

WARBLINGTON  
SCHOOL

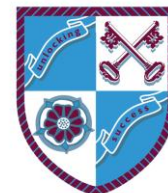
# Candidate Information Pack

## ENGLISH TEACHER

Required from September 2025  
ECT/Main



A very warm welcome to Warblington School



WARBLINGTON  
SCHOOL

Dear Candidate



Thank you for taking an interest in our unique community. I know I say it every year, but there is not a day goes by when I am not proud to be the Headteacher of this school and the community within it. August was another of those moments where the Class of 2024 and staff got to share the fact that their hard work meant every school attainment record has been beaten! They left a legacy that will not be forgotten – that despite the challenges this year group faced, they obtained the skills and qualifications that best prepare them to tackle those challenges and enable them to go on and have successful futures. We have now challenged the future year groups to “step up” and write themselves into the record books!

I am consistently in awe of the character and resilience shown by our young people. Students are still coming to terms with gaps in their education thanks to school closures, yet they seem more determined than ever to make up for lost time, taking advantage of the range of activities that we were once again able to put on. It was great to see students getting excited for the ski trip this year, and also throw themselves into Sports Week, staying for rehearsals for the school show, going out on trips and visits or just being able to have Christmas lunch or an assembly with the whole school together – something we do twice a year and is one of my favourite times – it emphasises the importance of working on something collectively. And in our case, Warblington is something very special.

We, along with every Hampshire school, have been able to be part of a #BeeWell survey, looking at student’s wellbeing. Much is written around the performance of UK schools in PISA tables by politicians, however rarely does this focus on how poorly UK schools come out when it comes to student wellbeing. What the #BeeWell survey has shown us is that Warblington bucks this trend, with students saying they feel safe, experience bullying below Hampshire and National averages and feel they have staff that will listen and support them all the way through school. This is something we’ve strived for and now have the evidence to show!

The improvement journey the school is on is one that presents challenges but also real successes. We now sit with a full Key Stage 3, and waiting lists in years 7, 8 and 9. With the increase in students, comes the needs to review the curriculum and we are delighted that Design Technology is back,



having recruited into this area. Business Studies also now forms part of the Key Stage 4 options. At a time where many schools are reducing the numbers of subjects, we are able to offer more – increasing the broadness of curriculum offer our students and parents have come to expect.

Warblington school has something quite unique about it. Whilst we go about our day in our Grade 2 listed building (yes it really is a national treasure!) that has recently seen millions spent upgrading the glazing to ensure rooms are fit for purpose, we remain a small, but rapidly growing secondary school. At only 780 students we can do things differently here as we know individuals well. This is picked up by everyone who visits us. But it goes deeper than that. Everyone who visits will tell you just how welcoming the school is for new staff and students – over 40 students joined us mid-way through the year last year, with each one saying how they had settled in well and were enjoying school. Indeed, one of our senior prefects this year joined us outside of the normal admission round, yet you wouldn't notice that from speaking to her. This is a thriving community and I am proud to say our students are well behaved, friendly, kind and considerate. They welcome visitors and they are proud to speak of their school. Our staff are passionate about improving learning and aim to inspire and challenge the young people we work with.

A recent inspection by the Hampshire Inspection Team noted, *“During the learning walk all pupils were engaged in their lessons. It was evident that teachers had a strong presence and command within the classroom environment, with subtle cues to engage pupils who may be off task or unsettled following a transition. These ‘behaviour of learning’ techniques were evident across the school, with teachers skilfully using eye contact, hand gestures and body language, without interrupting the flow of the lesson. This ensured any low-level disruption was addressed swiftly and meant behaviours did not manifest into something more. Behaviour seen throughout the day would align with the self-evaluation, with the school being calm and orderly, with pupils following staff instructions with respect.”*  
*Hampshire Inspectorate and Advisory Service (HIAS)*

We believe that children have the right to the best education and during their time with us, we aim to equip all of our students with the skills they need to flourish in modern society; to make the best of opportunities and to be able to positively contribute once they leave Warblington School.

