

WIRRAL GRAMMAR SCHOOL FOR BOYS



TEACHER OF ENGLISH

Required 1st September 2026

Main Scale – Suitable for ECTs

Permanent





LETTER OF INTRODUCTION

Dear Applicant,

Thank you for your interest in the permanent position of Teacher of English at Wirral Grammar School for Boys. We are looking for an enthusiastic and committed Teacher of English who recognises the positive impact that grammar schools have, will advocate our school values and contribute to the wider educational development of our students.

The information contained in this pack will help you to not only understand the post which is being advertised but also give you a sense of life at Wirral Grammar School for Boys. There are over 1100 students on site. Our planned admission number increased from 155 to 170 in Year 7 in September 2024, and we recruit students into the Sixth Form, WGSB6 from other local schools and further afield. From September 2026 we will be accepting both male and female students into our Sixth Form, having successfully introduced co-ed teaching this year.

Our students achieve excellent examination results. In 2025 at A level, over 30% of all grades were A-A and 80% at A*-C. In GCSEs, 40% of the grades were 9-7 and 95% of all grades were 9 - 4. However, an education at WGSB is focused upon much more than that. We believe that by offering a variety of experiences and seeing participation rates in extra-curricular activities regularly top 90% in each year group, our students find a place where they feel that they belong. Happy, healthy students thrive and achieve great outcomes.*

This is true for our staff too. We have put in a huge amount of effort over the past couple of years to remodel teaching and support staff structures and ways of working. Staff wellbeing is at the very centre of our planning and we are constantly looking at ways to reduce unnecessary workload; our staff love working here.

If you are interested in this position, it is important that you share our school values and the vision of providing the best quality education for bright young people across the Wirral, regardless of their background.

Should you require any further information, please do not hesitate to contact me at school on 0151 644 0908 or by email to Anna Groves (recruitment@wirralgrammarboys.com).

Yours faithfully

Simon Ascroft
Headteacher



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This is an excellent opportunity for a forward-thinking teacher of English who is passionate about their subject and who feels ready to join an enthusiastic and committed team. Our students are highly motivated and enjoy learning.

Context

English at Wirral Grammar School for Boys is a department of six staff. There are 6 English classrooms, and all have interactive screens. They occupy rooms within the newest section of the school.

Last year, our school has moved from a two-year KS3 programme of study to a three- year KS3. For KS3 English, the students have seven one-hour lessons per fortnight. They are taught in mixed ability classes across Key Stage 3 and Key Stage 4. In Years 10 and 11, they have seven one-hour lessons per fortnight.

The hard work of the department and focus on a strong skills-based curriculum across Key Stage 3 has enabled the department to consistently achieve the best progress 8 score for an all boys' school on the Wirral. The department achieves excellent results. In 2023, 42% of GCSE grades were at grade 7-9 and a 98% pass rate of 4 and above in English Language and 100% pass rate of grade 4 and above in English Literature. The department takes its responsibility of providing first-class teaching seriously and we take every opportunity to ensure that our candidates achieve the highest possible grades.

There is significant cross-curricular activity in English. Year 7 and Year 8 participate in oracy lessons 'Find Your Voice' in order to strengthen their communication and debate skills. These sessions are delivered by the librarian and the Accelerated Reader programme has been hugely successful in supporting pupil literacy.

This year we have over 20 students studying English across Language and Literature and project the numbers next year to be closer to 40. It would be beneficial if the successful candidate could contribute to the accomplishments of the Department and be willing to teach the subject to A-Level English Literature in the near future. Pupils have gone on to study at Oxbridge as well as Durham, York and Liverpool in recent years.

The Department also acknowledges the need for teacher well-being and sees it as being crucial to a successful teacher, especially due to the nature of teaching English. To support this, we have shared schemes of work for all year groups so that planning is minimal and a reasonable feedback policy. The department is a warm and supportive group with a good sense of humour, coupled with a passion for our subject.



