



**BALLAKERMEEN
HIGH SCHOOL**

Head Teacher
Mr Graeme Corrin BA (Hons) NPQH

NOW HIRING



Teacher of **English**
(Permanent Appointment)

Required for: September 2025



Ballakermeen High School
St. Catherine's Drive
Douglas, Isle of Man
IM1 4BE

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THE POST

Teacher of English



*Would you like to live on a beautiful island and teach English to polite, hard working students?
Then we would welcome an application from you to join our English team!*

We wish to appoint a dedicated and skilled teacher to join our highly successful English Faculty. The department is well resourced and is made up of 15 teaching staff.

We would welcome applications from ECTs as well as experienced English Teachers.

We can offer an excellent professional development support programme together with a vibrant and welcoming environment. You will also be issued with a staff laptop.

At Ballakermeen, we have developed a knowledge led, sequenced curriculum that utilises centralised resources. This allows us to deliver lessons with consistency and supports teacher workload.

There are extensive benefits available to secondary teachers on the Isle of Man and these are outlined in the job role summary which can be viewed on the JobTrain and TES websites.

On the Isle of Man, the **main pay scale starts at £41,075 and rises to £52,489 per annum in your third year of teaching.**

For further information, contact:

Graeme Corrin
Headteacher
(Graeme.Corrin@sch.im) or

Katie Brooks
(Katie.Brooks@sch.im)

Details of how to apply are overleaf.

I realise how much time and effort is required in making an application and thank you in advance, should you decide to proceed.

Yours sincerely,



Mr Graeme Corrin
Head Teacher

HOW TO APPLY



Please complete an online application form at: www.gov.im/personnel (click on jobs).
Your letter of application should be attached to the 'CV' section of JobTrain.

You should write a supporting statement to provide examples of:

Why you want the job?

Your experience to date.

*How you would contribute to the school's extensive
extra-curricular programme.*



The school's leaders have a clear vision and ambition for the school which has focused on developing and embedding a shared culture based on the values of Kindness, Honesty and Respect across the whole community. They have focused tirelessly on reinforcing expectations in relation of standards of behaviour to provide the basis of an effective learning environment where every young person can achieve their best. This is paying dividends in the positive attitudes displayed by the majority of young people, and the respectful way in which learners both communicate with and behave towards their peers and members of staff, as is seen when young people move around the school.

JOB DESCRIPTION



Title of Post: Teacher of English
Salary Grade: Main Professional Grade Full Time
Responsible to: Subject Leader of English



EMPLOYMENT DUTIES:

This job is to be performed in accordance with Isle of Man Department of Education, Sport and Culture's Terms and Conditions of Service for Teachers' document (2014) together with Appendices of the Isle of Man DESC's Teaching Standards. The range of duties is clearly stated in the documents relevant to the post-holder's title and salary grade.



RELATIONSHIPS:

The post holder is accountable to the Head Teacher who will delegate some responsibilities via the school's line management structure.



ACCOUNTABILITIES OF THE POST:

To fulfil the role of class teacher working alongside other colleagues from the school, displaying high expectations of the academic work and behaviour of students, and in compliance with the policies of the school and the Department of Education, Sport and Culture.



JOB RESPONSIBILITIES:

You will be expected to:

- Demonstrate high standards of teaching
- Create positive learning environments
- Raise standards of student achievement through a focus on learning
- Work as part of a team to achieve positive outcomes for all learners
- Grow and develop professionally
- Take responsibility for monitoring and supporting students' learning
- Be the first point of contact between school and the parents of children you teach
- Be a Form Tutor.



WORKING WITH COLLEAGUES AND OTHER RELEVANT PROFESSIONALS:

Teachers are expected to collaborate effectively and professionally with colleagues and other relevant professionals within and beyond the school.





TEACHING:

Teachers are expected to:

- Plan and teach lessons to the classes they are assigned within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Participate in arrangements for preparing students for external exams.
- Participate in the pastoral system of the school by being a Form Tutor.



WHOLE SCHOOL ORGANISATION, STRATEGY AND DEVELOPMENT:

Teachers are expected to:

- Contribute to the development, implementation and evaluation of the school's policies, practises and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or students' development to secure co-ordinated outcomes.



MANAGEMENT OF STAFF AND RESOURCES:

Teachers are expected to:

- Direct and supervise support staff assigned and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers.
- Deploy resources delegated.



PROFESSIONAL DEVELOPMENT:

Teachers are expected to:

- Participate in arrangements for the personal appraisal and review of performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for personal training and professional development and, where appropriate, that of other teachers and support staff, including induction.



HEALTH, SAFETY AND DISCIPLINE:

Teachers are expected to:

- Promote the safety and well-being of students.
- Maintain good order and discipline among students.



COMMUNICATION:

Teachers are expected to communicate effectively and professionally with students, parents and carers.



SAFEGUARDING

The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff are required to undertake training with regard to the safeguarding and welfare of children and young people and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children School/Service, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

The contents of this job description may be reviewed and updated as necessary to ensure that it remains accurate and complete. All changes will be made in discussion and with the agreement of the Head of Service or designated Officer.

PERSON SPECIFICATION

SECONDARY SCHOOL TEACHER	ESSENTIAL/ DESIRABLE	MEANS OF ASSESSMENT Application Interview CV Pre-Employment Checks Observation
Honours degree in a relevant subject	E	C P
Qualified Teacher status	E	C P
Subject teaching qualification	E	C P
Evidence of further study/training	D	C I
EXPERIENCE		
Experience of classroom teaching, either as a teacher or during training	E	C I O
KNOWLEDGE & SKILLS		
Be an innovative and reflective practitioner, able to work constructively as part of a team, and on your own	E	C I O
Ability to foster constructive relationships with, and gain the confidence of, young people, parents/carers and colleagues	E	C I
Up to date knowledge and understanding, based on experience, of how to engage young people	E	I
Sound and efficient administration skills, including the ability to work under pressure and meet deadlines	E	I
Set high professional standards by personal example	E	O
Willingness to be held accountable through a rigorous performance management system	E	I
Ability to teach English at Key Stage 5	D	C I
OTHER		
Enthusiasm, energy and optimism	E	C I O
An excellent communicator who works effectively with all stakeholders	E	C I O
DBS Check	E	P
Act in a professional manner	E	C I O
Warmth and approachability	E	I O
Be consistently available for after school hours sports clubs and duties, such as compulsory parents' evenings (where attendance is compulsory for all staff)	E	I