

Clitheroe Royal Grammar School

Founded in 1554



Teacher of English



CRGS
SIXTH FORM





Clitheroe Royal Grammar School

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March 2026

Dear Colleague

Thank you for your interest in the position of Teacher of English at our school. Within this information pack, you will find the Job Description and Person Specification. Additional documents including our Sixth Form Guide, safeguarding documents and the school's ICT and Online Safety Policy are available via our website. The successful candidate will take up the post from September 2026.

If, after reading the accompanying background information, you feel that this is the right role for you (and we hope that you will) please submit your application via www.tes.com. Your application should include a supporting statement outlining your particular strengths and how your skills and experiences have prepared you for this position. Further information about the school can be found at www.crgs.org.uk.

If you have not heard from us within six weeks of the closing date, please assume that your application has been unsuccessful on this occasion. We would, however, like to thank you sincerely for your interest and the time taken to apply.

Closing date: Tuesday 21st April 2026 (12.00 noon)

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undertake an enhanced DBS check. Please note that, in line with Keeping Children Safe in Education 2025, an online search will be carried out as part of our due diligence on shortlisted candidates.

Should you have any queries or wish to discuss the role further, please do not hesitate to contact me. We look forward to receiving your application.

Best wishes

James Keulemans
Headteacher





Teacher of English

MPR/UPR

We wish to appoint an enthusiastic and well-qualified Teacher of English to join our outstanding school from September 2026, to teach across KS3, KS4 and A Level in the first instance. This is an excellent opportunity to be part of a thriving department and join our dedicated team of staff.

The English Department is proud of its consistently high level of achievement in examinations at GCSE and A Level and the successful candidate will be committed to maintaining these high standards. As an English teacher you will be supported by our experienced staff and be part of an innovative learning community.

Clitheroe Royal Grammar School is an over-subscribed, mixed selective 11-18 Academy School with 1504 on roll (including 664 in the Sixth Form). Most Clitheroe Royal Grammar School Main School students choose to continue to study in our Sixth Form and we attract over 200 new students each year from over 45 feeder schools and colleges.

The school is a centre of excellence and one of the highest achieving schools in the country. Our school is renowned for high quality teaching and learning, outstanding pastoral care and extensive extra-curricular provision.

We have a strong commitment to Continuing Professional Development (CPD) for all staff, enabling them to be reflective practitioners who enjoy exploring different approaches to learning and teaching, sharing practice and learning from each other.

Clitheroe is an attractive town with many facilities and resources, approximately one hour's travel from Manchester and Leeds and within 30 minutes of the West Coast Mainline in Preston. There is also a direct rail link to Manchester.

This is an excellent opportunity for an enthusiastic, hardworking ECT or an experienced teacher wishing to develop their teaching and learning skills.

Please complete the TES online application form which includes a supporting statement where we would like you to outline your particular strengths and how your experience has prepared you for this particular role. For further details please visit our website at www.crgs.org.uk.

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The English Department

The department is made up of 10 members of staff (5 full-time and 5 part-time). The team currently includes a KS3 English and Literacy Co-ordinator, a Head of Sixth Form English, and the Head of Learning. The department has a wide range of books and resources for the various courses on offer. In addition, there are well-resourced libraries on both sites, staffed by librarians. The department works closely with the librarians and many of our students are avid readers.

Clitheroe Royal Grammar School can offer you:

- highly motivated students
- a department with well-qualified staff
- a commitment to ongoing CPD
- excellent facilities
- a supportive environment that encourages innovation

The Curriculum

Key Stage 3

In Years 8 and 9 students are allocated 3 hours per week to study English, whilst students in Year 7 currently have 4 hours per week. The curriculum is rigorous and prepares students for GCSE. The curriculum has a clear focus on developing reading skills: students are encouraged to read a wide range of texts inside and outside of lessons, and are expected to share their 'Reading Journeys' during the summer term.

