



Teacher of Health and Social Care M1—UPS3

An exciting opportunity has arisen for an enthusiastic and committed Teacher of Health and Social Care to join our successful Health and Social Care Department from **January 2027** on a fixed term basis, in the first instance.

ECTs are **very welcome** and encouraged to apply, with 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 400 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 within our extensive 'pastoral' and 'Cleeve Character' student development provision.

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.

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. Ofsted recently agreed with this!

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 Health and Social Care

Teacher Main Scale or UPS

Full time or part-time, fixed term position commencing January 2027

An exciting opportunity has arisen for an enthusiastic and committed Teacher of Health and Social Care to join our successful Health and Social Care Department from **January 2027** on a fixed term basis, in the first instance.

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 Friday 2nd 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.



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

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**

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

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



Cleeve School Health and Social Department

Transforming Lives, Creating Opportunities, Inspiring Futures

Health and Social Care Department at Cleeve School

We are a highly respected and extremely successful department within Cleeve School, and our team of teachers work closely together to develop very effective teaching and learning across our curriculum. The team sees the role of Health & Social Care as equipping young people with both the knowledge and skills to be able to be both successful in the working world and to be to understand and respond effectively to the needs of others, in order to contribute effectively to our society. Our students' achievements have been significantly above national averages for many years.

The department is committed to providing students with a stimulating and challenging curriculum which aims to foster an understanding of how to meet the needs of individuals across a wide range of contexts. We provide our students with a range of units of study and varied teaching approaches to ensure our students develop a broad understanding of the Health & Social Care sector, as well as providing opportunities for develop more specialist knowledge, particularly at KS5.

We aim to reflect the Health & Social Care sector by working collaboratively with our students and developing strong partnerships with local service providers. We believe that this ensures that our teaching and learning enables all of our students to enjoy their lessons and make the best possible progress.

Profile of the Health & Social Care Department

The department has a strong and committed team of individuals who share the same vision of delivering a high quality curriculum and a consistent drive to improve all students' progress throughout key stage 4 and 5. We have a healthy number of students who continue to study Health & Social Care at KS5 and who achieve the top grades. The department comprises of a Head of Department and 2 teachers with excellent experience in both Health & Social Care and other subjects. All lessons are taught in our suite of 3 classrooms, 2 of which are equipped with computers.

The Health & Social Care Curriculum at Cleeve School

Key Stage 4:

In key stage 4 we currently have 5 mixed ability groups which follow the OCR Level 1/2 Cambridge National Certificate involving 5, 55 minute lessons over a two week period. We select our optional units on the basis of relevance to students, progress data and teacher expertise. Whilst a specific scheme of learning is in place teachers are given the autonomy to be creative within their own classroom and to adapt their approach to the needs of their individual groups. This approach applies across all year groups.

Key Stage 5:

The department currently offers 2 different options to our sixth form students and we pride ourselves in consistently delivering excellent outcomes for these students. We have one group in both year 12 and 13 following the OCR Level 3 Cambridge Advanced National in Health and Social Care. We also offer the Cambridge Technical Diploma to our Year 12 students and most of our students then choose to transfer onto the Cambridge Technical Extended Diploma in Year 13 thereby achieving the equivalent of 3 A levels in Health & Social Care. These courses involve the delivery of a significant number of examination and coursework units which cover a very broad range of subjects. All of the Year 12 Diploma students attend a weekly work experience placement within a local setting. The department is well resourced both in terms of teaching hours and learning resources to deliver these courses. We have an excellent reputation with OCR as a centre for Health & Social Care and always receive very positive feedback from the Visiting Moderator.



Job Description

Transforming Lives, Creating Opportunities, Inspiring Futures

Teacher of Health and Social Care

Salary and Hours: ECT, Teacher Main Scale and UPS welcome to apply. Fixed term contract.

Accountable to: Head of Department

Accountable for: N/A

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 Health and Social Care
- To work effectively as part of the Health and Social Care 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.

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.

Communication:

- To communicate with students, parents and carers in accordance with the school ethos, policies and practice. To liaise regularly with other members of the 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.



CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

ASPIRING
COLLABORATING
TRANSFORMING

Job Description

Transforming Lives, Creating Opportunities, Inspiring Futures

Key Skills and Aptitudes

Training, Qualifications and Experience

Essential

- To hold Qualified Teacher Status
- To have obtained a degree in a health and social care related discipline, or other appropriate qualification
- To be committed to ongoing development as a professional teacher
- To have the ability have to motivate and lead students
- To have the skills to deliver Health and Social Care to Key Stage 4 and Key Stage 3
- To have the skills to deliver to Key Stage 5

Professional knowledge and understanding

Essential

- To understand of the importance of partnership with parents and other agencies
- To have a knowledge of statutory responsibilities including Safeguarding
- To be willing to contribute towards the development of the department and its resources To be a committed form tutor to a group of students.

Abilities and skills

Essential

- To motivate our students and stimulate their interest in Health and Social Care
- To contribute to the expertise within our current team
- To communicate effectively
- 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



EVERY MOMENT MATTERS

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**