



Senior School English Teacher

Hours: Full Time | Permanent | Term Time

Start Date: 1 September 2026

Salary: Competitive package to include: Aviva pension, discount on school fees (subject to terms), Employee Assistance Programme, staff well-being initiatives, free lunch, refreshments, and on-site parking

St John's School, Sidmouth, is seeking to appoint an exceptional and inspiring Teacher of English to join our Senior School from September 2026.

This is an exciting opportunity to become part of a close-knit and ambitious school community where academic excellence is nurtured within a culture of warmth, respect and strong pastoral care.

A Message from the Head of School

At St John's, we believe great teaching has the power to shape confidence, character and ambition. Our small classes create space for meaningful relationships and genuine academic growth. We are proud of our warm, purposeful community and look forward to welcoming a colleague who shares our passion for English and for inspiring young people to achieve their very best.

Bryan Kane, Head of School

The Opportunity

At St John's, we believe English lies at the heart of intellectual confidence. We are looking for a teacher who can inspire a love of language and literature, foster critical thinking, and prepare pupils with care and rigour for Cambridge IGCSE English Language and English Literature.

The successful candidate will teach across Years 7–11, delivering engaging and thoughtfully structured lessons that challenge and support pupils of varying abilities. Small class sizes allow teachers to know their pupils well and tailor learning accordingly.

In addition to classroom teaching, the role includes:

- Acting as a Form Tutor, supporting pupils' academic and personal development
- Contributing to curriculum development within the English department
- Engaging in the co-curricular and boarding life of the School

Boarding responsibilities are light and manageable, reflecting our supportive community ethos.

The Person

We are seeking a teacher who:

- Has outstanding subject knowledge in English Language and Literature
- Has successful experience teaching at secondary level (Years 7–11)
- Is confident preparing pupils for Cambridge IGCSE (or equivalent qualifications)
- Values high expectations, calm structure and positive relationships
- Is committed to pastoral care and the development of the whole child
- Is keen to contribute to the wider life of a vibrant independent school

A recognised teaching qualification (QTS or equivalent) and relevant degree **are essential**.

Why St John's?

St John's offers:

- Small classes and personalised learning
- A strong sense of community and belonging
- A culture that values kindness, respect and ambition
- Supportive leadership and ongoing professional development
- The opportunity to make a visible difference in pupils' lives

Accommodation may be available for single applicants, subject to availability and boarding contribution.

Safeguarding

St John's School is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful candidate will be subject to an enhanced DBS check.

How to Apply

Further details and an application pack are available via our website. We warmly encourage early applications.

Closing date: Friday 1 May 2026 - noon

Interviews: Anticipated for week commencing 11 May 2026



Job Title: Senior School English Teacher

Reporting to: The Head of Seniors and, ultimately, The Head of School

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Start Date: 1 September 2026

Salary: Competitive package to include: Aviva pension, discount on school fees (subject to terms), Employee Assistance Programme, staff well-being initiatives, free lunch, refreshments, and on-site parking

Job Description

The Senior School English Teacher will be a passionate, dedicated and experienced professional, primarily responsible for the teaching and academic progress of students in Key Stage 3 and Key Stage 4 (Years 7 to 11). A core focus of the role is the preparation of students for the external Cambridge IGCSE examinations.

Key Responsibilities

1. Teaching and Learning:

- Plan, prepare and deliver high-quality, engaging lessons across Years 7 to 11, in line with the school's curriculum and educational ethos.
- Specialise in teaching Cambridge IGCSE English Language and English Literature, ensuring all students are fully prepared for the external examinations.
- Maintain an accurate and engaging learning environment that encourages high achievement and positive behaviour.
- Potentially teach younger groups (Junior School) as directed by The Head of Seniors, demonstrating adaptability across age ranges.

2. Assessment and Reporting:

- Regularly assess, record and report on the development, progress and attainment of students.
- Provide constructive feedback and target-setting to help students improve their performance.
- Contribute to regular parent-teacher evenings and school reports.

