



English Teacher - Main Scale (suitable for ECT)

1 Year Fixed Term Maternity Cover September 2026

TRUST - RESPECT - EQUITY - EXCELLENCE

The wellbeing and progress of learners is essential to the success of Honywood. We believe that a culture of trust, respect, equity and excellence is essential to creating a learning environment in which everybody feels safe, valued and challenged. High expectations and a mutual respect for our differences is key to enabling learners to thrive and make excellent progress.

To support our ongoing journey, a rare and exciting opportunity has arisen for an inspirational English Teacher to add to our already impressive team for a one year fixed period. The postholder will be instrumental in creating an environment that removes barriers to learning for each and every learner and ensures they achieve their full potential. This is an excellent opportunity for someone to begin their teaching journey in a nurturing, supportive environment or looking to broaden their experience within a unique community school.

The school is at an exciting point in its improvement journey and is currently on an upward trajectory, with excellent results being achieved this year and a very positive recent OFSTED report. We very much see our English Team as a key player in this journey and are looking for a talented teacher to join the team and help shape the culture of the school and the lives of our wonderful learners.

Relationships & the development of social capital is at the heart of everything we do at Honywood. We want our staff to not just feel like co-workers. We want them to be proud members of Honywood; highly valued colleagues who help our community thrive. Working at Honywood is like being a part of a family.

“Staff are positive about leaders’ efforts to ensure that they have a reasonable workload. Staff appreciate the support provided for their well-being.” OFSTED - December 2022

We offer:

- A high achieving school producing excellent outcomes & well-rounded children ready for their next steps
- An inclusive approach based on shared responsibility & teamwork which values every member of our community
- A challenging learning environment where you will be asked to expand your thinking about the education we offer our young people
- Excellent induction & outstanding on-going staff development
- Employee Wellbeing support with access to Counselling Services, CBT and Coaching
- Access to online GP Services
- 2 Week October half term break
- Staff Discounts & Cycle to Work Scheme
- Annual Flu Vaccinations
- Family friendly policies that respect the importance of life outside of work

We expect:

- An excellent understanding of safeguarding responsibilities
- Evidence of outstanding teaching & continuing professional development
- A team player who understands the unique ethos of Honywood School & is committed to inclusivity
- Passion & enthusiasm for supporting extra-curricular activities & the development of cultural capital

- Someone who is prepared to be innovative and take risks to achieve the best possible outcomes for our learners
- Passion, confidence, resilience and creativity; someone whose vision is aligned with our school
- The ability to motivate and inspire learners and colleagues
- A thorough understanding of the impact of research based practice
- Someone who can demonstrate their personal impact upon learner outcomes
- Someone with a growth mindset unafraid of being challenged or challenging others

Has this piqued your interest? Do you want to help us provide an education of excellence? Are you dedicated to staff development and wellbeing? Do you want to be part of a distinctive and inclusive culture? If this sounds like a place you would like to work and a role that you would like to make your own, we would love to hear from you. We would also encourage you to pay us a visit to experience our wonderful community first hand.

We believe that diverse teams are stronger teams. We know that diversity is valuable in fostering social cohesion and supporting children to grow and develop in an environment of visible, diverse role models. We remain committed to building an inclusive environment and strongly encourage applications from candidates from underrepresented groups. If you feel you meet the above criteria and are looking for your next challenge, we'd love to hear from you. If you have a disability, health condition or are neurodivergent and may benefit from some adjustments and support during the recruitment process, please let us know. We will always endeavour to work with you to minimise barriers.

Honywood School is committed to safeguarding children and safer recruitment processes are always robustly followed. The successful candidate's appointment will be subject to safer recruitment checks and satisfactory completion of an enhanced DBS check. This role is exempt from the Rehabilitation of Offenders Act 1974 and all shortlisted applicants will be required to complete a Self Declaration form in line with relevant guidance.

For an application form and to find out more about what life is like at Honnywood, please visit our website at www.honywoodschool.com. To arrange a pre-application visit or telephone call, please contact our HR Office by emailing recruitment@honywoodschool.com. **Please note that only SAT Application forms will be accepted.**

