

Elm Tree Multi Academy Trust

Recruitment Information Pack



Teacher of English at North Leamington School



An overview of North Leamington School



Dear Applicant,

Our school is a thriving, popular and inclusive comprehensive school, where we pay particular attention to each individual student by promoting their personal, social and educational development. We have all the advantages of being a large school in that we offer a wide-ranging curriculum to enthuse all learners and at the same time employ dedicated and high-quality staff to support and value each student.

North Leamington School is a part of the Elm Tree Multi Academy Trust (ETMAT), with the aim to work in collaboration delivering excellence and enriching the lives of the young people within the Trust.

We have high expectations of our young people; we expect everyone to work towards the common goal of helping them develop the skills and knowledge required in being successful at North Leamington School and beyond. Our students are encouraged to strive for excellence in all that they do at school and grasp all the wonderful opportunities that will present themselves throughout their years of study. We want our young people to aim high, be happy confident learners, support one another and be proud members of our rich and diverse community.

Our ambition is to be an ever-improving learning environment that offers **opportunities** to enthuse engage and enrich the experiences of all its community. We will continue to instil a **commitment** to growth in a positive, dynamic, and **respectful** environment that expects and supports personal **excellence** in the context of *“everyone mattering equally.”*

Vision and Values

- **Commitment:** All members of our community are committed to self-improvement, working to achieve both individual and collective goals so all are successful.
- **Opportunity:** Individuals can develop their abilities and talents, and to be successful. We want everyone within our community to be nurtured, challenged, and encouraged to make the most of opportunities.
- **Respect:** Everyone behaves in a respectful and kind way to others. Our school is an inclusive environment where all are valued equally.
- **Excellence:** There is a commitment to excellence in all that we do. We have a culture of high expectations. We expect to do well both as individuals and collectively.

We are extremely fortunate to educate young people in a wonderful environment with state-of-the-art facilities. We have committed, talented teachers and support staff who work hard and deliver excellent outcomes for our young people at all stages. Fundamental to that success is instilling core attributes such as resilience, independence, kindness, progressive thinking and a desire to work hard.

We care deeply about forging positive and strong relationships between all partners – staff, students, parents, carers and governors. Respect for ourselves and each other is at the heart of our school ethos, we want students to work in partnership with our local and global communities and the environment to become positive members of society and role models for our younger students at school.

I would like to thank you for your interest in joining our team here at North Leamington School. If you would like to visit the school, please get in touch with our HR team at hr@etmat.co.uk and we can assure you of a warm welcome.

Kind Regards,

Mr Mike Lowdell

CEO of Elm Tree Multi Academy Trust & Head Teacher of North Leamington School



For further information about our school, please take a look at our website: -

[North Leamington School - Home / www.northleamington.co.uk](http://www.northleamington.co.uk)

Job Opportunity

Job Title:	Teacher of English
Opportunity:	<p>Would you like to be part of a high performing team, achieving positive results at GCSE and A level and contribute regularly to our wider curriculum offer? If so, we look forward to receiving your application.</p> <p>North Leamington School (NLS), a part of the Elm Tree Multi Academy Trust, is a fantastic place to work. Working with us will provide excellent opportunities to develop as a teacher within a high-achieving, inclusive and supportive learning community.</p> <p>We are an oversubscribed school with an expanding Sixth Form and have sustained continuous improvement in order to secure fantastic outcomes for all of our students. Attainment and progress at KS4 are consistently above the national average and our sixth form progress measures are amongst the very best. We are defined by our core values of commitment, opportunity, respect and excellence for all and in all that we do.</p> <p>We are seeking to appoint a dedicated qualified Teacher who has the ability to teach English at Key Stages 3 & 4, and potentially KS5, to an excellent standard and would contribute positively to our high performing department. Our English Team is very collaborative and successful, achieving results well above the national average at KS4 and KS5.</p> <p>Applications from ECTs, as well as those from experienced Teachers, are welcomed – our new teacher programme is a particular strength of NLS. Any successful ECT applicant would be strongly supported in securing the skills necessary for this role.</p> <p>What we are looking for:</p> <ul style="list-style-type: none">• A highly effective, qualified and dedicated practitioner who is able to teach English up to GCSE, and potentially A-level• The drive to develop professionally as a practitioner• A good team player and high performer, who will contribute fully to the department and the wider school
Reporting To:	Subject Leader (Teaching duties) & Year Leader (Form Tutor duties)
Working Relationships With:	Other Teacher colleagues, Teaching Assistants, Support Staff
Location:	North Leamington School Sandy Lane, Blackdown, Leamington Spa Warwickshire CV32 6RD