Key Stage 4

All students study English Language and English Literature and are currently allocated 4 hours in Year 10 and 11 per week.

The GCSE English Language specification is AQA 8700 and Literature is 8702.

Students are taught English Language as a separate subject and have a dedicated lesson each week.



2025 English Language Results

GCSE	Percentage
% 9	17.4
% 8 – 9	41.6
% 7 – 9	64.4
% 6 – 9	85.2
% 5 – 9	95.3
% 4 – 9	98.0

2025 English Literature Results

GCSE	Percentage
% 9	19.5
% 8 – 9	39.6
% 7 – 9	61.7
% 6 – 9	85.2
% 5 – 9	94.6
% 4 – 9	98.7

Key Stage 5

There are currently 112 students studying English in the Sixth Form. All courses are now linear, and students will be examined at the end of the 2-year course.

Three courses are currently taught in Year 12: English Language – 16 students AQA 7702; English Literature – 20 students AQA 7712; English Language and Literature – 20 students AQA 7707. Students are allocated 4 hours per week on the timetable in Year 12.

In Year 13 there are 20 students following the English Language course (7702); 24 study Literature (7712); 10 students study English Language and Literature (7707). Students are allocated 5 hours per week in the Year 13 timetable.

Our ALPS grades are as follows:

	A Level ALPS
English Language	5
English Literature	4
Combined Language and Literature	5

Appointment to the post is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



Teacher of English (MPR/UPR)

Job Description

1. To contribute to the teaching of English under the direction of the Head of Department.
In particular:
 - (a) to plan and deliver effective teaching that helps all learners to progress;
 - (b) to maintain well-kept records of students' progress;
 - (c) to contribute to setting internal departmental examinations and tests;
 - (d) to ensure that homework is set according to the departmental policy;
 - (e) to attend and contribute to departmental meetings;
 - (f) to participate in the development of appropriate schemes of work and teaching materials.

2. To help promote English throughout the school by attending open evenings, helping with displays and talking to students.

3. To help in the organisation and supervision of departmental trips, visits and extra-curricular activities.

4. To undertake professional development through Inset.

5. To undertake the following general teaching duties:
 - (a) to undertake a range of supervisory duties in accordance with the published rota;

 - (b) to participate in appropriate meetings with parents relative to the above departmental duties.

The responsibilities detailed above are subject to the provisions contained in the "School Teachers' Pay and Conditions Document".

This job description is not necessarily a comprehensive definition; it is designed to give a realistic view of the post and will be reviewed from time to time as appropriate. It may be subject to modification and amendment after consultation with the postholder.



Teacher (MPR/UPR) Person Specification

Measured by: Application (A) Interview (I) Reference (R) Essential (E) Desirable (D)

	Measured By	Essential/Desirable
• QTS	A	D
• an appropriate teaching qualification	A	E
• good honours degree in the subject	A	E
• the ability to teach to A Level	A/I	D
• outstanding teacher	I	E
• successful teaching experience within the 11-18 range	A	D
• experience of using ICT and/or VLE-based learning	A/I/R	D
• clear vision of education and its purpose	A/I	E
• clarity of thought, ability to think through problems and produce solutions	A/I	E
• ability to work in a team	A/I	E
• excellent record of health, attendance and punctuality	A	E
• stamina and resilience	I	E
• excellent interpersonal and communication skills	I	E
• well organised, excellent time management skills	A/I	E
• drive, energy and commitment	I/R	E
• good knowledge and understanding of effective teaching and learning strategies	A/I	E
• high standards and expectations of self and others	I	E
• maintain high professional standards at all times	R/I	E
• support the school ethos	R/I	E
• willingness to contribute to the wider life of the school and community	I	E
• ability to analyse and interpret data to support student progress	A/I	E
• approachable and a good sense of humour	I	E
• awareness of safeguarding	A/I	E

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo an enhanced DBS check.