

English Teacher

Salary:	**Inner London M1-UPS3 (£41,729 to £64,684)**
Required for:	**January 2027 (Permanent)**
Closing Date:	**Wednesday 25th Nov 2026**
Interview Date:	**TBC**

Main salary dependent upon experience

Please note that Cardinal Pole reserves the right to interview and appoint prior to the closing date.

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CARDINAL POLE CATHOLIC SCHOOL

Why Work at Cardinal Pole?

Firstly, thank you for taking the time to consider applying for the post of English Teacher.

We are looking for an exceptional teacher to join an outstanding department which promotes excellent teaching and learning in order to secure outstanding outcomes, and who works well with staff and students to inspire a love of English. The department has highly experienced and stable staff that are in a position to support professionals at all stages of their career. The department provides an enriching education, supported by an engaging and diverse curriculum, Poet in Residence and Librarian as well as its participation in a wide range of extra-curricular activities. *Please note that Cardinal Pole reserves the right to interview and appoint prior to the closing date.*

Our school is built on strong foundations of discipline and moral purpose. We offer a lively, dynamic and highly successful environment in which to achieve. We are also a faith community, providing an inclusive and enriching education which cares deeply about the wellbeing and development of our children and our community.

Cardinal Pole School is an inclusive school where all members of the school community are of equal worth and each have the opportunity to be the best that they can be. We are a community of service guiding young people on a path to opportunity, aspiration and reward, founded on Catholic values.

We seek to ensure that everyone is treated with dignity and respect. We also make sure all our students pursue a rich programme of study at all key stages appropriate for their age and ability, ensuring that there is no narrowing of the curriculum. These aims, coupled with high expectations for everyone, has resulted in remarkable success for our students.

We very much welcome applications from all faiths and backgrounds and value the unique experience that every individual can bring to our school and look forward to receiving your application.

Professional Development

We can offer you professional development to begin or advance your career. You will be part of a school that is established in developing practitioners and nurturing future leaders. The opportunities for progression at Cardinal Pole are significant. We offer a range of CPD, including multiple Middle Leadership pathways in addition to supporting preparation for Senior Leadership via MA study, NPQSL and SLT secondment opportunities. There is no doubt that these opportunities will help you achieve your own career ambitions rapidly.

Benefits

- You will be joining an AWARD WINNING National School of the Year 2024 & TWICE TES Secondary School of the Year nominated school.
- Free staff access to a modern and high quality gym which was fully refurbished in September 2023.
- An incredible team of staff who are highly skilled, dynamic and passionate about securing the very best outcomes for the community we serve.
- Excellent CPD opportunities at all levels including part-funded MA study (T&Cs apply).
- Opportunities for progression.
- Sophisticated modern school building set in the heart of vibrant Hackney
- A proactive and thriving staff well-being group with regular staff socials, coffee mornings and opportunities for cross departmental interaction
- Free Breakfast Club every day for staff and students
- Free Bike servicing for staff
- Travel Loans. Interest free loans to assist staff in meeting travel costs (T&Cs apply)
- Teachers Pension Scheme or Local Government Pension Scheme which includes 3 x salary life assurance cover whilst you remain in service.
- Employee Assistance Programme

CARDINAL POLE CATHOLIC SCHOOL **OUR MISSION**

'Cardinal Pole Catholic School is a community of service guiding young people on a path to opportunity, aspiration, and reward, founded on Catholic values.'

Job Description

The purpose of the Job Description and Person Specification is to provide information about the role and the skills a successful candidate must have.

Job Title: **Main Scale Teacher**

Reporting to: **Head of Department**

Grade: **M1-UPS3**

Purpose of the post: **To provide high quality teaching and learning, to raise standards of attainment and to ensure the progress, achievement and enjoyment of all pupils.**