Salary & Hours:	Permanent Role 1.0 FTE (or Part-time Considered) ECT/MPS/UPS Applications are invited from recently qualified teachers. Required for September 2026
What We Offer:	<ul style="list-style-type: none">• A fantastic modern school environment with a strong team culture• A very generous pension scheme and access to a range of health and wellbeing services• A first-class commitment to developing individuals through personalised CPD programmes• An easily accessible location with plentiful onsite parking

Job Description

Title of Post:	Teacher of English
Location:	North Leamington School
Salary/Grade:	ECT/MPS/UPS
Hours:	1.0 FTE (or Part-time Considered)
Responsible to:	Subject Leader (Teaching duties) & Year Leader (Form Tutor duties)
Purpose of Job:	To put Whole School and Departmental policies into practice consistently and support, as well as promote, the stated 'Aims & CORE Values' of the school in all aspects of working practice.

Key Tasks and Responsibilities:

- Meet all teacher standards
- Respond appropriately and professionally to the individual needs of all students, as both a Subject Teacher and a Form Tutor
- Track regularly student attainment/progress and administer prompt, specifically targeted intervention as necessary
- Teach the relevant subject(s) throughout the age and ability range of the school, and participate fully in the development of courses, syllabuses, schemes of learning and materials, and the wider curriculum within the department
- Attend and positively contribute actively to departmental meetings and CPD as necessary
- Ensure that lessons are effectively planned and delivered in accordance with the department's policies and schemes of learning; ensure that students' work is to a good standard and marked and assessed effectively, and that students' attainments are recorded accurately for reporting internally or to parents and students; ensure that home learning is set, in line with policy, and that departmental tasks are completed to a good standard in accordance with set deadlines
- Promote positive student behaviour and maintain a high standard of classroom management conducive to effective learning; seek support from the Subject Leader and liaise effectively with relevant staff regarding issues of discipline; ensure that appropriate work is set for classes during absences known in advance; maintain high standards of conduct and uniform (world class basics)
- Establish and maintain an attractive context for learning in the classroom, including the regular display of students' work; report any repair and maintenance issues regarding the classroom immediately to the Subject Leader/Facilities Manager; control and oversee the use and storage of all textbooks, stationery and other teaching materials; take good care of students' work and ensure that it is stored securely

- Carry out the role of Form Tutor effectively; with respect to members of the Form Group, seeking:
 - to establish a productive rapport with students in order to enhance both their personal/social/emotional development and their academic progress;
 - to provide a first point of reference for all issues and problems affecting individual students;
 - to maintain high standards of conduct and uniform (world class basics);
 - to monitor attendance and punctuality effectively and to take appropriate action regarding absence and lateness;
 - to complete records, reports, profiles and references on students as required;
 - to monitor the home learning and general progress of students
 - to assist the Year Leader fully in the monitoring of individual students (e.g. by 'Target Cards') who are raising concern over specific issues of whatever kind;
 - to accompany the Form Group to all assemblies and to encourage group members to participate attentively and actively;
 - to deliver high quality tutor time sessions as directed by the programme of study
 - to carry out supervision of students (i.e. 'Duty') as directed by the Senior Leadership Team
 - to participate, as required, in meetings with colleagues and parents in respect of the responsibilities and duties of the post, and to ensure that this is done in conjunction with the Subject Leader or Year Leader, as appropriate

