

CANDIDATE PACK

English Teacher



Start date:
ASAP

Location:
Hayes Lane,
Bromley BR2 9EA

About Us

We provide education and support for 11-16 year olds who are at risk of being, or have been, permanently excluded from school. We work with these young people to identify and remove barriers to learning, so that where possible they can return to a mainstream school or access a specialist school setting if more appropriate.

Our staff are dedicated, caring professionals who provide unconditional support and positively challenge pupils to be the best they can be. We have high standards and expectations of pupils, working closely with them and their parents/carers.





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk

We believe in securing the best for all our pupils, with inclusion and cohesion at the heart of our school's ethos. We aim to raise standards by supporting the development of every child as a reflective pupil, striving to ensure that everything we do has a positive impact on them.

We are proud of our record in promoting equality for all. We offer a happy, secure and stimulating learning environment in which the whole school community can grow in confidence and develop to their full potential.

Our Values

As a school, we believe that we 'decide' our own futures:

Discovery – every day we try to discover new things

Endeavour – try hard everyday

Community – believing in our communities and being leaders there

Independence – become independent pupils

Decisions – making sensible decisions

Everyday – doing all of the above, everyday

Job Description

Job title: English Teacher

Salary: MPS/UPS on the Outer London Teachers Payscale

Contractual Hours: 30 hours per week

Status: Permanent

Responsible to: Assistant Headteacher

Join Our Team - English Teacher

**Bromley Trust Academy - Hayes Campus
(Bromley)**

Inspire a love of English. Change lives through education.

Bromley Trust Academy is seeking a passionate, committed and ambitious English Teacher to join our dedicated team. This is an exciting opportunity to work within a supportive alternative provision setting, helping young people overcome barriers to learning and achieve success both academically and personally. The successful candidate will deliver engaging and inclusive English lessons while supporting pupils' personal development and wellbeing.



Bromley Trust Academy is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, governors and volunteers to share this commitment.

All appointments are subject to enhanced DBS clearance, satisfactory references, online searches in line with statutory guidance, verification of qualifications, identity checks and other safeguarding recruitment checks.

This post involves regulated activity with children and the successful applicant will be required to meet all safer recruitment requirements.

Job Description

Main purpose of the job:

To provide high-quality teaching, learning and pastoral support that enables all pupils to achieve their academic, personal and social potential. The post holder will contribute to the delivery of an ambitious, inclusive and well-sequenced English curriculum, ensuring that all learners, including those with SEND, vulnerable pupils and disadvantaged pupils, make sustained progress. The English Teacher will promote a culture of high expectations, safeguarding, attendance, positive behaviour and personal development, ensuring that pupils are prepared for their next stage of education, employment or training.

Key responsibilities:

Teaching and Learning

The post holder will:

- Plan and deliver high-quality English lessons that engage, challenge and support all learners.
- Teach in accordance with the National Curriculum, examination specifications and academy policies.
- Adapt teaching to meet the needs of pupils with SEND, SEMH needs, EAL learners and those with barriers to learning.
- Demonstrate high expectations for attainment, behaviour, attendance and personal conduct.
- Create a safe, inclusive and stimulating learning environment where pupils feel valued and successful.
- Use assessment effectively to identify gaps in learning and inform future teaching.
- Monitor, assess and record pupil progress accurately and in line with academy assessment procedures.
- Provide timely and constructive feedback to support pupils in improving their learning.
- Develop pupils' literacy, communication, reading and vocabulary skills across the curriculum.
- Promote reading for pleasure and support strategies to improve literacy outcomes.
- Contribute to curriculum development and continuous improvement of English provision.
- Support pupil preparation for internal and external examinations and accreditation pathways.



Job Description

Quality of Education

The post holder will:

- Contribute to an ambitious curriculum that enables pupils to acquire knowledge, skills and cultural capital.
- Ensure curriculum delivery reflects current educational research and evidence-based practice.
- Support curriculum sequencing and progression within English.
- Promote excellent outcomes for all groups of learners, particularly disadvantaged pupils and those with SEND.
- Engage in professional dialogue, lesson evaluation and curriculum review activities.
- Contribute to academy improvement priorities and self-evaluation activities.

