SEAHAM HIGH SCHOOL

TEACHER OF ENGLISH – MATERNITY COVER

APPLICATION INFORMATION PACK

EDEN LEARNING TRUST

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SCHOOL INFORMATION

Seaham High School is a popular and oversubscribed purpose built, fully comprehensive school of around 1100 students. Numbers are increasing rapidly and above expectations due to the growing popularity of the school. Virtually all our students come from the town of Seaham, which is a developing community as a result of local regeneration projects. The town is surrounded by beautiful countryside and is only 14 miles from the city of Durham. You can take a virtual tour of the school on our website.

We converted to become an Academy and joined the Eden Learning Trust on September 1st 2020.

When the school was inspected in July 2023, inspectors judged the school to be good in all areas. Ofsted made the following comments:

- “This school is a place where pupils can be themselves and where tolerance and respect are understood by the pupils who attend”
- “There are strong relationships between staff and pupils”
- “The vast majority of staff feel well supported by leaders and recognise the steps that leaders have taken to prioritise their well-being”
- “Leaders at all levels have a clear vision and an understanding of the school’s strengths and areas for development”.

We have a high quality and bespoke professional development programme. We value our staff and provide training to all at a personal level. Staff turnover is traditionally low.

For our students at Seaham, we aim to promote the highest standards of attainment both inside and outside the curriculum; and from our students we expect equally high standards of behaviour, dress, courtesy, and a firm commitment to their studies and to the wider life of the school. We value all our students and are inclusive in our approach, thus we have a wide range of types of support being given to children throughout their subject lessons as well as through our Personal, Social, Health and Citizenship curriculum.

As a school we place great emphasis on developing the self-confidence, skills and values that will enable our students to make a positive contribution to our constantly changing 21st Century world. We are a learning community that aims to equip our students with an approach to learning and knowledge which ensures that they are fully prepared to progress to further or higher education and to an increasingly demanding workplace. Pastoral arrangements see our students in Year Groups led by a Year Leader. Seaham High School moved into its new build in September 2016. It is a state of the art building for delivering education in the 21st Century. Students and staff appreciate the first rate facilities which support the high quality education which is accessible to all.

SAFER RECRUITMENT STATEMENT

Seaham High School are committed to safeguarding and promoting the welfare of all children and young people, and expect all staff and volunteers to share this commitment.

Applicants are advised:

- When applying you must provide a full employment history, including periods of unemployment, with dates (to the nearest month) and the names and addresses of previous employers. Any gaps in employment will be explored.
- All references will be applied for in writing prior to interview and referees will be contacted to verify their authenticity. A reference pro-forma will be used without exception meaning that open or letter references will not be accepted.
- Seaham High School reserves the right to contact your present employer and any previous employer.
- Employers will be asked about disciplinary offences, including those, which have expired
- The post for which you are applying is exempt under the Rehabilitation of Offenders Act, so all criminal convictions must be stated, with dates. Failure to do so will disqualify the candidate from the appointment and, if appointed, may render the individual liable to immediate dismissal without notice.
- If successful in the selection process, you should be aware that you will required to undergo an enhanced check carried out by the Disclosure and Barring Service (DBS) to identify that you are a suitable person to work with children. Further checks will be made at regular intervals thereafter.
- An individual disqualified from working with children through any of the various means available is guilty of an offence if he or she knowingly applies for or accepts any work in a regulated position i.e. classified as working with children (Criminal Justice and Court Services Act 2000)
- Confirmation of your identity will be undertaken through the production of a passport/driving license/birth, marriage or divorce certificates and educational/professional qualifications will be verified.
- Seaham High School will only offer appointments if the above checks are satisfactory and will allow no unsupervised access to children before completion of all checks.
- Preliminary interviews will be used to ensure that applicants have a full understanding of the requirements of the job and its difficulties and our young people may be involved in the selection process.
- As part of the due diligence, an online search will be carried out on shortlisted candidates and may be explored further with any applicant at the interview
- A probationary period of six months is standard practice for all new staff appointments to Local Government.

JOB ADVERT

Post Title: Teacher of English - Maternity Cover
Grade: MPR - UPR
Salary: £32,916 - £51,048
Start Date: January 2027

We are looking for a committed, inspirational Teacher of English. The successful candidate will need to have a proven track record in improving student performance in English and will be able to build on recent changes in the subject area.

Seaham High School (part of Eden Learning Trust), is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). As part of the due diligence, an online search will be carried out on shortlisted candidates and may be explored further with any applicant at the interview.

Seaham High School is an equal opportunity employer and welcomes applications irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. As a disability confident employer, we are committed to employing disabled people and people with health conditions making reasonable adjustments to support disabled applicants when required.

Deadline:
The closing date for application is noon on **Friday 16th October 2026**

How to apply:
Please submit a letter of application together with the completed school application form and return to hr@seahamhighschool.com

Please note that we are unable to accept CVs and only fully completed school application forms will be considered. Only those who have been shortlisted will be contacted.