Budget Management

- None

People Management

- As necessary

General Requirements:

All Elm Tree Multi Academy Trust staff are expected to:

- Maintain confidentiality according to organisation and legal requirements
- Uphold school policies, routines and codes of conduct as set out in the Staff Behaviour Policy or other documentation made available to staff
- Undertake other such reasonable duties as may be required from time to time
- Work towards and support the Trust's vision and objectives
- Be aware of, and follow the Safeguarding and Child Protection Policy
- Support and contribute to the school's responsibility for safeguarding students
- Work within the school's Health and Safety Policy to ensure a safe working environment for staff, students and visitors
- Maintain high professional standards of attendance, punctuality, appearance and conduct, and promote positive and courteous working relationships with students, parents and colleagues
- Engage actively in the performance review process
- Show a willingness to undertake training and professional development either in-house or externally

Context of Post

This post should be seen in the context of the School Improvement Plan, the Aims and Values of the school, and the latest OFSTED Inspection Report.

Renegotiation

Elements of this Job Description may be renegotiated at the request of either party and with the agreement of both.

Safeguarding Statement

Elm Tree Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Person Specification

Professional Knowledge:

	Measurement
Understands how to ensure effective student learning through challenging, high quality and exciting teaching	A, I
Understands the potential of student voice and parental engagement	A, I, R
Understands the positive role of Performance Management within their own professional development	A, I
Working knowledge of common ICT applications, and understands its role in enhancing learning and teaching	A, I

Qualifications & Attainment:

	Measurement
Qualified Teacher Status (UK)	A
Educated to Degree level in the relevant subject/s	A

Experience:

	Measurement
Has appropriate and successful classroom experience (whether on teaching practice or in post) of teaching the subject across the age and ability range (11-18)	I, R
Is an outstanding classroom practitioner	I, R
Works effectively with Teaching Assistants/Support Staff/ Technicians within the faculty/department	I, R
Has evidence of the ability to work effectively and supportively in a team	A, R

Personal Qualities:

	Measurement
Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture	I, R
Has a strong commitment to pursuing your own professional development	I, R
Shows evidence of appropriate personal qualities and skills, particularly enthusiasm, creativity and the ability to communicate effectively	A, I, R

Safeguarding:

	Measurement
<i>In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:</i>	
Motivation to work with children and young people	I, R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	I, R
Emotional resilience in working with challenging behaviours	I, R

Additional:

Good health and attendance records
An Enhanced DBS check will be required prior to appointment - this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.
High quality of application, with particular regard to the formal response requested
Reference of unequivocal recommendation

References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

Measurements	
A	Application Form
I	Interview
R	References

How To Apply

Closing Date:	Friday 15th May 2026 at 09:00am
Interviews:	<p>Interviews are expected to take place shortly after the closing date; however, we may interview candidates on application.</p> <p>Therefore, we encourage you to apply at your earliest opportunity.</p> <p>There will be an opportunity to look around the school on the day of the interview. If you would like to visit prior to that date, please contact the HR Team (details below) to seek suitable availability.</p>

All applications must be completed and submitted online or by emailing to:

hr@etmat.co.uk

Alternatively post your application to:

**Human Resources
North Leamington School
Sandy Lane
Blackdown
Leamington Spa
CV32 6RD**

Alternatively, you can apply via the TES portal online.

If you have any queries regarding the application process, please contact Brian Langley - Trust HR Manager or Eleanor Hancox - HR Officer on:

T: 01926 338711 Ext 8488 / Ext 8408

E: hr@etmat.co.uk

Elm Tree Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All appointments are made subject to receipt of a completed application form, satisfactory references, an enhanced DBS disclosure, online search checks and the right to work in the UK.