3. Curriculum and Departmental:

- Contribute to the ongoing development and review of the Senior School English curriculum, particularly the IGCSE programme.
- Share best practice and collaborate with colleagues in the wider school.

4. Pastoral and Boarding Duties:

- Act as a Form Tutor, overseeing the pastoral well-being and academic monitoring of a specific group of students.
- Undertake reasonable boarding duties:
- One evening duty from 1600-1800 every two to three weeks.
- One Saturday duty once per term.

5. Extra-Curricular:

- Contribute to the wider life of the school by leading or assisting with two relevant extra-curricular activities (e.g., debating, drama club, school newspaper).



Person Specification

Candidates will be assessed against the following criteria, separated into essential (must-have) and desirable (nice-to-have) requirements.

Qualifications & Training

Criteria	Essential	Desirable
Education	Recognised undergraduate degree in English or a related subject.	A Master's degree in a relevant field.
Teaching Qualification	Qualified Teacher Status (QTS) or equivalent teaching qualification recognised in the UK.	Specific training in the Cambridge iGCSE curriculum.
Professional Development	Evidence of recent and relevant Continuing Professional Development (CPD).	

Professional Experience

Criteria	Essential	Desirable
Experience	Proven successful experience teaching English at the secondary level (Years 7-11).	Experience in a boarding or independent school environment.
iGCSE	Significant experience and excellent track record in preparing students for and teaching the Cambridge IGCSE (or equivalent) English Language and/or Literature curriculum.	Experience teaching English to younger groups (Key Stage 2/Year 6).
Results	Evidence of securing excellent academic outcomes for students.	



Knowledge & Skills

Criteria	Essential	Desirable
Subject Knowledge	Outstanding subject knowledge in English Language and Literature.	Ability to teach a second subject to a good standard (e.g., Drama, History).
Pedagogy	Expertise in using a range of teaching and assessment methods suitable for diverse student needs (EAL, SEN, Gifted & Talented).	Experience integrating technology (IT/AI) into teaching practice.
Communication	Excellent written and verbal communication skills.	

Personal Qualities & Ethos

Criteria	Essential	Desirable
Commitment	Commitment to the ethos and values of St John's School and a dedication to pastoral care.	A willingness to contribute significantly to the boarding and extra-curricular life of the school.
Teamwork	Ability to work collaboratively as part of a team and demonstrate initiative.	
Flexibility	Flexibility and a positive attitude towards the varying demands of a full-time teaching post, including boarding duties.	

Additional Information

- **Accommodation:** Accommodation *may* be available for single applicants, subject to status and availability. This accommodation is directly linked to the performance of reasonable boarding duties.
- **Safeguarding:** St John's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.



APPLICATION FORM – SELF DECLARATION

St John's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safeguarding & Safer Recruitment Statement

This post involves regulated activity with children. Appointment is subject to safer recruitment procedures including: identity checks, verification of qualifications and employment history, enhanced DBS disclosure (including barred list check where applicable), satisfactory references, overseas police checks where required, and online searches in accordance with KCSIE.

Self-Declaration – Safeguarding & Suitability

Please complete the declaration below. This information will be treated confidentially.

- I declare that I am not barred from working with children.
- I understand that this role is exempt from the Rehabilitation of Offenders Act 1974.
- I agree to disclose all convictions, cautions, reprimands and warnings, including those considered spent.
- I understand that failure to disclose relevant information may result in withdrawal of an offer or dismissal.

Details (if applicable): _____

KCSIE Compliance (Inspection Reference)

This recruitment process aligns with:

- KCSIE (2024) Part Three – Safer Recruitment
- KCSIE (2024) Part Four – Allegations against staff
- Independent School Standards (Part 4 – Suitability of staff)

Information provided may be used as part of the School's safeguarding audit trail and reviewed during ISI inspection.

Declaration

I confirm that the information I have provided is true and complete. I understand that providing false information may result in my application being rejected or, if appointed, dismissed.