Behaviour, Attendance and Personal Development

The post holder will:

- Promote positive behaviour and restorative approaches in accordance with academy policies.
- Establish clear routines and expectations that support effective learning.
- Contribute to improving pupil attendance and engagement.
- Support pupils' personal development, wellbeing, resilience and independence.
- Model positive values, attitudes and professional standards.
- Promote British Values, equality, diversity and inclusion.
- Support pupils to develop skills that prepare them for adult life, further education, employment and training.
- Contribute to enrichment, careers education and wider personal development opportunities.

Safeguarding and Child Protection

The post holder will:

- Demonstrate a robust understanding of statutory safeguarding responsibilities and current Keeping Children Safe in Education (KCSIE) guidance.
- Safeguard and promote the welfare of children and young people at all times.
- Maintain a vigilant safeguarding mindset and take responsibility for identifying, recording and reporting concerns promptly.
- Recognise indicators of abuse, neglect, exploitation, radicalisation, mental health concerns and attendance-related safeguarding risks.
- Follow academy safeguarding, child protection, attendance and behaviour policies consistently.
- Maintain appropriate professional boundaries with pupils at all times.
- Participate in safeguarding training, updates and professional development as required.
- Contribute to a strong safeguarding culture where pupil welfare is everyone's responsibility.

Job Description

SEND and Inclusion

The post holder will:

- Support the academy's commitment to inclusive education.
- Work collaboratively with SEND colleagues and external agencies where appropriate.
- Contribute to statutory processes, reviews and support plans.
- Ensure reasonable adjustments are implemented effectively.
- Promote equality of opportunity for all pupils regardless of background, need or circumstance.

Partnership Working

The post holder will:

- Develop positive relationships with parents, carers and families.
- Work collaboratively with colleagues, external professionals and partner agencies.
- Attend meetings, reviews and professional discussions as required.
- Contribute to successful transitions, reintegration programmes and post-16 pathways.
- Support a whole-school approach to improving outcomes for pupils.

Professional Responsibilities

The post holder will:

- Fulfil the professional duties outlined in the Teachers' Standards.
- Engage in appraisal, professional development and continuous improvement activities.
- Maintain accurate records and use academy information systems effectively.
- Contribute positively to the wider life of the academy.
- Undertake duties and responsibilities reasonably requested by the Senior Leadership Team.
- Comply with all academy policies, procedures and statutory requirements, including those relating to safeguarding, health and safety, equality and data protection.

General Requirements:

Take on any additional responsibilities which might, from time to time, be determined.

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation. **Sustainability:** Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

Person Specification

Education and Qualifications	Essential	Desireable
Qualified Teacher Status (QTS) or recognised teaching qualification.	✓	
Degree or equivalent qualification relevant to English.	✓	
Evidence of recent and relevant professional development.	✓	
SEND qualification or relevant training.		✓
Additional qualifications relating to literacy, SEMH or alternative provision.		✓
Knowledge and Experience	Essential	Desireable
Successful experience of teaching English.	✓	
Knowledge of the National Curriculum and examination requirements.	✓	
Experience of raising achievement for pupils with diverse needs.	✓	
Understanding of effective assessment and feedback strategies.	✓	
Knowledge of safeguarding legislation and statutory guidance.	✓	

Person Specification

Understanding of behaviour management approaches that support inclusion.	√	
Experience of supporting pupils with SEND and additional needs.	√	
Experience within alternative provision, specialist settings or SEMH provision.		√
Experience of leading curriculum development initiatives.		√
Experience of trauma-informed practice.		√
Skills and Competencies	Essential	Desireable
Excellent classroom practice and subject knowledge.	√	
Ability to inspire, motivate and engage learners.	√	
Strong behaviour management skills.	√	
Effective communication and interpersonal skills.	√	
Ability to use assessment data to improve outcomes.	√	
Strong organisational and administrative skills.	√	
Ability to work collaboratively as part of a multidisciplinary team.	√	
Competent use of educational technology and management information systems.	√	

Person Specification

Commitment to safeguarding and inclusive practice.	√	
Personal Attributes	Essential	Desireable
Commitment to safeguarding and promoting the welfare of children.	√	
High expectations of pupils and self.	√	
Resilience, adaptability and professionalism.	√	
Commitment to equality, diversity and inclusion.	√	
Ability to form and maintain appropriate professional boundaries.	√	
Commitment to ongoing professional learning.	√	
Positive, reflective and solution-focused approach.	√	

How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

