stages. You will have the ability to raise attainment by motivating and engaging students, helping to foster a culture of high expectations and achievement within the department and the wider school community. Joining our supportive and highly motivated team, you will contribute to our rich and enhanced curriculum model, driven by our school motto, 'Aspire to be elite.'

We are a co-educational school starting from September 2024 for Year 7 and September 2025 for year 8 (with boys in Years 9-11) and a co-educational Sixth Form. The school has a newly refurbished subject block and subsequently every classroom across the school now has a ViewSonic interactive screen. In addition, we have invested in our all facilities across the school: new heating system reducing our carbon footprint, revamped technology including food room, whole school repainted, new interactive whiteboards, in addition to sporting facilities; upgraded our indoor swimming pool, invested in our sports hall, all weather pitches: MUGA, an all-weather football dome and our new performance and conditioning centre of excellence, available free to staff. The school has made significant investment in its digital infrastructure to support high-quality teaching and learning. All computer suites were upgraded to Windows 11 this year, increasing system performance, strengthening security and improving accessibility across the school. Academically the school has a positive progress measure and the students achieve above national average. Our curriculum is clearly mapped and was a strong "good" as part of our Ofsted 2021.

To get a glimpse of our vibrant school community and facilities, check out our school video [\[here\]](#), showcasing our students, staff, and the dynamic environment you'll be a part of.

The Forest School is committed to safeguarding and promoting the welfare of students and young people and expects all staff and volunteers to share this commitment. All appointments are subject to an Enhanced Disclosure & Barring Service clearance being received.

For all information, please visit the [school website](#), and to apply please complete the Forest Application Form returning it to <mailto:recruitment@forest.academy>. Unfortunately, CVs will not be accepted.



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## **The Interview Process**

If selected, the interview process will test and assess your fulfilment of the requirements for this position. The interview process will include consideration of your suitability to work with children and the interview panel will ask questions on safeguarding children/young people.

Please apply as soon as possible as shortlisting/interviews will be ongoing up until the closing date. Should a suitable candidate be appointed, the advert may close early.

The school will complete online searches on all shortlisted candidates and reserves the right to do so on receipt of all applications.

**Please make sure to complete and upload the official Forest School Teaching Staff Application Form. Unfortunately, we are unable to accept applications submitted in any other format.**

**CLOSING DATE FOR RECEIPT OF APPLICATIONS** is Monday, 25<sup>th</sup> May 2026 at midday.

It is our normal procedure to request references on shortlisted candidates prior to interview.

## **The Forest School Support and Professional Development**

A range of support and professional development opportunities are available at The Forest School from working with all other local schools through the secondary federation, the local School Alliance Association and Wellington College. We offer many staff CPD opportunities through the National Qualifications. CPD and Staff wellbeing are highest on our agenda.

- Highly effective behaviour and inclusion system with a supportive Centralised detentions to reduce teacher workload
- Superb CPD including from our outstanding 'Teaching and Learning Team'
- OFSTED 'good' (June 2021)
- Friendly and supportive working environment
- An active Staff Association and wellbeing team
- A comprehensive Induction programme for ECTs and new staff Allocation of a professional mentor (ECTs)
- A comprehensive CPD opportunity with National Qualifications
- Free admission to the school performance and conditioning centre of excellence
- Access to child care voucher scheme
- Access to tech and bike scheme

Please note, we may consider and interview as applications are received; we have the right to appoint a suitable candidate on receipt of application. This is policy procedure as we are aware of the competitive market and wish to recruit the correct person. Submissions from agencies will not be accepted.

*We look forward to hearing from you.*

# Staff Wellbeing at The Forest

## Work-Life Balance & Flexibility

- **Birth Day** – Take a paid day off for a special event during term time
- **Family & Personal Days** – Requests are warmly supported whenever possible
- **Online Parents' Evenings** – Attend from home if preferred
- **No Clock Watching** – You're trusted to manage your own hours
- **Flexible Email Culture** – Respond around your lifestyle; no pressure to be "always on"

## Health, Fitness & Perks

- **Free Gym Membership**
- **Free Use of the School Pool** (before school, with others)
- **Annual Flu Jabs** offered on-site
- **Cycle to Work & Tech Schemes**
- **Free Staff Parking**
- **Complimentary Tea & Coffee** – No staff fund needed
- **Home-Made Cakes Every Friday** (yes, really!)

