



Teacher of English (Fixed Term)

Required from September 2025

The Post

This is an outstanding opportunity for a well-qualified graduate or teacher to join a very successful and energetic English Department in delivering the English IGCSE, A Level and IB curricula. A keen interest in participating in the Department's many extracurricular activities, theatre trips and events is essential. The post is initially on a fixed term basis for the academic year 2025-26 but with the possibility of extension. The role will be considered on a full-time basis, though there could be flexibility with this for the right candidate. We ask that candidates outline this in their application.

The Role

The Teacher of English will:

- Teach lessons across the full scope of the student body from Year 7 through to Upper Sixth; this may encompass Key Stage 3 curriculum, IGCSE Language, IGCSE Literature, IB Language and Literature, IB Literature and A level Literature.
- Take part in the Department's extracurricular life, the running of societies, events, and trips.
- Teach and support the department extension and tutorial provisions for students.
- Assist in the development of schemes of work and resources.

The Department

The Ardingly English Department is a vibrant and very active part of the Ardingly community. It runs a weekly feminist society as well as creative writing workshops. In addition to this, there are weekly clinics to support students in their academic pursuits. The Department organises numerous theatre trips, conferences and in recent years has invited distinguished speakers to the College.

The English Department prides itself on its academic achievements: students take the Edexcel IGCSE English Language and IGCSE English Literature courses and in 2023, 92% achieved a grade 6 or above in the Language examinations and 80% achieved a grade 6 or above in the Literature examinations. In the A Level examinations, 93% of students achieved a B or above; in the IB, 89% of students achieved a grade 6 or 7. In recent years, the Department has had several successful Oxbridge applicants, including two this year.

IB study at both Higher and Standard Level is offered in A1 Literature and A1 Language and Literature. Since September 2019, we have also offered English B as an option. At A Level, students follow the





Edexcel curriculum; Year 7 to 9 students follow their own preparatory course, which culminates in the Edexcel IGCSE curriculum in years 10 and 11.

The College

Ardingly College is an award-winning independent co-educational school offering an outstanding all-through education to over a thousand children in a beautiful part of West Sussex, with excellent transport links locally and across the South-East.

The Prep School has over 220 pupils from Reception to Year 6, as well as a thriving Nursery. Reception to Year 3 pupils are based in the Farmhouse, and Years 4 to 6 on the main school site in School House. The Prep School lives and breathes the values of *Shaping My World*, through which primary aged children learn to explore the world around them in ways that are adventurous, curious, generous, and ingenious.

The Senior School has around 850 students aged from 11-18, more than 300 of whom are boarders. The curriculum is designed to be broad and stimulating, with over 25 subjects offered and a choice of A Level, IB Diploma or BTEC courses in the Sixth Form.

The wellbeing and welfare of our students is paramount, with a strong emphasis on pastoral support provided through House staff, the Health & Wellbeing Centre and additional pastoral support such as the Chaplain, DSL, and Mental Health Lead. Ardingly prides itself on every student being known and valued as an individual and achieves this through small pastoral groups (with a maximum of 10 students in each Tutor Group from Year 9 upwards) and a strong House system, which provides every pupil – whether day or boarding - with their ‘home from home’ at the College. In recognition of this outstanding pastoral care, during the most recent ISI inspection the College was judged to meet all standards and have a “significant strength” in boarding, which is the highest accolade available under the new Inspection Regime.

Academic results are high. The College has been in the top 10 schools in the UK for nine out of the past ten years and is regularly in the Top 50 schools in the UK for A Levels, according to The Sunday Times. While we are proud of these excellent academic results, however, Ardingly places equal value on ensuring our students are equipped with the mindset, personal qualities and skills they will need to succeed in a rapidly changing world beyond school. This is at the heart of our World Ready approach and our innovative Enterprise & Employability programme recently won two national awards: The Week’s ‘Best Preparation for Life’ and the Independent School of the Year ‘Best for Student Careers’.

The College offers an outstanding range of more than 150 co-curricular activities and has a proud tradition of participation and achievement. In sports, pupils compete successfully at local, regional, and national levels in the main sports of football, hockey, swimming, netball, cricket, and athletics. Music, Art, and Drama are particularly strong, with exciting events such as concerts at school and in professional music venues, devised and scripted drama performances and exhibitions both by talented art scholars and give-it-a-go artists among the pupil and staff population.





Partnership is integral to the College ethos. Within school this applies to the partnership between teachers and operations staff to maintain excellent standards and quality of provision across the campus. Beyond the school gates, we work with a range of local primary schools, as well as supporting the local community through voluntary action and working with schools abroad in Africa and Asia. The College operates a bursary programme which currently supports over 30 pupils with substantial or full fee remission.

Campus facilities are excellent, with considerable recent investment in the College campus bringing it up to the highest school standards. Recent additions include a new STEM faculty and upgrades to classrooms, as well as major refurbishments of boarding and day houses. A new café and dance studio were opened in 2021 and new Lower School and a third day boys' house in 2022.

Person Specification

	Essential	Desirable
Experience	Teaching to Year 7-11, including GCSE and A Level.	Ability to teach IB.
Qualifications	Good honours degree in English or related subject. PGCE, QTS or equivalent.	
Skills and aptitudes	Ability to inspire students. Ability to design and deliver high quality lessons.	Ability to contribute to department developments and an awareness of national changes to the nature of teaching.
Personal and professional	Willingness to contribute to the wider life of a busy school. Ability to inspire and motivate others and to relate well to students in Years 7 to 13. Ability to prioritise effectively and meet deadlines.	





Remuneration and Benefits

Ardingly College looks after the welfare and professional development of all staff and enables them to live and work with a strong sense of purpose and satisfaction. The College provides a collegiate, supportive and stimulating environment in which to work. A generous remission for staff children is available at the College, providing a place is available and entry requirements are met.

Remuneration is pensionable. From January 2021 the College offered all teachers the Aviva Pension Trust for Independent Schools (APTIS) which provides the teacher with flexibility between salary and pension contributions and includes Death in Service cover of 3 times salary. Further details regarding our generous employer contribution rate towards the private teachers' pension scheme are available upon request. We also offer discounted private health care and access to a Health Cash Plan Scheme giving financial support towards the costs of optical, dental and medical costs.

During term-time, all staff are provided with hot or cold lunch from the staff dining room, or a grab-and-go option. Staff also have access to a range of additional benefits such as gym membership, staff swimming, other sports and wellbeing activities and various social events.

The total remuneration offered represents a salary, pension & benefits package that reflects the substantial contribution made by teaching staff towards the success of the College.

Application Procedure

Applications should be made via our on-line recruitment system at www.ardingly.com/staff-recruitment/vacancies and should include a covering letter or personal statement outlining the applicant's suitability for the role and the names, addresses and telephone numbers of two referees, one of whom must be the applicant's current Head.

Ardingly College is committed to ensuring the welfare of our students and appropriate checks will be made before the appointment is finalised.

The closing date for applications is 21st February 2025, although applications may be considered upon receipt. Interviews are expected to take place in the week commencing the week after.



