



January 2025

Dear Colleague,

Teacher of English

Thank you for your interest in this post. We are currently hoping to recruit an outstanding teacher of English to join the English Department.

The High School Leckhampton opened to Year 7 in September 2021 on our temporary site at Balcarras School. In September 2022 we moved to our £30 million, state-of-the-art building at Farm Lane, Leckhampton where we welcomed a new cohort of Year 7 pupils. The school has expanded each year, and we will take a new cohort of 180 pupils into Year 7 annually, until it reaches a capacity of 900 pupils. From September 2025, we will have 750 pupils on roll in years 7-11, as follows:

Year 7 = 180 pupils
Year 8 = 180 pupils
Year 9 = 150 pupils
Year 10 = 120 pupils
Year 11 = 120 pupils

We are on a very exciting journey!

The High School Leckhampton is part of The Balcarras Multi Academy Trust, and we already work closely with Balcarras School. During our first year we were temporarily housed in a brand-new building on the site of Balcarras and shared several teachers and this close relationship has continued in year 4. Consequently, all applicants should look at the Balcarras Trust website for additional information about the ethos and culture of The Trust. Winchcombe School joined The Trust in November 2023 and subject networks are in place across all 3 schools.

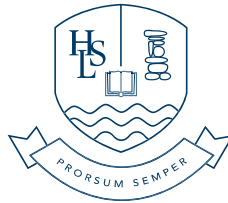
At this time, we are looking to recruit a superb teacher of English, who will join our school. This is an exciting opportunity to work alongside our existing English teachers as we take our first cohort of Year 11 GCSE pupils into their exams in summer 2026. We are looking for an inspirational teacher and are prepared to consider both experienced and Early Career Teachers. All candidates should have an excellent track record of achieving, or the potential



Farm Lane, Leckhampton, Cheltenham GL51 3FS | Headteacher: [Mrs Helen Wood BA \(Hons\) NPQH](#)

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The High School
Leckhampton

to achieve, outstanding GCSE outcomes and should be capable of teaching at Key Stage 5 if required.

At The High School Leckhampton we believe in developing the whole child and as such extra-curricular clubs and super curricular activities already play a key part of the life of the school – the person appointed will, we hope, make a strong contribution to them. We want our pupils to have plenty of enriching opportunities to 'experience' English outside the classroom including visits, visiting speakers and the opportunity to enter competitions. English is already a very popular subject amongst all our pupils with our 'HSL Book Club' and "mini librarians" and the pupils enjoy the annual visit to the Cheltenham Literature Festival.

As we are recruiting to a new and growing school, this role provides a unique and exciting opportunity for the right candidate and I would encourage you to read all the information about the school before making your application, particularly: the *Information Pack for Applicants*, the *Prospectus*, and of course visit our website <https://www.hsl.gloucs.sch.uk/>

Above all else, we are looking for a dedicated, enthusiastic, and highly skilled English teacher who will integrate smoothly into the existing team and who shares our values.

The High School Leckhampton is an excellent place to work, and we will support you to develop your leadership and expertise as a teacher. As you will see from the website and in the information provided to applicants, we are an ambitious school with a clear vision. Whoever is appointed will be assured of a warm welcome, a strong induction programme and consistent support.

I hope that having read all the details that you will be keen to apply. Please write a covering letter of no more than 2 sides of A4 explaining why you are a strong candidate and what you can offer to our new school.

Please send your application to arrive by *Wednesday January 29th 2025 at 9am*. We will then interview shortly afterwards.

I look forward to hearing from you.

Yours sincerely,

Helen Wood

Headteacher



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THE HIGH SCHOOL LECKHAMPTON JOB DESCRIPTION

JOB TITLE:	Teacher of English
SALARY GRADE:	MPS / UPS
CONTRACT TERM:	Full-time & Permanent
RESPONSIBLE TO:	Curriculum Lead for English & Literacy

GENERAL INFORMATION

Applications are invited for the position of **Teacher of English** at The High School Leckhampton, from September 2025.

We are seeking a dynamic, forward-thinking teacher of English to help develop the department as we move into our 5th year and welcome a new cohort of Year 7 pupils from September 2025. This is a tremendously exciting opportunity, and the successful applicant will have the opportunity to significantly shape the experiences of our students in English as they progress through our growing school.

We see it as of paramount importance to appoint the right person to join a very successful and happy teaching staff that is already notable for its particularly strong emphasis on teamwork and mutual support. The successful candidate should have a keen appreciation of the school's ambitious ethos and an understanding of how academic study and scholarship, pastoral care and extra-curricular activities contribute equally within it.

The successful applicant will be confident, resilient, and comfortable with change. They will be expected to quickly familiarise themselves with the existing culture, ethos and practices of the school that have been established since the school opened on the site at Balcarras School in September 2021. We relocated to our new state of the art school in September 2022 and the new building brings with it many fantastic facilities and the opportunity to teach English in large, light classrooms, that are superbly resourced.

Above all else, the appointed candidate will share our ambition that provision of English at the High School Leckhampton is second to none. They will be a superbly capable teacher, who can show they are as motivated, creative, and dedicated as the inaugural team of staff who have already worked so passionately to bring our school to life.

KEY RESPONSIBILITIES

We are looking for someone who is qualified as an English teacher, with a good Degree and is:

- an excellent classroom practitioner, who embraces current pedagogy
- able to teach English to at least GCSE
- passionate about teaching and learning with a positive outlook and excellent interpersonal skills
- an excellent communicator and with superb interpersonal skills
- prepared to promote the subject and reading for pleasure to the staff and pupil body
- enthusiastic and committed to working as part of a team
- prepared to offer English enrichment activities, including English/Literature trips
- passionate about student welfare and committed to safeguarding

What you will need to succeed

- Have high expectations for yourself and the pupils to ensure that all of our children achieve their very best
- Have the ambition, creativity, and resilience to ensure The High School Leckhampton develops an excellent reputation amongst the local community for the quality of its English teaching
- Be willing to support our extra-curricular programme
- Be happy to grasp exciting CPD opportunities
- Contribute to the values, ethos and the development of our school

The Department

The English Department currently consists of:

- Mrs Imogen Simms – Assistant Headteacher and Curriculum Lead for English & Literacy
- Mrs Alice O’Riordan – Assistant Headteacher (Pastoral) & teacher of English (*currently on maternity leave*)
- Mrs Heli Claridge – Teacher of Y7 Literacy and Teaching Assistant
- Miss Olivia Davies – Teacher of English
- Mr Lewis Price – Teacher of English
- Miss Tiffany Winters – Lead Teacher of Drama & teacher of English
- Mrs Ali Cox – Curriculum Lead for Humanities & teacher of English

You will be joining a newly established and very ambitious team.

The Curriculum

Candidates should have a deep knowledge of English and be a highly effective classroom practitioner. The appointed candidate will make a significant contribution to developing a curriculum that is both challenging and inclusive. We expect the English curriculum to prepare pupils to achieve outstanding results at GCSE English. The successful candidate will play a vital role in delivering high standards of education and ensuring students are fully involved in the wider life of the school.

Our Key Stage 3 pupils have 7 lessons a week and are taught in mixed ability groups. At Key Stage 4, pupils have 8 lessons and pupils are grouped by ability.

We are a '**Reading School**' and put great value in the importance of reading. Therefore, we are looking for a candidate who is passionate and excited about reading, and someone who is able to express and share that joy and love of reading to our pupils both inside the English classroom and throughout the wider school community. Furthermore, we are looking for a candidate who would be excited to support in the development and evolution of our Learning Resource Centre, to ensure that it is a place for reading and enjoyment of books, as well as a place that reflects the wants and passions of our developing and ever-evolving school, filled with ambitious, interesting and topical texts for our pupils to learn and grow from.

The Facilities

The appointed candidate will be in the fortunate position of having access to brand-new department, including:

5 brand new English classrooms equipped with large Viewsonic touch screen technology.

The above responsibilities are in addition to the responsibilities and duties outlined in the school's standard job description for a Teacher. These responsibilities are also subject to the general duties and responsibilities contained in the Teacher Contract of Employment and letter of appointment.

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EQUAL OPPORTUNITIES

It is the policy of The High School Leckhampton to provide equal employment opportunities for all qualified individuals; to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, colour, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition, or disability. The High School Leckhampton promotes equal employment opportunities in all aspects of employment through positive employment policies and practices. If any special requirements are needed to attend an interview, please inform the school.

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, will be to adhere to and ensure compliance with the School's Safeguarding Policy and Procedures at all times.

Please note that all appointments are subject to the Balcarras Trust Recruitment, Selection and Disclosure Policy and Procedures.

January 2025