## Time & Development

- **Generous PPA/Non-Contact Time**
- **Staff Can Leave Site During PPA**
- **Early Finish Every End of Term**
- **High-Quality CPD** for all career stages, including NPQ programmes
- **Opportunities for Travel** – including learning to ski on school trips

## Culture & Community

- **Warm, Supportive Staffroom Culture**
- **Active Staff Social Group** – including Pub Fridays!
- **Open-Door Leadership** – approachable and genuinely supportive leadership at all levels
- **Out of Hours Support -HT** Available to support staff out of hours
- **Confidential Wellbeing Support** always available
- **No Full-Capacity Teaching Loads** – efforts made to protect workload
- **Continually Improving Facilities** to support safe effective teaching



At Forest, we believe that when staff are happy, supported and trusted, everyone thrives – especially our students. Our wellbeing offer is designed to help colleagues balance professional excellence with personal fulfillment.



**THE FOREST SCHOOL ACADEMY TRUST**  
**TEACHER JOB DESCRIPTION**

<b>Role</b>	Teacher	<b>Reports to</b>	Subject Leaders
<b>Purpose</b>	<p>To ensure the greatest possible progress and development of students, through high quality teaching and learning, and appropriate pastoral support. To challenge and support all students to achieve their best by:</p> <ul style="list-style-type: none"> <li>• Setting consistently high expectations and standards</li> <li>• Sharing a love of your subject and of learning</li> <li>• Enthusing, engaging and motivating students</li> <li>• Inspiring trust and confidence in students and colleagues</li> </ul>		
<b>Dimensions</b>	<b>Pupils:</b> number will vary	<b>Staff:</b> n/a	<b>Financial:</b> none
<b>Accountabilities</b>	<ol style="list-style-type: none"> <li>1. To maintain thorough and up to date subject knowledge and pedagogy.</li> <li>2. To plan lessons and sequences of lessons and to support students in meeting their personal and academic potential.</li> <li>3. To use a range of effective strategies for teaching and for behaviour management, as detailed in the school's policies.</li> <li>4. To ensure the effective deployment of classroom support where appropriate.</li> <li>5. To use and analyse performance data including prior learning data, progress data and external examination data when planning lessons, and in order to establish and set expectations, targets and action plans for individuals and groups of students.</li> <li>6. To assess, monitor and record progress of students in teaching and tutorial groups.</li> <li>7. To set homework regularly and in accordance with the school's policies.</li> <li>8. To mark work regularly, provide appropriate feedback, and ensure this feedback is acted upon, in accordance with the school's policies.</li> <li>9. To communicate students' progress with parents and carers.</li> <li>10. To take part in marketing and liaison activities, such as Open Evenings, Parents' Evenings, Options Evenings and Celebration Events.</li> <li>11. To engage actively in your own Performance Management and to take responsibility for your own Professional Development within the context of the school's policies.</li> <li>12. To be a team player within your department and tutor team, contributing to department meetings, improvement plans and self-evaluation processes.</li> <li>13. To contribute and where appropriate to lead on departmental learning plans including Schemes of Learning or Schemes of Work.</li> <li>14. To work with, learn from, and support departmental and pastoral colleagues.</li> <li>15. To cooperate with colleagues to ensure a sharing and effective use of resources.</li> <li>16. To alert relevant staff to problems experienced by students and to work with those staff to implement solutions.</li> <li>17. To actively promote and support the school in its marketing through the use of social media.</li> </ol> <p>Other duties:</p>		

	<p>18. Where appropriate, to assume pastoral responsibility either a Key Stage 3, 4 or a Sixth Form tutor group, as part of the school's tutor system including the teaching of PSHE</p> <p>19. As a form tutor, to produce appropriate reports and otherwise liaise with parents as required</p> <p>20. To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's Child Protection policy</p> <p>21. To comply with the school's Health and Safety Policy</p> <p>22. To undertake any other duties not mentioned above, commensurate with the level of the post</p> <p>The Forest School Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</p>
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<b>Person Specification</b>			
<b>Requirement</b>	<b>Essential ?</b>	<b>Desirable ?</b>	<b>Shown through? A = Application I = Interview R= Reference</b>
QTS and eligibility to work in the UK	✓		A, I, R
Evidence of continuing professional development	✓		A,I
Understanding and support for the values and visions of the school	✓		A,I
Understanding and clear vision of the importance of subject	✓		A,I
A consistently good or outstanding practitioner capable of generating high student outcomes	✓		A,I
Ability to teach subject to GCSE	✓		A,I, R
Interest or experience in subject to A Level	✓		A,I, R
Self- motivated and self-reflective	✓		A,I
Good teamwork skills	✓		A,I
Good interpersonal and communication skills	✓		A,I
Good organisational skills	✓		A,I
Flexibility	✓		A,I
Patience	✓		A,I
Resilience	✓		A,I