Main Duties & Responsibilities

Teaching & Learning

- To promote the Catholic ethos of the school
- To promote the school vision
- To support relevant aspects of the School Improvement Plan
- To support school policies with a commitment to high standards, high expectations and high achievement
- To support a climate which encourages all pupils in the subject
- To be aware of current educational developments and the conclusions of educational research that may be relevant to practices and policies within the school
- To take advantage of relevant opportunities for professional development to ensure professional growth
- To play a full part in the Performance Management cycle
- To play a full part in departmental and whole school monitoring and evaluation
- To take an active part in corporate responsibilities i.e. duties, ensuring pupils' adherence to school rules and to be proactive around the building
- To be punctual for school and lessons responding immediately to bells
- To be ready for lessons meeting pupils at the door to ensure an orderly changeover between lessons and a purposeful start to the lesson
- To dismiss pupils in an orderly fashion from the room
- To be committed to achieving excellent attendance
- To plan and teach high quality lessons at all times in line with the subject schemes of work
- To mark and assess all aspects of the pupils' work in accordance with the departmental and school assessment policy
- To keep an up to date planner and markbook in accordance with school guidelines
- To produce high quality reports and profiles as required
- To contribute to the production of departmental documentation including schemes of work, resources, examinations, tests etc
- To help with the smooth running of the department by undertaking tasks as requested and directed by the Head of Department
- To promote good presentation of work by regularly enforcing the school guidelines
- To ensure an appropriate level of pupil behaviour at all times through behaviour for learning strategies so that a learning environment is clearly established in the classroom and to follow the schools behaviour policy as needed
- To have high expectations of the pupils at all times in relation to all aspects of school life
- To be a form tutor or an active member of a year team
- To have a commitment to working actively and collaboratively with colleagues to promote the effectiveness of both departmental and pastoral structures
- To attend staff, departmental and year team meetings
- To attend parents' evenings
- Be a role model to the pupils by living out the standards that we would wish to impart and expect
- To foster the social, moral and spiritual development of the pupils through example and guidance

- Be sensitive to the needs, morale and particular circumstances of the pupils providing a sense of direction, reassurance and support for the pupils
- Promote a climate of encouragement and praise and actively support the school's rewards system
- Help build the self esteem of the pupils by providing opportunities for all to make a positive contribution
- Provide a safe and secure learning environment by applying fair and consistent standards of discipline
- Encourage pupils to have respect for their immediate environment
- Provide a stimulating and differentiated learning environment to meet the needs of all pupils
- Be fully aware and supportive of all established routines, policies and practices
- To carry out his/her responsibilities at all times with due regard to Hackney Educations, organisation and arrangements for Health & Safety at Work
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with

Special Conditions of Service

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview. Also as this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

Cardinal Pole School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equal Opportunities

The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.

Main Scale Teacher Person Specification	Essential	Desirable
Qualifications		
Qualified teacher status QTS	✓	
Honours degree or equivalent	✓	
Personal		
A desire and determination to make a significant contribution to the school as a whole	✓	
Must be able to manage own work load effectively and respond swiftly to tight deadlines	✓	
Willingness to share expertise, skills , knowledge and ability to inspire others as a positive role model	✓	
Drive, energy, resilience and a sense of humour	✓	
High expectations of self and of others	✓	
Passionate about their subject	✓	
Excellent punctuality and attendance	✓	
Ability to work under pressure and to deadlines	✓	
Demonstrate good judgement	✓	
Display an awareness, understanding and commitment to the protection and safeguarding of children and young people.	✓	
Ability to produce required outcomes with minimal supervision		✓
Involvement in networking and sharing of best practice.		✓
Personal values that are consistent with the ethos of a Catholic School	✓	
The ambition to develop each child to his or her maximum potential	✓	
The desire to afford each child the dignity they require to build self esteem and so to flourish	✓	
Excellent communication skills	✓	
Interpersonal skills which demonstrate an ability to motivate students and to convey enthusiasm for teaching & learning	✓	
Have a positive and 'can do' approach when solving problems		✓
Must be able to remain calm in stressful situations and instill this calm when necessary	✓	
Experience		
Data analysis and target setting		✓
Experience of working with others to develop teaching & learning innovations		✓
Successful, recent teaching experience in a secondary school	✓	
Proven record of raising standards at all ability levels		✓
Experience of teaching subject to A level standard		✓
Professional Development		
Evidence of substantial recent professional development, including curriculum developments and pedagogy	✓	
Experience of working with other schools / organisations / agencies		✓
Knowledge Skills & Aptitude		
A sound understanding of the Ofsted framework		✓
Good ICT skills consistent with subject	✓	
Experience of using data to effect improvement		✓
Ability to plan strategically, monitor effectively and evaluate analytically		✓
Current educational issues especially related to the curriculum at KS3, KS4 and KS5		✓
Ability to employ a range of resources and teaching & learning strategies encouraging differentiated learning	✓	