

# Coombeshead Academy

## Teacher of English

(0.8FTE available)

**Closing date:** Monday 31 March 2025 at 09:00  
**Interview date:** Friday 4 April 2025  
**Start date:** September 2025  
**End date:** 2 April 2026  
**Contract type:** Maternity cover 0.8FTE  
**Pay scale:** MPS/UPS



Required from September 2025 to 2 April 2026 to teach English at Coombeshead Academy (part of Education South West).

The English department is well respected for its successful outcomes and dynamic, forward-looking approach to the subject. This is a 0.8FTE maternity cover role.

Please come for a visit and meet the Curriculum Team leader and members of the department. We welcome applications from ECTs as well as experienced teachers.

What we can offer you:

- The opportunity to work in a school where all staff are viewed as part of the family.
- Somewhere where leaders look after you as well as encourage you to pursue your aspirations and goals.
- A school where the classroom and the learning experience for young people is the centre of everything that we do.
- A school with a healthy view of the work life balance needed to be a great teacher.
- Shared schemes of learning and pre-planned resources support workload reduction.
- A sensible and balanced approach to marking and feedback in order to further reduce workload.
- A clear behaviour policy which supports you to be able to teach with enthusiasm and freedom to a receptive audience.
- Opportunities to share your practice and learn from others across the trust and the teaching school alliance.

Please visit our school website - [www.coombesheadacademy.org.uk](http://www.coombesheadacademy.org.uk) . If you have any further questions please contact Mrs Battong, PA to the Headteacher via email - [caroline.battong@educationsouthwest.org.uk](mailto:caroline.battong@educationsouthwest.org.uk) . Applications must be made by submission of the My New Term application form on [Vacancies - Coombeshead Academy](#) . The closing date for applications is **Monday 31 March at 9am** with interviews likely to take place on **Friday 4 April**.

- *Education South West is committed to safeguarding and protecting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post. This includes checks with past employers, an online check of publicly available information, including social media, and an enhanced disclosure via the Disclosure and Barring Service*



# COOMBESHEAD ACADEMY

## Teacher of English

### Job Description

Post Title: **Teacher of English**  
Responsible to: **Head of English**  
Scale: **MPS/UPS**  
Start date: **September 2025**  
End date: **2 April 2026**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

#### Job Purpose

To be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

#### Accountabilities:

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons, and sequences of lessons to meet students' individual learning needs.
3. To use a range of appropriate strategies and follow School policies for tutoring, teaching, behaviour management and classroom management.
4. To do all you can, involving parents and other agencies, to ensure that because of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the school.

**UPS2:** UPS2 teachers are expected to make a sustained and substantial contribution to the school based on threshold criteria.

**UPS3:** UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of students' standards and contribute effectively to the work of the wider team. They take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students' learning.

#### Performance Management

Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

<b>Name:</b>		<b>Date:</b>	
<b>Signed:</b>	(Headteacher)	<b>Signed:</b>	(Member of Staff)



The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable	Evidence Base
<b>Qualifications</b>		
Degree and Qualified Teacher Status	Essential	Application Form / Certificates
Successful experience of teaching subject in placement or a previous school.	Essential	Application Form / Certificates
<b>Professional Experience and Knowledge</b>		
Successful teaching and curriculum experience	Essential	Application Form
Ability to teach subject to GCSE.	Essential	Application Form
Experience of teaching at A Level.	Desirable	Application Form / Certificates
Ability to communicate effectively with students, parents and colleagues.	Essential	Application Form / Interview
Ability to use assessment for learning and data to improve student performance.	Essential	Application Form / Interview
High level ICT skills.	Essential	Application Form / Interview
Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential.	Essential	Application Form / Interview
Excellent understanding of the curriculum and current developments in teaching and learning.	Essential	Application Form / Interview
Positive attitude towards your own and others professional development.	Essential	Application Form
Able and willing to make a full contribution to the life of the curriculum team and the wider school community.	Essential	Application Form
<b>Personal Qualities</b>		
Adaptable, flexible.	Essential	Application Form / Interview
Able to take responsibility and show initiative.	Essential	Application Form / Interview
Enthusiastic and inspiring.	Essential	Application Form / Interview
Able to command respect.	Essential	Application Form / Interview
Excellent team member, able to work both independently and cooperatively with others.	Essential	Application Form / Interview



# How to apply

## Application deadline

Applications must be made by submission of the My New Term application form on [Vacancies - Coombeshead Academy](#) . The closing date for applications is **Monday 31 March at 9am** with interviews likely to take place on **Friday 4 April**.

## Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors' Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

## Discussion and visits

Informal discussions with the Curriculum Team Leader are welcomed, as well as visits to the school. Please arrange a suitable time with Caroline Battong [caroline.battong@educationsouthwest.org.uk](mailto:caroline.battong@educationsouthwest.org.uk). Telephone: 01626 248971

## References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

## THE CURRICULUM AREA - ENGLISH

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Dear Applicant,

I am the Curriculum Team Leader for English, having had a range of roles in the school prior to this. I am supported by Billie (DTL). We also have Laura, the school Reading and Literacy Lead in our department. Molly is our Initial Teacher Training Co-ordinator. Our team is made up of 8 specialist teachers and our Librarian, Hilary.