The way we work with individuals on the Personal Development Curriculum has continued to build, and during our recent Hampshire Inspection, it was commented that, *“The enrichment curriculum covers careers, equality and diversity, relationship and sex education and safeguarding. ...all teachers deliver this within teams becoming more expert in their area. Leaders place value on this aspect of their work and this is highly visible across the school”*





We have high aspirations for everyone who wears the Warblington School logo and as we begin to look ahead to September 2025, and celebrate our 70<sup>th</sup> year as a school we continue to strive to improve ourselves through a clear focus on learning and achievement in a supportive environment. As a parent myself, I know that children and young people learn best in an environment which is secure, happy and caring. Our learning community works hard to create the right atmosphere and we pride ourselves on seeing each child as an individual. We take time to celebrate achievements together, whether they are academic, sporting, artistic or dramatic.

Here at Warblington, we are committed to bringing the best out of each and every student entrusted to us and being a small secondary school allows us to get to know each individual and provide them with the support they need that will enable them to thrive.

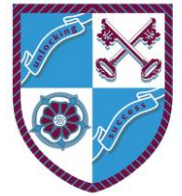
Curriculum is very important to us and has played a key role in our improvement in outcomes. Further information on our curriculum can be found our curriculum booklet and on our website. We recruit specialist teachers in their subjects and as we know they are passionate about the subjects they teach and we believe students need to experience a wide range of subjects for as long as possible.

Finally, it is important to note that teaching and learning is at the heart of everything we do. Our focus for this year is around the use of the Great Teaching Toolkit becoming the golden thread of all adaptive inclusive teaching enabling all students to succeed in the right environment. With the renovation of the main building complete, and the renovation of the technology block due to begin in the summer of 2025, we know that the ingredients are there for Warblington School to be a special place for years to come – and we'd be delighted for you to join us on that journey.

*Mike Hartnell*

**Headteacher**





WARBLINGTON  
SCHOOL

# ENGLISH TEACHER

## Required from September 2025

### ECT/Main

Due to a significant increase in student admissions, we are seeking a passionate and dedicated English Teacher to join our thriving school community from September 2025. This is an excellent opportunity for both newly qualified teachers (ECTs) and experienced professionals to join a supportive and effective department at a school that values excellence and inclusive education.

As a English Teacher, you will be responsible for delivering engaging English lessons across the curriculum to students of all abilities. You will have the opportunity to play a pivotal role in the continued development and success of our English department. We seek someone who is ambitious for our students and has a vision for enhancing the role of English within our curriculum.

#### Key Responsibilities:


- Delivering well-planned and engaging English lessons tailored to individual learning needs.
- Ensuring high standards of work, behaviour, and attitudes within the classroom and school environment.
- Planning and teaching a varied curriculum for students across different year groups and abilities.
- Using appropriate assessment strategies to monitor progress and provide constructive feedback.
- Working collaboratively with the Head of Department and colleagues to develop teaching materials and strategies.
- Actively contributing to the positive and inclusive school culture.

#### What We Offer:

- A competitive salary and benefits, including an excellent pension scheme, and free on-site parking.
- Professional development opportunities including tailored induction and ongoing training within a supportive and high-quality learning environment.
- The chance to work with motivated students and a dedicated team of professionals.
- an inclusive culture where all staff and students are valued.
- access to a confidential Employee Assistance Program (EAP) for support with personal, emotional, and mental well-being.
- Supportive colleagues and a welcoming staffroom with free refreshments
- Access to a staff benefits portal through Vivup

Join us in making a difference in the lives of our students and be part of a school community where excellence and development are at the heart of everything we do.





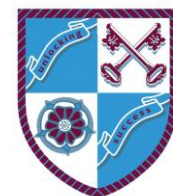
If you would like to apply for this position please visit the school website to download an application form. If you would like to discuss the role in more detail, please contact us via the school reception on 02392 475480. Please note that we do not accept CV applications.

[www.warblingtonschool.co.uk](http://www.warblingtonschool.co.uk)

Closing Date: 1 July 2025

Interview Date: TBC

**We would strongly recommend an early application as we reserve the right to close the vacancy if a suitable candidate is found.**



## JOB DESCRIPTION

### ENGLISH TEACHER

#### Core purpose of the role

- To offer all learners an effective education in a stimulating environment, which provides equality of opportunity for all
- To deliver the curriculum as relevant to the age and ability group/subject, other relevant initiatives, including ECM and the school's own schemes of work
- To work in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies
- To be responsible for promoting and safeguarding the welfare of children and young people within the school

#### Duties and Responsibilities

All teachers are required to carry out the duties of a school-teacher as set out in the current *School Teachers Pay and Conditions*. At this school the following areas have been highlighted as being of particular importance.

