



SOUTHCHURCH  
HIGH SCHOOL

# Recruitment of Teacher of English

at Southchurch High School from **September 2025**  
*or earlier if possible*

# Welcome

Thank you for your interest in this role at Southchurch High School.

We are proud of our students and welcome the unique abilities and experience each brings. We set high standards and have high expectations. We aim to ensure that each student has access to outstanding provision and expertise at every stage of learning.

At Southchurch High School, we provide a secure and happy environment for individual students. Ours is a vibrant, successful and happy school where we celebrate our cultural and ethnic diversity.

Students learn from each other in a spirit of cooperation and respect we welcome students of all abilities and take pride in developing academic

achievement, a sense of responsibility, confidence and aspiration. We believe that students learn best when support and encouragement comes from a genuine partnership between school and home

We welcome visits to our school and if you would like to see us in action before you apply, then please do not hesitate to contact our HR Team at [hr@southchurchschool.com](mailto:hr@southchurchschool.com).

We are very proud of our school and if this brochure excites your professional interest in the role then please do apply without delay.

I look forward to receiving your application form for this position.

**Tracy Airoll**  
**Head Teacher**



# About our School



Southchurch High School is a popular 11-16-year mixed comprehensive academy having converted in 2018. Our fundamental beliefs about education are summarised in our mission statement of 'A community of opportunity, learning and aspiration'. The school already houses a flourishing community of over 800 students, and is expected to continue growing strongly over the next few years.

Located in acres of grounds in a leafy suburb of Southend-on-Sea, the school benefits from very modern buildings with outstanding facilities for our students to learn in.

The moral, spiritual, social and cultural development of all learners permeates throughout the curriculum. We aim to maintain a just and caring school community in which all learners, teachers and members of the associate staff are given personal recognition and a sense of security, respect and dignity. We believe that it is only in such an environment that learners can recognise and appreciate achievement in its various forms including high academic standards and good examination results.

In general, the school aims to create an ethos that supports a sense of co-operation, pride, identity and purpose in all students, members of staff and parents. The raising of standards is a key theme throughout Southchurch High School. Our students deserve the best.

# About the Role

Teaching is, of course, at the very heart of everything we do at Southchurch. We expect all our classroom practitioners to display excellent subject knowledge and have the ability to engage students in exciting and interesting lessons.

You value and understand the contribution that everyone brings to the school and the part they play, in keeping with the Schools' ethos.

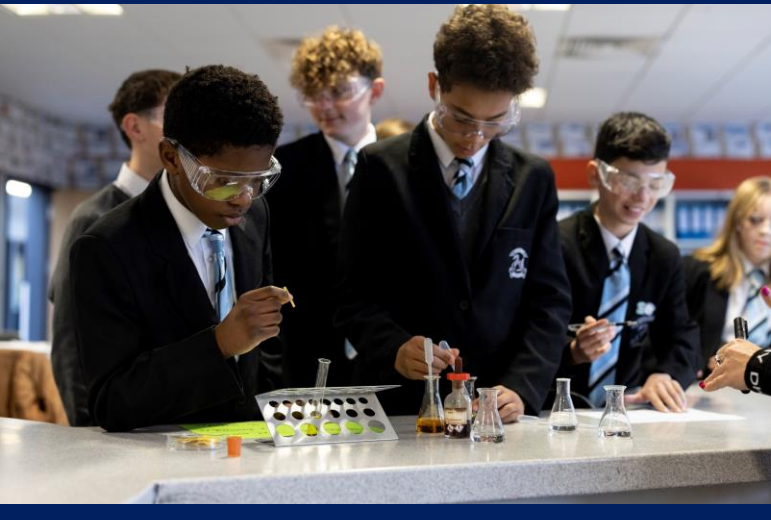
You will be encouraged to succeed by our middle leaders and you will benefit from drawing on the experience of our Supportive Senior Leadership Team.

All Southchurch teachers, at whatever level they may be, receive the benefit of having a teaching and learning mentor to coach them and allow them to flourish and grow in the profession.

We have a comprehensive program of CPD which is tailored to the needs of our colleagues.

Everyone is encouraged to be an individual and whilst we all play our role, there is not a one size fits all approach but instead we want you to be a distinct, individual part of something that fits together to make a whole.





# Person Specification

## Teacher

Qualifications and experience	Essential	Desirable
Qualified Teacher status	✓	
Honours degree in relevant subject	✓	
Evidence of commitment to own professional development	✓	
Successful teaching experience across the secondary age range	✓	
Track record of good to outstanding teaching with recent evidence	✓	
High quality ICT skills	✓	
<b>Personal qualities</b>		
A creative and strategic thinker	✓	
Stamina, energy, resilience and sense of humour	✓	
Ability to work effectively and flexibly within a team	✓	
Ability to foster enthusiasm, enjoyment and confidence in learning	✓	
Ability to inspire, motivate and support students and staff	✓	
Ability to speak with confidence in a variety of contexts	✓	
High expectations of self, students and colleagues	✓	
Excellent interpersonal skills	✓	
Ability to prioritise tasks	✓	
Willingness to become involved in extra-curricular and school wide activities		✓
<b>Knowledge and Understanding</b>		
The ability to plan strategically	✓	
The ability to monitor and evaluate the outcome of planning	✓	
The ability to lead and understand change, creativity and innovation	✓	
Knowledge and understanding of the processes of self-evaluation in relation to school improvement	✓	
Knowledge and understanding of strategies for raising attainment and achievement of all students	✓	
Knowledge and understanding of strategies for improving behaviour	✓	
Knowledge and understanding of the use of assessment for learning	✓	
Knowledge and understanding of new technologies and their use and impact to support learning		✓
Knowledge and understanding of the collection and use of data to support achievement	✓	
Skills in maintaining high standards of discipline and behaviour to support	✓	
Commitment to equal opportunities	✓	
Understanding of and commitment to safeguarding	✓	
The ability to communicate orally and in writing at all levels	✓	
Tact, discretion and the ability to maintain confidentiality	✓	



# Application Process

Interested candidates are welcome to contact the school to arrange a confidential discussion or visit prior to submitting their completed application form. The application process is being managed in-house by the school HR Department. They can be contacted as follows:  
**hr@southchurchschool.com – 01702 900777**

**Closing date: Friday 7 February, 2025 at noon.**

Candidates are required to submit a completed application form available on the school website – [www.southchurchschool.com](http://www.southchurchschool.com). Applications should be submitted electronically to the school to **hr@southchurchschool.com**. If you have any questions about submitting your application, you can contact the HR Department whose details are above.

The panel will meet to shortlist on 10 February, 2025. Interviews will be notified to those shortlisted.

*We are committed to the safeguarding and promoting the welfare of students and operate safer recruitment practices and expect all staff and volunteers to share this commitment. The suitability of all prospective employees will be assessed during the recruitment process in line with this commitment. You will be asked to provide documentation, if shortlisted for interview, as proof of your identity and qualifications. All offers of employment are subject to an Enhanced DBS check, Right to Work, pre-employment health check questionnaire and satisfactory references. If you have recently lived in a country other than the United Kingdom, clearance from this country will also be requested and a certified translation may be required.*





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HIGH SCHOOL

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