Name:
Signature:
Date:

Please return your signed declaration with your completed application form

Application for Employment – Teaching

We are committed to equal opportunities in employment and service delivery, and are only interested in your ability to do the job

Please complete in clearly written or typed black ink, continuing on separate sheets where necessary.

Post applied for:	Job reference:
School:	Closing date:

1. PERSONAL DETAILS

First name/s:	Last name:
Address:	Previous Name(s):
	NI Number:
	Telephone (Daytime):
	Telephone (Mobile):
Postcode:	Email address:
Are you registered by the DfE as a Qualified Teacher? Yes / No	DfE Ref. No.:

2. EMPLOYMENT HISTORY - Present or most recent employment

Name of employer (School and LA) detailing age range and number on roll:	
Job title:	Salary spine point (please also detail any allowances):
Dates from / to:	
Subject / areas taught and any responsibilities:	
Key responsibilities:	

Reason for seeking new position/leaving:

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NB. If you have more than one employment please provide the same information for each job, if necessary, on a separate sheet.

3. PREVIOUS EMPLOYMENT

Please start with the most recent including any unpaid or voluntary work. Continue on separate sheet if necessary.

Job title including, if applicable, subject and areas taught and any responsibilities	Employer/School and LA (if applicable) including age range and number on roll	Dates From - to (month & year)	Reason for leaving

Please account for any gaps in your employment history:

4. EDUCATION, TRAINING AND DEVELOPMENT

Secondary school/college/university/apprenticeship including current studies, with the most recent first.

Name of institution	Dates From – To (month & year)	Courses/subjects taken	Qualifications/grade

NB. We reserve the right to contact employers or educational establishments to verify details given.

Details of any recent relevant professional development. Please include dates.

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Professional / Technical membership

Name of professional / technical body	Grade of membership

5. SUPPORTING STATEMENT

Please read the job description and person specification. Using examples, **show how your knowledge, skills and experience meet each of the essential requirements of the person specification and as many desirable requirements as possible.** Please draw on your relevant experiences; including paid employment, voluntary work, family experiences and leisure activities as evidence.

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Please continue on a separate sheet if necessary.

6. EMPLOYMENT CHECKS FOR THE SAFEGUARDING OF CHILDREN

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks, including references, and will be required to provide a Disclosure from the DBS.

Rehabilitation of Offenders Act

We will treat applicants who have a criminal record fairly and will not discriminate because of a conviction or other information revealed. Possession of a criminal record will not automatically prevent applicants from working with us. As part of the recruitment process any information revealed regarding a criminal record will only be considered in light of its relevance to the post for which the candidate is applying.

You are applying for a post which is eligible for a DBS Disclosure, and, by submitting this application you should be aware that if your application is successful, a DBS Disclosure will be sought which will detail any convictions, cautions, reprimands, final warnings or any other information held about you which would not be filtered in line with current guidance.

Other Sanctions

Please provide details below if you are subject to sanctions imposed by a regulatory body, e.g. the Teaching Regulation Agency (TRA). If there are none please write 'none':

I confirm that I have read and understood the information contained in this section and have provided the relevant information where applicable

7. ADDITIONAL INFORMATION

We are committed to interviewing people with a disability who meet the essential criteria of the person specification. The Equality Act defines a person as having a disability if he or she has, "a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities".

Do you have a disability? Yes No

We will make reasonable adjustments to help a person with a disability through the application & selection process and, if successful, to assist you in carrying out the duties of your job.

Are you eligible to work in the UK? Yes No

Do you require a work permit? Yes No

Do you, your partner or family have any interests (financial, professional or otherwise) that may conflict with your employment?
(If yes, give details) Yes No

Are you related to any member of staff at the school Yes No

If yes, give name and relationship:

Note: Soliciting support or information to give an unfair advantage may disqualify your application.

8. REFERENCES

Please give details of at least two referees, one of whom must be your current or most recent employer. If you are in, or have just completed full-time education, one referee should be from your school, college or university. References must cover a **minimum of three years** of employment. If there has been a gap in employment or where you do not have three years of employment then a personal reference covering this period from someone who can comment on your ability to do the job is acceptable. Referees must not be related to you, or writing solely in the capacity of a friend, and must be able to comment on your skills and abilities in relation to the post.