This is a great place to teach and our students enjoy their English lessons - we are regarded as a highly successful team within the Academy. As a team we are supportive and advocate each other's careers. We are a team who are proud of our success and who always strive to provide the best that we can for our students. We are always keen to adapt our teaching to meet cohort needs and so are innovative and creative when it comes to teaching and learning strategies.

The Department currently delivers courses in GCSE English Language and GCSE English Literature via AQA. We have also introduced a Media Studies GCSE recently (WJEC Eduqas), which has proven very popular with students and has been effective at promoting progress in English. We also teach the joint A Level Language and Literature course.

The Department's lessons are fully resourced, which we then adapt for our own classes. Shared planning and resourcing is something we value as a team and in this (as with everything) we support each other and utilise each other's strengths. Laura is currently involved in the development and implementation of this evolving curriculum.

The English corridor is situated in the school's main block, adjacent to the Learning Resource Centre. Our team is supported by two specialist Learning Coaches who deliver the Read Write Inc phonics programme – Bernie and Joe.

In addition, as part of a multi-academy trust, Education South West, we are able to draw on a broad range of expertise and offer exciting opportunities for professional development. In particular, our trust takes a leading role in the Research Schools Network and is at the forefront of disseminating evidence-based approaches to education in the region. We work closely with other English teams in the Trust-particularly with Teign, who are geographically our closest school.

As a highly skilled, committed and professional team, we welcome your application.

**Lauren Jacques**  
**CTL English**

## **THE POST – 0.8FTE**

### **STAFF AND STUDENTS OF THE SCHOOL**

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All staff are considered leaders within the school and given the opportunity to participate in the decision-making process through regular curriculum team, pastoral and staff meetings – and whole school events.

Relationships between staff and students here are excellent. We see evidence of this in the time which staff devote to giving students individual help outside of classes and the time and energy they commit to trips. Our students are well motivated and responsible, and we receive many plaudits when they are active on visits.

### **CONTINUING PROFESSIONAL DEVELOPMENT**

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We are very clear in our belief that the staff are our best resource and invest a lot of time and resources in continuous professional development. We place a great deal of importance in supporting trainee teachers and NQTs. All our NQTs have an individual curriculum team-based mentor as well as mentoring from the Professional Development Leader. We do our absolute best to offer all our staff a continuous training programme as their career enters various stages from NQT through to preparation for middle and senior leadership, and then on eventually to headship. Our policy is to train our own staff who can then lead others.

We also use Incremental Coaching as the basis of regular developmental discussions for staff.

### **THE CURRICULUM**

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We have an admission number of 210 students in each year group which we organise into seven mixed ability tutor groups. They are taught in mixed ability groups at Key Stage 3 except in English, Maths, MFL and Science. Students are taught either French or Spanish in Year 7 depending on student choice.

We have a clear vision of what makes teaching and learning at Coombeshead distinctive. Learning here is exciting, inspiring, engaging, and effective. We train all our staff in using effective teaching and learning strategies based on the principles of the model for expert teaching the work of the EEF and Research School. We support staff by having a programme of Incremental Coaching that ensures that all staff have access to a coach who focusses on in-lesson improvements in teaching strategies.

Our Sixth Form offers a wide programme of A levels and vocational qualifications. We are proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form which prides itself on being a thriving community of its own.

### **EXTRA CURRICULAR**

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We have a thriving extra-curricular programme which is always changing and always developing. We will discuss with you at interview how you would like to contribute to this programme. We run many sports teams who achieve County and national success, and stage many different concerts and drama productions throughout the year. Other clubs and activities range from chess to football!

There are many other trips and visits which enhance the curriculum including a Technology residential in London to look at all aspects of design, English, and Drama residencies in London and Stratford, Geography and Biology field trips and so on. Staff would not give up this time if they did not enjoy working at Coombeshead with our students, and we are enormously appreciative of their time and goodwill.

# Welcome from Education South West

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Dear Candidate,

Thank you for your interest in Education South West - we are always on the lookout for exceptional talent to join us and contribute to our team of creative education professionals.

At Education South West we believe that education makes children's lives better, it is as simple as that; it enables them to lead great lives in every sense of the word. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of and broad and balanced curriculum. Sport, art, technology drama and music play a key role in all our schools.

We encourage innovation, creativity, and individuality. By sharing this individuality and creativity we believe that schools and communities become stronger through unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is necessary. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the best they can, leading effective teams at every level, growing future leaders, and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

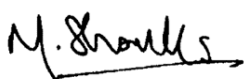
We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop talent, whatever stage you are in your career.

When recruiting staff to work with children we place immense importance on:

- people who go the extra mile.
- a commitment to professional development and a desire to continue learning, via research, private study and in learning from others.
- a desire to ensure that everything that is done within schools is the best it can be.
- a firm commitment to the philosophy that we work in education to improve young people's lives and improve society; we serve our communities and the wider populace.
- the ability to develop positive relationships with pupils, students, and parents.
- good interpersonal and communication skills when liaising with stakeholders.
- a good sense of humour.
- a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW.

Your journey with ESW starts here and I look forward to meeting you in the future.

Yours faithfully,



Matthew Shanks  
CEO

