

## Teacher of English

Based at the Beal Campus- IG4 5LP

Salary: M1 to UPS3 (Outer London)

Required: September 2025

Beacon Academy Trust is currently seeking to appoint a dynamic and inspirational Teacher of English who is ambitious and has a real passion for their subject.

The Trust is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.

Enhanced DBS (with list checks) is required for this post.

The below documents must be read prior to applying for this role and will be factored into interviews:

[Keeping Children Safe in Education](#)

[BMAT – Safeguarding and Child Protection Policy](#)

Further information and an application form can be found at <https://nelta.co.uk/vacancies/>

Please forward your electronic applications to [recruitment@beaconacademytrust.co.uk](mailto:recruitment@beaconacademytrust.co.uk)

Please note we reserve the right to close or extend this position depending on application numbers, therefore we would urge candidates to submit an application as soon as possible.



# Beacon Multi Academy Trust Benefits

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VACANCIES



## Benenden Private Healthcare

Responsive medical care which can be extended to include family and friends - taxable benefit

## Busy Beacons Nursery

Access to a BMAT term time only on-site nursery for all BMAT staff

## Pay and Conditions:

16% PPA minimum for teaching staff

Retained School Teachers Pay and Conditions 2012 including automatic main scale progression for teaching staff

Access to Teachers' Pension Scheme (TPS) or to Local Government Pension Scheme (LGPS)\*

## CPD:

BMAT CPD Hub - Investment in training and professional development

A range of career opportunities across the Trust

\*Where applicable

## Staff Wellbeing:

Free access to a fully fitted on-site fitness suite on both campuses and staff shower facilities

Interest-free beneficial loans to spread the cost of computer equipment, bikes, transport season tickets and visa applications

Free hot drinks

Free on-site parking and electric vehicle charging points on campus

Winter wellbeing additional day holiday for all staff

Employee Assistance Programme. 365 days/24 hour helpline and additional support with legal, financial advice and counselling

Two weeks' full pay paternity leave\*

Generous leave for full-time support staff

Team building and sports events to build cohesion and BMAT community

Microsoft Office 365 individual access from personal devices



### Role Description

This Recruitment Pack should be read alongside the range of professional duties of teachers as set out in the contract of employment, Teachers' Standards and BMAT Policies and Procedures.

Teachers make the education of their students their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

Teachers must meet all of the requirements in the [Teachers Standards](#) document.

- 1 A teacher must set high expectations which inspire, motivate and challenge pupils
- 2 Promote good progress and outcomes by pupils
- 3 Demonstrate good subject and curriculum knowledge
- 4 Plan and teach well-structured lessons
- 5 Adapt teaching to respond to the strengths and needs of all pupils
- 6 Make accurate and productive use of assessment
- 7 Manage behaviour effectively to ensure a good and safe learning environment
- 8 Fulfil wider professional responsibilities
- 9 Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- 10 Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- 11 Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

### Other Duties and Responsibilities

The above mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change.

The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post.



## Teacher of English

| Person Specification                                                                                                                                                                         | Essential (E)<br>Desirable (D) | App<br>Fm                           | Intvw                               | Ref                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| <b>Teaching Qualifications and Experience</b>                                                                                                                                                |                                |                                     |                                     |                                     |
| Qualified Teacher Status                                                                                                                                                                     | D                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Degree                                                                                                                                                                                       | E                              | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Demonstrates successful practice as a teacher in a secondary school, qualified or as a trainee                                                                                               | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>Professional Experience and Practice</b>                                                                                                                                                  |                                |                                     |                                     |                                     |
| Commitment to improving practice through appropriate professional development                                                                                                                | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Reflective practitioner                                                                                                                                                                      | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Demonstrate an understanding and proactive approach to safeguarding equal opportunities, health and safety and other policies and practices                                                  | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Act upon advice and feedback and demonstrate ability to coach and mentor                                                                                                                     | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>Ability and Skills</b>                                                                                                                                                                    |                                |                                     |                                     |                                     |
| Demonstrate ability to work well in collaboration with others                                                                                                                                | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Ensure that colleagues working with them are appropriately involved in supporting learning and understand the roles they are expected to fulfil                                              | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Communicate effectively with children, colleagues, stakeholders etc                                                                                                                          | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Effective time management and organisation skills                                                                                                                                            | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| <b>Personal Attributes</b>                                                                                                                                                                   |                                |                                     |                                     |                                     |
| Personal impact and presence                                                                                                                                                                 | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Adaptability to changing circumstances and new ideas                                                                                                                                         | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Vigour and perseverance                                                                                                                                                                      | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Enthusiasm, resilience, reliability and integrity                                                                                                                                            | E                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| BMAT is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.<br>Enhanced DBS Disclosure is required for this post. |                                |                                     |                                     |                                     |