Name:	Name:
Address:	Address:
Tel no:	Tel no:
Email:	Email:
Occupation/Relationship:	Occupation/Relationship:
How long have they known you?	How long have they known you?

We will seek references as detailed above and may ask previous employers for information about disciplinary offences relating to children or young people and whether you have been the subject of any child protection concerns. We may approach previous employers for information to verify particular experiences or qualifications.

I declare that the information given in this application is, to the best of my knowledge, complete and accurate and that it may be used for purposes registered by the school and/or Devon County Council under the General Data Protection Regulations. I understand that if, after appointment, any information is found to be inaccurate, this may lead to dismissal without notice.

Signature:

Date:

Where did you see the advertisement for this post?

Data Protection Act and General Data Protection Regulations. The personal data you provide in this job application will be used for recruitment purposes. If your application is successful the personal data will be stored on your employee file and used for payroll and personnel administration. It will only be shared with school/council officers with a legitimate need to view it, and with government departments and agencies where there is a legal obligation to do so. Personal data held about unsuccessful candidates will only be retained for twelve months. Full details of how the school/council processes your personal data for job applications, including your rights under the General Data Protection Regulations is outlined in the Job Applications Privacy Notice enclosed with your application material

YOUR COMPLETED APPLICATION SHOULD BE SENT TO THE ADDRESS/EMAIL ADDRESS AS SPECIFIED IN THE APPLICATION MATERIAL.

Equality and Diversity Monitoring

Please complete the form that follows on the next page.

Freedom from discrimination and equality of opportunity are basic rights. St Johns is committed to challenging inequality and celebrating diversity.

The information you provide on the form overleaf is not part of our selection process and will be separated from your application form and only used for monitoring purposes to ensure that people are treated fairly and according to their needs. It will only be accessible to the administration team, who will record the data in anonymous format for monitoring purposes.

The appointing officer(s) and/or the shortlisting panel will not have access to the information it contains.

Guidance Notes on Disability

Under the Equality Act 2010 you are considered to have a disability if you have *'a physical or mental impairment which has a substantial and long-term adverse effect upon your ability to carry out normal day-to-day activities'*.

Physical and mental impairments include sensory impairments and Deaf Sign Language users. Mental illness is included if it has a substantial effect on normal day to day activity. Past conditions are included. Progressive conditions, such as cancer, multiple sclerosis, muscular dystrophy and HIV infection, are covered from the point of diagnosis. Severe disfigurements are included.

Substantial adverse effect is more than a minor or trivial effect. Substantial effects of a disability, which has ceased but is expected to recur at least once a year, for example rheumatoid arthritis or epilepsy, are included in the definition.

Long term effect is one which has lasted, or is likely to last, 12 months or more.

Normal day to day activities are those which are carried out by most people on a fairly regular and frequent basis.

Full definitions of disability are available from <https://www.gov.uk/definition-of-disability-under-equality-act-2010>.

First Name(s):.....

Surname:

1. GENDER: Male Female Other/Non-Binary

2. AGE: 16-24 25-29 30-34 35-39 40-44
 45-49 50-54 55-59 60-64 65+

3. ETHNIC GROUP:

To which of these groups do you consider that you belong? (tick appropriate box)

Asian / British Asian	<input type="checkbox"/>	Mixed Heritage	<input type="checkbox"/>
Black / Black British	<input type="checkbox"/>	White British	<input type="checkbox"/>
Chinese / British Chinese	<input type="checkbox"/>	White Other	<input type="checkbox"/>
Gypsy / Traveller / Roma	<input type="checkbox"/>	Other	<input type="checkbox"/>

If you have answered 'any other' in any group please specify below

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4. DISABILITY

Do you consider yourself to have a disability? Yes No
(Please see guidance on the previous page)

For internal use only

Job Title:

Vacancy Ref: