Teacher of English

Senior Department

Part Time (0.8 FTE)

Start date: October 2026 / January 2027

CFS
COBHAM FREE SCHOOL
OPTIMUM OMNIBUS The best for all

About Cobham Free School

Growing Together in the Heart of Cobham
Since opening our doors in September 2012, Cobham Free School has evolved into a popular and consistently oversubscribed all-through school. Today, we are proud to be guiding pupils from their first steps in the infant years right through to Year 13.

"The Best for All"
Our motto, *Optimum Omnibus*, is more than just a phrase; it is the foundation of our holistic approach. We combine high academic standards with a rich variety of enrichment opportunities, ensuring every student has the chance to excel.

High Aspirations, Happy Pupils
In our 2023 Ofsted inspection, we achieved a "Good" rating in all areas, with inspectors praising our "culture of high aspirations." But beyond the grades, we are defined by our atmosphere. We are a happy, busy community where pupils behave well and pupils and staff alike feel supported.

Enjoying superb, newly equipped premises in central Cobham, we offer a friendly environment where every face is known, and every child and staff member is valued.

Working at CFS

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Our staff are integral to our vision; we seek to recruit and employ individuals who share our ethos and are seeking to work in a stimulating, rewarding and supportive environment.

The passionate and visionary leadership which has helped the school flourish in such a short space of time is mirrored in the supportive, friendly team atmosphere our staff frequently comment on, appreciating its uniqueness.

Employee benefits

- Competitive Pay Scales - our pay scales align with the main and upper London fringe scales.
- Pension Schemes - we offer membership of the Teachers' Pension and Local Government Pension schemes.
- Longer Holidays - our term dates are aligned to local independent sector schools.
- Smaller Class Sizes - up to 26 in a class, with teaching support.
- Free school lunches.
- Admissions Priority - for pupils of staff members.
- Progress Your Career - genuine opportunity for career progression
- Tailored ECT support - we have a weatlh of experience supporting ECTs
- Childcare Voucher Scheme - we operate a scheme through the major providers.
- Friendly Supportive Environment - all pupils and staff known to each other.
- Genuine Commitment to Wellbeing - staff socials, wellbeing feedback and initiatives.

About the Role

We are excited to invite applications for a well-qualified and dynamic individual to join our successful and friendly English department. The position is part-time (four days a week) or full-time may be available, depending on experience and willingness to teach a second subject. We can accommodate an October or January start, so early applications will be considered.

About the Department

The English Department consists of a supportive team of eight teachers (including some Drama). Our GCSE English results for 2025 were exceptional - 36% grades 9-7, 88% 9-5, 96% 9-4. We are equally as proud of our progress results (+0.87). Drama is strong at CFS and extracurricular drama activities and participation in shows are extremely popular among our pupils.

Applications

We encourage Early Career Teachers (ECTs) to apply, as we are experienced in providing dedicated support through a successful local partnership. Experienced teachers will also find opportunities to develop their careers in a nurturing and innovative environment

Interested candidates should submit their applications using either the My New Term or TES application form, or the application form available on our website.

Applications must be submitted by 9th October 2026. Early applications are advised and the school reserves the right to make an early appointment.

Visits to the school are warmly welcomed, please contact: jobs@cobhamfreeschool.org.uk
or Sonya Davies, HR on 0330 330 0237.

Job Profile

Job Purpose:

To take responsibility for the teaching of English across KS3-KS5 providing a high quality educational experience for all pupils.

To be an effective professional, who possesses thorough curriculum knowledge, can teach and assess effectively, is a reflective practitioner and whose students make rapid and sustained progress.

Accountable to:

Head of English Department, Head of Senior Department

Cobham Free School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All appointments are subject to an enhanced DBS check and other relevant pre employment checks.

Key Accountabilities

The following accountabilities should be considered in conjunction with the Teachers' Standards.

Teaching and Learning

To teach students by planning teaching to achieve progression through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed;
- Setting tasks which challenge students, ensure high levels of interest and are appropriately adapted;
- Setting clear and personalised targets that build on prior attainment;
- Making provision for students who have special education needs or disabilities, are gifted and talented or who have other specific individual needs;
- Providing well structured lessons that have pace, motivation and challenge;
- Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;
- Using a variety of teaching methods to create a dynamic, engaging and enjoyable learning environment;
- Ensuring students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- Evaluating own teaching critically to improve effectiveness;
- Use ICT and Google Apps platform to effectively support teaching and learning;

Key Accountabilities

Development of the subject

- To take a lead role in promoting good practice in your subject area across the school;
- To actively promote your subject area through contributing to events, trips, assemblies and the extracurricular programme;
- To be aware of current curriculum developments in regard to the subject area.