JOB DESCRIPTION

Post Title: Teacher of English
Reporting to: Headteacher/Subject Leader
Grade: MPR - UPR
Salary: £32,916 - £51,048 per annum
Contract: Maternity Cover

Core Purpose:

To assist and support in the leadership of the development and management in English. To teach students to ensure the highest quality of education in English across both key stages and to carry out such other associated duties as are reasonably assigned by the Headteacher.

Contract terms and Duties:

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the post holder's title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales and to locally agreed conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment.

Relationships:

The post-holder is responsible to the Headteacher in all matters, to the Subject Leader in respect of curricular matters and the Year Leader in respect of pastoral matters. The post-holder also interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them.

Responsibilities for all teaching staff:

- Promote the values and aims of the School and Multi Academy Trust
- Follow all relevant school policies and expectations as outlined in the school handbook
- To be aware of, and assume the appropriate level of responsibility, for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies.
- Create and maintain effective partnerships with parents and carers.
- Treat students, parents and colleagues fairly, equitably and with dignity and respect.

Specific responsibilities of this role:

- To plan and prepare courses and lessons;
- To provide high quality teaching in subject area;
- To assess, record and report on subject;
- To provide or help to provide oral and written assessments, reporting and references for students;
- To act as a form tutor within the tutorial system providing appropriate pastoral care for a group of students;

JOB DESCRIPTION CONTINUED

- To take part in appraisal processes;
- To maintain continuous professional development;
- To maintain good order and discipline amongst students including their health and safety on and off the school site.

Professional Development:

- To take responsibility for personal professional development;
- To take part, as appropriate, in the school's professional development programme including regular Child Protection Training.
- To engage actively in the Performance Management Review process;
- To be aware of and comply with policies and procedures relating to child protection, confidentiality and data protection, reporting all concerns to an appropriate person;
- To evaluate own personal performance through self-evaluation and learn from the effective practice of others

General:

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified. Employees will be expected to comply with all reasonable requests from the Headteacher. The post-holder must carry out their duties with full regard to the Trust's Child Protection, Equalities and other relevant polices in the terms of employment and service delivery to ensure that colleagues are treated, and services delivered in a fair and consistent manner.

The post-holder is required to comply with health and safety policy and systems, report any incidents/ accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others. The post-holder may be asked to carry out any other duties of a similar nature related to the post, which may be required from time to time. The post-holder will also be required to comply with all School/Trust policies.

Induction:

All new staff will receive an induction as part of the induction process to help new employees become effective in their role and to find their way within the school.

Confidentiality:

All member of staff should not divulge any personal and/or confidential information to which they may have access to during the course of their work.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	ASSESSED CRITERIA
APPLICATION	• Fully completed application form • Fully supported in 2 references • Well-structured supporting letter indicating previous experience (no more than 500 words)		• Application Form • References
QUALIFICATIONS/ ATTAINMENTS	• Qualified to degree standard • QTS • Quality of teaching to be judged at least good	• Evidence of recent professional development activities and/or training • Understanding of Child protection/safeguarding/ data protection procedures and policies	• Application Form
EXPERIENCE	• To be able to teach students of all abilities		• Application Form • References • Interview
SKILLS/KNOWLEDGE	• Evidence of recent and appropriate professional development including up to date Child Protection training. • A knowledge of assessment for learning • High levels of interpersonal skills • Ability to motivate and inspire our students • Good behaviour management skills	• Commitment to further professional development	• Application Form • Training Record • References • Interview
PERSONAL QUALITIES	• Commitment to raising standards of all students • Full embracement of the inclusion philosophy • Be a role model to students in speech, dress, behaviour and attitude • Enthusiasm for and empathy with students of all ages and abilities • Capacity for hard work and resilience • Sense of humour		• Application Form • References • Interview

OUR WELLBEING COMMITMENT

We are committed to providing a working environment and management practices to ensure that all staff are fully supported and encouraged to develop both personally and professionally.

We recognise that staff wellbeing is important not only to the individual member of staff but to student achievement and the school's performance. We promote good health and wellbeing so that each individual is able to cope successfully with the demands in their lives, whatever the cause of stress. The purpose of staff wellbeing is to maintain a school ethos which supports staff health and wellbeing by making sure that all employees are treated fairly and consistently.

Staff Wellbeing

Seaham High School recognises that staff wellbeing is integral to a successful school. We are committed to continually reviewing and developing our practice and policies for the benefit of all.

From September 2025 Governors committed to trialling a reduced term time allowing staff and students longer breaks in October and July.

We recognise that life's challenges or celebrations do not always fit around school holidays so have introduced flexible working days or hybrid working for all staff. We are committed to a private healthcare wellbeing package, free flu jabs, eye tests, access to an onsite-gym and offer generous PPA allowance for teachers.

Telephone: (0191) 516 1600 email: office@seahamhighschool.com www.seahamhighschool.com

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