Core Purposes of this role

The core purposes are:

- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students.
- To assess pupils' work on a frequent and regular basis so that progress and learning over time can be evidenced.
- Responsibility for the tracking, monitoring and intervention of those pupils taught.
- Applying and managing the assessment, target-setting and monitoring arrangements that are required by all members of staff.
- Contributing to opportunities for the extra-curricular enrichment of English teaching through lunch-time activities, visits and partnerships etc.
- Being accountable to the Head of English for the attainment and achievement of pupils

Skills/Competencies required

- A well-qualified teacher of English.
- An individual who is passionate about English and promotes enthusiasm and interest for the subject.
- An ability to teach English to all age groups.
- Experience of all ability teaching with a particular awareness of the needs of able students
- A high level of ICT competency; an ability to use ICT effectively in planning and teaching.
- Ability to work within a team of well-qualified and highly professional individuals.
- Fully familiar with the use and application of assessment data for the purpose of target setting, pupil mentoring and evaluation of performance.

Ethos

Promoting the ethos of the School, as expressed in the mission and vision statements, is a shared responsibility to which all staff make a significant contribution.

Notes

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Safeguarding Children

- Please note that Wirral Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- As part of the selection process, the interview will explore your perspectives on safeguarding young people in terms of a school context



What we are able to offer

- A high level of professional support with access to training where required and induction at both Department and School levels.
- A well-resourced Department
- Students who are highly motivated and want to achieve.
- An in-house CPD programme that encourages professional development.
- An ICT rich environment

Application process

The closing date is Wednesday 4th March 2026 at 9am, with interviews taking place the following week.

In your application you should include the following:

- Completed Application Form
- A letter of application in which you address the following using each as a separate heading:
 - My experience to date
 - Why I want to be a Teacher of English at Wirral Grammar School for Boys
 - My approach to being a team player
 - What my priorities would be if I was appointed
 - What I would have achieved at the end of my first year
- Recruitment Monitoring form

Successful shortlisted candidates will be invited to interview, however, if you have not heard from us within one week of the closing date, please assume that this particular application has been unsuccessful.

Feedback is always offered to candidates who attend for interview but who are not appointed. **We regret that we are unable to give feedback where applicants are not shortlisted to attend for interview; this is due to the large number of applications that we receive.**

Applications together with all supporting documentation (as indicated in the application process above) should be emailed to recruitment@wirralgrammarboys.com

Should you wish to visit the school for a walkaround prior to submitting your application, please don't hesitate to contact Anna Groves – recruitment@wirralgrammarboys.com



Standard Post Description (Subject Teacher)

Job Title: **Teacher of English**

Responsible to: **Subject Leader, Head of Faculty and Headteacher**

Location: **Wirral Grammar School for Boys**

This job description describes in general terms the normal duties which the post-holder will be expected to undertake. However, the duties listed below are in no order of priority and are not exhaustive. The job description or the duties therein may vary or be amended from time to time without changing either the level of responsibility or the financial remuneration associated with this post.

Job Purpose

To provide the highest quality of education, care and preparation for life for all students at Wirral Grammar School for Boys in accordance with the Teacher Standards.

Main Responsibilities as a Subject Teacher

- To participate with other colleagues in the development of appropriate syllabuses, materials, schemes of work and lesson plans, which should engage, stimulate and challenge students of all abilities, and should cater for all learning styles. This may include taking responsibility for particular courses.
- To ensure that all lessons are planned, prepared and delivered with clear differentiation to cater for students of all abilities and backgrounds whilst ensuring individual student progress.
- Employ a variety of interactive teaching methods appropriate to the age and ability of each individual student to promote a love of learning and student's intellectual curiosity.
- Impart knowledge and develop understanding through effective use of lesson time.
- To maintain an up-to-date knowledge of the subject and utilise a range of teaching methods in line with currently acknowledged best practice.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired on a regular basis according to Wirral Grammar School for Boys' homework policy.
- To use directed time to actively contribute to the wider life of the school by organising and running appropriate extra-curricular activities where appropriate.
- To fully incorporate the teaching of skills including Numeracy, Literacy, Mathematics and Communication into subject delivery.

Management and Assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- To take responsibility for particular aspects of the subject(s) in consultation with the Subject Leader and Head of Curriculum Area.
- Use relevant data to monitor progress, set targets and plan subsequent lessons.



- Be accountable for students attainment, progress and outcomes.
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- To register each class using Bromcom according to school procedures.
- To keep appropriate records and to complete assessments and profiles of students as required by Wirral Grammar School for Boys' policy.
- To maintain the allocated teaching areas to ensure that they are conducive to a stimulating and exciting learning experience.
- To monitor and control the use and storage of teaching materials, books and equipment.
- To supervise the use and care of Wirral Grammar School for Boy's fabric and equipment by the students and to ensure their adherence to relevant health and safety regulations.