Closing Date for Applications: Midday on Friday 15th May 2026

Interviews to take place on Thursday 21st May 2026

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



Job Description TEACHER - Main Scale / UPS

Role Purpose	<p>The role of a Honywood teacher is to deliver outstanding teaching and learning of their subject, supporting learners to achieve excellent results, and to be a positive role-model, upholding the school vision and impacting the school more widely.</p> <p>A teacher at Honywood should be someone that shows pride in their work; someone who cares and wants the best for their learners. A role model of professionalism.</p>
Accountable To	<p>Head of Department Headteacher</p>
Responsible For	<ul style="list-style-type: none"> ● Planning, resourcing and delivering lessons to the highest standard so that learners make excellent progress. ● Provide a nurturing environment that helps pupils to develop as learners. ● Contribute to establishing and maintaining high standards of behaviour across the whole school ● Contribute to the wider character development of each child, supporting our capital enhancing curriculum <p>In addition colleagues on the Upper Pay Spine: A UPS teacher must be highly competent and make a substantial and sustained contribution to the wider life of the school, as detailed below. This will be reviewed during the appraisal process.</p> <ul style="list-style-type: none"> ● Provide a role model for teaching and learning. ● Make a distinctive contribution to the raising of learner standards. ● Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve learners' learning and achievement. ● Undertake action research or policy development which enhances practice or outcomes in the school through membership of school working parties and focus meetings. ● Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice. ● Deliver high quality CPD sessions/training. ● Undertake lesson observations and provide feedback and appropriate follow up support. ● Engage in work scrutiny. ● Participate in regular and frequent commitment to cross-curricular or extra-curricular activities.
Salary/Grade	<p>Main Scale/UPS</p>

Core Responsibilities

- Set high expectations so that all learners are inspired, motivated and challenged to reach their full potential
- Create a positive climate for learning, by explicitly teaching lesson routines and applying behaviour systems consistently and fairly
- Plan and teach well-structured lessons which allow adequate time to embed new knowledge, understanding and skills and which are responsive to learner misconceptions
- Nurture every learner's intellectual curiosity, asking pertinent questions to deepen their understanding
- Systematically check learner's understanding and act to correct any misconceptions
- Provide learners with feedback and guidance that is aimed at moving their learning forward
- Ensure that all learners achieve highly and make significant and continuing progress at all levels
- Participate in and contribute to effective collaborative planning for every year group, contributing to the development of the curriculum
- Contribute to the planning of assessments and subject specific revision, including preparing learners for national examinations
- Review and reflect on each assessment, making intelligent use of data to identify underperformance, and plan appropriate support to address this
- Lead enrichment and participate in trips and visits to enhance the learning experience of all learners
- To ensure consistency with routines and expectations - eg: behaviour management, learning environment, meet and greet.

Whilst every effort has been made to explain the main duties and responsibilities of this post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager and/or the head teacher to undertake work of a similar level that is not specified in this job description.

Employees are expected to present themselves and to act in a professional manner at all times.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition.

PERSON SPECIFICATION

Qualifications	Essential	Desirable
Qualified teacher status	x	
Good Honours degree	x	
Accredited or certified further CPL (Continuous Professional Learning) or training		x
Have participated in INSET related to whole school issues of educational leadership and management		x
Higher degree		x
Experience		
Evidence of outstanding learning & teaching skills, leading to consistently high standards of student achievement		x
Evidence of a proven track record of delivering excellent student outcomes at GCSE &/or A level		x
Experience of personal involvement in the wider curriculum		x
Experience of leading a whole school initiative		x
Knowledge/Skills (ability to)		
To have excellent subject knowledge up to GCSE	x	
Knowledge of current developments in learning and teaching	x	
Develop a broad and imaginative range of learning and teaching skills within the team	x	
Work effectively and contribute successfully to a high performing team	x	
High level communication and presentation skills applicable to a range of audiences	x	
Think creatively and imaginatively to solve challenges and identify priorities within the faculty	x	
Knowledge of current developments in pedagogy	x	
An understanding of recent educational changes		x
Make effective use of assessment information and data to raise achievement	x	
Ability to anticipate problems, create solutions and identify opportunities	x	
Personal Attributes		
Commitment to the highest standards of child protection	x	
An enthusiasm and a deep commitment to promoting Honeywood School Values	x	
A deep commitment to inclusion and equality of opportunity and working with disadvantaged young people	x	

Commitment to continuing professional development activities	x	
Ability to use appropriate interpersonal skills when relating to staff, pupils and parents/carers	x	
Enthusiasm for specialist subject and a desire to communicate that to others	x	
Demonstrate energy, vigour and perseverance and promote a 'Can Do' philosophy	x	
Ability to prioritise, plan, organise and evaluate the work of the faculty and that of learners	x	
The ability to work with resilience under pressure and to meet deadlines	x	
The capacity to build and maintain strong and effective relationships with all members of the school community		x
Professional and personal integrity	x	
Energy, enthusiasm and a positive approach to change and the challenges facing a rapidly improving school	x	

TEACHING

A teacher must:

1 Set high expectations which inspire, motivate and challenge students

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students

2 Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study

3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

4 Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

5 Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development

- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to students' achievements and well-being.

PERSONAL AND PROFESSIONAL STANDARDS

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

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.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.