- Be a positive role model in terms of behaviour, work and attitudes
- Set high standards of work and behaviour in the class and all other areas of the school
- Plan for progression across the age and ability range you teach, designing effective lessons/programmes of work in accordance with the needs of individual learners
- Teach challenging, well organised lessons, using an appropriate range of teaching strategies which meet individual learners' needs
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment
- Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development
- Deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own schemes of work
- Advise and work collaboratively with the Head of Department and others on the preparation and development of teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements as appropriate.

## Other General Responsibilities

- Carry out breaktime and other duties as directed
- Communicate and consult with the parents/carers of learners
- Communicate and co-operate with any relevant external bodies
- Be fully conversant with the school's procedures and policies
- Responsibility for monitoring and tracking progress of a Tutor Group and building relationships with parents to support mentees in their learning. Establishing strong home school links to ensure all students have correct equipment and uniform.

## Professional Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary
- Be responsible for your own continuous professional development and participate fully in training and development opportunities identified by the school or as developed as an outcome of your performance management
- Participate fully with arrangements made in accordance with the revised Performance Management/Appraisal Regulations 2015.

## Health and Wellbeing Professional Development

- Establish a purposeful and safe learning environment for learners
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- Use a range of behaviour management techniques and strategies adapting them as necessary to promote self control and independence of all learners
- Raise all concerns regarding the behaviour, progress or welfare/child protection of any learner with the appropriately identified person
- Be responsible for promoting and safeguarding the welfare of children and young people within the school



## Team Working and Collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions*
- Participate in arrangements for external examinations and assessment within the remit of the current *School Teachers' Pay and Conditions*

## Other General Responsibilities

- To be flexible and responsive in all aspects of the post, undertaking duties as required.
- To assist in the recruitment, selection and induction of staff within the Faculty.
- To effectively plan the resources required to deliver the curriculum and support for students and staff, resources and accommodation to ensure value for money is delivered.
- To undertake staff duties in line with school policy.
- To be a Tutor as part of a house team, ensuring the well-being of all tutees.
- To undertake an agreed teaching timetable in line with school policy and in accordance with the agreed loading.
- As this is a new post, this job description will be kept under review and may be amended from time to time, following consultation with the post holder, to reflect changing organisational needs.
- **In addition to this job description, all teaching staff must carry out their professional duties as outlined in the Teachers Professional Standards.**

# EXPLANATORY NOTES

## Application Procedure

- 1) Read carefully all the information about this post.
- 2) Complete the application form as fully as possible. You must use the school (HCC) application form. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet.
- 3) In section 'details in support of your application' please tell us:
  - a) Why you are applying for this post.
  - b) How your experience, skills, training and/or qualifications equip you for this position and specifically how you meet the person specification and requirements of the job description.

Early applications are encouraged, and we reserve the right to close the vacancy early if **we receive sufficient applications for the role or if a suitable candidate is found.**

## Appointment Process

- 1) Suitable applicants will be shortlisted for an interview.
- 2) If you are successful, you will receive a telephone call or email inviting you to attend an interview. It is therefore important that you give us your email address.

## Pre- Employment Checks

The successful applicant will be required to:

- 1) Provide details of two referees who know you in a professional capacity, one of whom must be your current or most recent employer (for teaching staff this includes the Headteacher or mentor at your placement if you are still training). It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory.
- 2) Provide proof of all relevant qualifications.
- 3) Provide proof of eligibility to work in the UK.
- 4) Undertake an Enhanced Disclosure and Barring Service check and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.
- 5) Complete a Health Declaration form

## Conditions of Service

Employment is subject to a number of pre-employment checking procedures – these are given above.

For teaching staff, this post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply.

The job description may not necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

## Salary

Teachers, whether full or part time, will automatically be a member of the Teachers' Pension Scheme unless they elect to opt out.

## Policy on Equal Opportunities

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position. The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures.

Behaviour, which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

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