Pastoral Support

- Communicate effectively with parents/carers with regard to students' achievements and well-being.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- To alert Leaders and other pastoral staff where appropriate to problems arising with individual students in accordance with whole-school policies.
- To participate actively in meetings with colleagues and parents/carers.
- To attend INSET sessions and working parties related to new initiatives in teaching and learning.

General Duties

- To adhere to the policies and procedures of Wirral Grammar School for Boys
- To carry out 'the duties of a schoolteacher' as set out in the Schoolteachers' Pay and Conditions Document & Teacher Standards.
- To share in the corporate responsibility for the development and well-being of all students.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected within the Wirral Grammar School for Boy's community based on mutual respect between students and staff.
- To take a pro-active part in Wirral Grammar School for Boys' performance management system, both as a reviewer and reviewee, with the ultimate aim of improving standards of teaching and learning at Wirral Grammar School for Boys.
- To take reasonable care of one's own health and safety and that of others.

Notes

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Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



LIFE AT WGSB

WGSB is an oversubscribed boy's grammar school of more than 1000 students aged 11 to 18, including sixth form of over 260. We are one of 163 selective Grammar schools in England. We are a stand-alone academy. Increasingly we are seeing external applicants join the sixth form which is further energising our student body. In 2021 we celebrated the school's 90th anniversary.

We are very much a community-centred and inclusive school. The socio-economic mix of our school is not typical of other grammar schools and as such we believe that academically minded and talented students, regardless of their background or needs, should have equal opportunities to benefit from a grammar school education.

Our school moto is '*Sapientia Ianua Vitae*' or 'Wisdom is the Gateway to Life'.

At the end of our 90th year the school body worked to re-draft our values statement. Many values have remained the same, but we move with the times and these better reflect the WGSB of 2023.

- **A culture of care and compassion that has at its centre the wellbeing of all within the community.**
- **A school that offers a breadth and variety of opportunities and experiences to all students.**
- **An environment where all students aspire to meet or better their personal best every day.**
- **A population of unity where commonalities are celebrated and difference is valued and nurtured.**

At WGSB our combination of core values, educational excellence and caring, committed staff provides an enriching environment in which to learn. We have offered a distinct education on the Cross Lane site since 1931 and will continue to do so.

A good school gets the fundamentals right by building high standards across all aspects of school life and embedding and sustaining these standards within the habits and routines of its daily life... but we don't want to just be good, we want to be great for our students and our community.

In other words, our aim is in inspiring, challenging, and **supporting students to belong**, to fulfil their potential, and to do good and right things as happy, creative, and motivated young people.

We constantly review the curriculum on offer to our students, and we work hard to ensure that teaching is of the highest quality and learning is both interesting and fulfilling. But this is only part of the education that is on offer. Our co-curricular programme offers genuine enrichment inside and beyond the classroom. You may have heard the adage 'Work hard, play hard'. That is what we expect – students who want to achieve but who also are prepared to commit to school beyond the classroom. Sport (rugby, hockey, cricket, basketball, table tennis, athletics, handball) music (rock band, samba band, pop choir, multiple ensembles), theatre, art, textiles, D of E Award, chess, board games, creative writing, charity work... the list goes on. Thanks to the commitment of our incredible staff, what is on offer here at a state school is remarkable, providing that all-round education that we want our students to have access to.



Because, for us it is important that the students mature into confident young adults, equipped with the qualifications and skills that they will need to make their next, successful steps in life.

STAFF WELLBEING

The wellbeing of staff is central to the approach taken by Governors and the Leadership Team at WGSB. We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours.

WGSB is a supportive institution with exceptional rates of staff retention. Very few staff move on each year, and these are largely due to opportunities for promotion or staff retirement.

Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Deadlines well publicised and staff are fully consulted on the academic calendar
- Reduced data collections and reporting
- Student Enrichment and Staff Wellbeing Lead in place
- Governors that meet regularly with staff to gather feedback, both monitoring and responding to staff needs.
- Greater PPA time than national recommendations
- PPA from home once a week
- A flexible and generous approach to family appointments and child events (including Family Flexi Day)
- Staff cake baking events
- Complimentary fruit on Monday mornings
- Daily toast
- Whole-year Wellbeing support programme
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and Watching Others
- Headteacher 'Open Door' policy
- Staff Social Events – Christmas 'do' sold out !

We hope you can join us!