Planning

- To ensure that all lessons are thoroughly planned;
- To produce dynamic, detailed schemes of learning for current and future cohorts based on guidance from SLT;
- To plan how subject specific trips and other opportunities to learn beyond the classroom can be built into schemes of learning;
- To ensure planning effectively uses the potential of the Google apps platform;
- To review medium and long term plans in collaboration with other staff, taking into account school policy and advice, together with guidance and directives from Department of Education.

Whilst every effort has been made to outline the key duties and responsibilities of the post, every task undertaken may not be identified in this job description. Staff will be expected to act in a professional capacity and be receptive to any reasonable request.

Key Accountabilities

Assessment

- To systematically assess, monitor, record and report on the learning needs, progress and achievements of students to ensure each student has the opportunity to maximise their potential;
- To diagnostically mark and monitor students' work and set targets for progress;
- Assess how well learning objectives have been achieved and use this information to inform planning and improve specific aspects of teaching;
- To contribute to the school specific assessment framework;
- To provide the extended leadership team with relevant information relating to pupils and progress;
- Undertake assessment of students as required by examination bodies and school procedures;
- Prepare and present informative reports to parents;
- Work with the extended leadership team in formulating a school wide approach to how assessment should be used as a tool to improve learning.

Managing Resources

- To audit resources on a regular basis and work with other staff to assess further requirements taking account of budget constraints;
- To maintain an ordered attractive classroom;
- To contribute to high quality, frequently updated displays;
- To direct and support the work of the learning support assistants.

Other Responsibilities

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- To secure a good standard of student behaviour and manage behaviour in a firm but caring way, taking into account the personal, social and emotional needs of pupils;
- To act as form tutor as required;
- To encourage good manners on and off-site;
- To be a point of contact for pupils and parents in regards to subject related issues;
- To participate in arrangements for the review of own performance and in opportunities for professional development;
- To have a working knowledge of teachers' professional duties and legal liabilities;
- To establish effective working relationships and set a good example through personal and professional conduct;
- To liaise effectively with SLT, staff, parents and trustees; and
- To cover for absent colleagues if required.

General School Duties

- To contribute to the development, implementation and evaluation of school policies, practices and procedures to support the school's values and vision;
- To be responsible for promoting and safeguarding the welfare of students and liaising with the Designated Safeguarding Lead as required
- To carry out break and supervisory duties as designated by the Senior Leadership Team;
- To attend school staff, parent and other meetings outside normal school hours as required;
- To take part in marketing and liaison activities, such as open evenings and events;
- To participate/lead off site activities (which may include residential trips) as required;
- To offer up to two after school extra-curricular activities each week (depending on working hours);
- To participate in the wider life of the school;
- To have a commitment to equality of opportunity and inclusion.

Person Specification

Qualifications and Training

- A good undergraduate degree, relevant to subject specialism
- QTS, as recognised by Department of Education

Knowledge , Skills and Experience

- Relevant experience of teaching subject specialism with pupils in the age range in a private or state secondary school.
- Experience of delivering a broad and balanced curriculum, including planning, monitoring, assessment, recording and reporting of pupils' progress.
- Ability to plan, deliver, assess and record high quality lessons which inspire, motivate and challenge pupils.
- Creative and self-motivated with ability to establish a happy, challenging learning environment.
- Thorough, up to date knowledge or a range of teaching, learning and behaviour management strategies and how to implement these effectively.
- Experience of using data effectively to raise achievement.
- A team player with strong interpersonal skills.
- Confident using ICT for teaching, assessment and administration.
- Demonstrates a clear knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, students and young people.

Person Specification

Personal Attributes

- Dynamic and enthusiastic.
- Excellent communication and interpersonal skills.
- An adaptable and flexible approach.
- Ability to think creatively and imaginatively.
- Integrity and reliability.
- Readiness to evaluate own professional practice.
- A positive attitude and a good sense of humour.
- Commitment to equality of opportunity.
- Willingness to be involved in school community life.
- A desire to make a difference and a belief that education should provide young people with the skills and values for further study, the world of work and life.

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