



Teacher of English

M1—UPS3

From January 2027.

ECTs are **very welcome** and encouraged to apply, with some incentives built into our recruitment package.

Application Pack



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING

Our Mission

Transforming Lives, Creating Opportunities, Inspiring Futures

Dear prospective candidate

Thank you for the interest you have shown in Cleeve School!

We are one of the most innovative, forward-thinking and dynamic schools in the region, and are very much becoming the school of choice for families and staff. Our on-going Year 7 intake is now 310 students, which reflects our school's success, growth and vibrancy.

Over the next few years, our student numbers are set to move towards 1950, which includes up to 450 students in our state-of-the-art Sixth Form Centre of Excellence. Scale brings amazing opportunities, for teaching breadth and also for career development, including with research and pedagogy, within our Teacher Training Centre and with many career pathways across our extensive 'pastoral' and 'Cleeve Character' programmes. Both have been recognised by Ofsted recently.

In joining Cleeve, you would be joining a rapidly growing, values-driven school, that places staff training and development at the heart of everything we do. By getting this right, we know the education offer for our students will be exceptional. We are a designated training school, working closely with local Universities.

Student outcomes are moving from strength to strength. Our partnerships with some highly esteemed industry-based partners and the broader educational sector are transformational because they open doors to a rich eco-system of enrichment, opportunity and development, for students and staff.

We take our development programme for ECTs extremely seriously and we have a fabulous team working with our teachers who are at the start of their careers. We will guarantee you the best experience as an ECT—and in terms of how your career progresses from this point. We often start ECT contracts from the start of July, rather than September, and industry experience or the strongest degree qualification could see us offer you a starting salary above 'M1' - for **exceptional** candidates.

Our Sixth Form Centre of Excellence cost in excess of £5 million and we have opened a £1 million Teacher Training Centre, which further underlines our vision for growth, opportunity and excellence. We are a large family, but also one with huge warmth and care, where every person matters, and we celebrate our diversity and richness.

We are a mission-driven school and therefore we strive, on a daily basis, to *transform lives, create opportunities* and *inspire futures*, for staff and students, alike.

We are on a wonderful journey. Come and join us!

Alwyn Richards

Executive Head



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING

Job Advert

Transforming Lives, Creating Opportunities, Inspiring Futures

Teacher of English

Teacher Main Scale or UPS

Full time or part time from January 2027

We are seeking to appoint a **teacher** of English to join our successful English Team from **January 2027**.

ECTs are **very welcome** and encouraged to apply and our provision for new members of staff is strong, particularly driven by our emphasis on career development. We are a teacher training lead hub school, which brings opportunity and mirrors being a centre of excellence for staff training. On appointment, you will be supported by a successful Head of Department, and a broader team of professionals, depending on your stage of career development. We pride ourselves on being the school of choice for ECTs.

Applicants will be able to demonstrate experience of effective teaching and learning strategies, and a willingness to contribute to the whole staff team. Flexibility and the ability to innovate are desirable qualities, along with energy and a 'no limits' approach! The successful candidate will have a good understanding of what effective Teaching & Learning looks like for children of all abilities and will entirely believe that our students can achieve brilliantly, within the right Teaching & Learning and highly enriched environment.

Cleeve School is an exciting and dynamic place to work. We have also invested significantly into staff well-being and we place a large emphasis on celebrating diversity and inclusion.

The school is an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people, and therefore expects all staff and volunteers, to share this same commitment. We particularly welcome applications from under represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Please apply using our online application link for this campaign

Closing date for applications is 9am on Monday 5th October 2026

Two Hedges Road, Bishop's Cleeve, Cheltenham GL52 8AE

Email: recruitment@cleeveschool.net Tel: 01242 672546

For an informal discussion about the role, please contact the school. Informal visits can take place on request.



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

**ASPIRING
COLLABORATING
TRANSFORMING**

Staff Wellbeing at Cleeve School

At Cleeve School, you'll be part of a school with a vision that:

"Staff wellbeing will be at the heart of our employment strategy, focusing on developing productive and engaged colleagues who have the resources and capacity to deliver their best every day."

We recognise that we are on a journey, but we are determined to keep moving forward. Most importantly, you'll be joining a team where staff genuinely value one another, feel supported by their colleagues, and share the growth mindset of our students. Together, we are building a positive, resilient, and inspiring environment where everyone can succeed.

Our Wellbeing Offer

Work-Life Balance

- Protected time for planning and professional development
- Careful consideration of the school calendar for after school events
- Flexible working opportunities explored where possible

"I am happy and proud to be a part of Cleeve and can honestly say this is the happiest I've been in a school work place." 2025 Staff Survey.

Mental Health & Emotional Support

- Access to our **Employee Assistance Programme**, and **Occupational Health support** when needed
- On site support from **Mental Health First Aiders**, and dedicated **Wellbeing Officer**
- **Reflective supervision** for staff working with high levels of child welfare and safeguarding cases

"Since moving to this school I enjoy my job again," 2025 Staff Survey.

Physical Health & Lifestyle

- Annual **Staff Wellbeing Day** with activities to address key staff wellbeing concerns
- **Staff clubs** including cricket, Pilates, and football — encouraging connection, fun, and active lifestyles
- **Social events** throughout the year to strengthen team spirit
- **Cycle-to-work** scheme and use of **School Gym**

Professional Growth & Recognition

- **Colleague Thank you scheme** to celebrate staff achievements and contributions on a weekly basis
- Tailored **CPD pathways** to support personal and professional development at all career stages and **coaching and mentoring** programmes



Job Description

Transforming Lives, Creating Opportunities, Inspiring Futures

Teacher of English

Salary and Hours: Teacher Main Scale – Position on scale will be dependent on experience. (Upper Pay Scale will be available to a suitably qualified and experienced teacher).

Accountable to: Assistant Head: English and Literature

Accountable for: Not applicable

KPIs for the role (and some of these should appear within the annual appraisal cycle)

- To maintain and enhance the excellent standing of the school in the community
- To uphold the school ethos
- To contribute to meeting the KPIs for the department area as directed by your line manager
- To make a major contribution to the teaching and learning of English
- To work effectively as part of the English Department
- To make a positive contribution to the wider life and ethos of the school

Key Responsibilities

Teaching:

- Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of student attainment, progress and outcomes.
- Assess, monitor, record and report on the learning needs, progress and achievements of students that you teach.
- Set and mark work to be carried out by the student in school and elsewhere.
- Participate in arrangements for preparing students for external examinations.
- Maintain good order and discipline among students in accordance with the school behaviour policy.

Health and Safety:

- Promote the safety and well-being of students in accordance with the school's Child Protection and other relevant policies.
- Maintain good order and discipline among students in accordance with the school Behaviour Policy.



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING

Job Description

Transforming Lives, Creating Opportunities, Inspiring Futures

Communication:

- To communicate with students, parents and guardians in accordance with the school ethos, policies and practice.
- To liaise regularly with other members of the English Department and School Staff.
- To attend meetings as required.
- To liaise with external agencies as appropriate.

Professional Development

- Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description

Key Skills and Aptitudes

Training, Qualifications and Experience

Essential

- To hold Qualified Teacher Status
- To have obtained a degree in English or related discipline, or other appropriate qualification
- To be committed to ongoing development as a professional teacher
- To have the ability to motivate and lead students
- To have the skills to deliver English to Key Stage 3 and Key Stage 4

Abilities and Skills

Essential

- To motivate our students and stimulate their interest in English
- To contribute to the expertise within our current team



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING

Job Description

Transforming Lives, Creating Opportunities, Inspiring Futures

- To ensure progress and improvement for all students
- To prioritise and manage time effectively
- To hold excellent working relationships with students, parents and staff

Personal Qualities

Essential

- To have a commitment to supporting student achievement
- To be a positive and resilient individual with drive, integrity and a cheerful disposition
- To be approachable, able to listen and reflect on the needs of the stakeholders
- To have a commitment to safeguarding and promoting the welfare of children
- To be an energetic, committed and creative professional

Desirable

- To be willing to contribute to extra-curricular activities within the school



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING



Thank you for your interest in working at Cleeve School.
For more information, please visit our website and social media channels.

www.cleeveschool.net

Facebook: @CleeveSchool

Twitter: @Cleeve_School

Instagram: @cleeveschool



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING