



BALLARD

BESPOKE EDUCATION



Appointment of English Teacher

Information for candidates

“Simply the best school everyday.” (Parent)

Independent Co-Educational School of the Year
2024/25 (ISOTY)

Introduction - *“Simply the best school every day.”* Parent

Ballard is a thriving co-educational day school from Nursery to GCSE, set in 34 acres on the Dorset/Hampshire border. Ballard’s dynamic leadership has turned ‘excellent & outstanding’ (ISI) into exceptional. Putting families first, Ballard pledged to absorb the VAT charge on school fees for the Spring and Summer terms in 2025, before phasing it in gradually over the coming years. With lots of exciting plans in place, there has never been a better time to join.

Ballard has been recognised, once again, by the prestigious Independent School of the Year Awards, winning their **Co-educational School of the Year Award 2024/25**. This follows Ballard reaching the finals for Sport in 2023 and Performing Arts in 2022. In 2025, we have won the ISA Award for Fine Arts and Design, retained our School Games Mark Gold status, and were finalists for the MTI Award for Musical Theatre Provision. Our Eco-Ambassadors also achieved Eco School’s Green Flag status with Distinction and took part in the recent COP30 summit, interviewing Professor Matt Frost for the COP30 Virtual Ocean Pavilion. As well as team success, individual pupils have succeeded in the academic world, Sport and the Performing Arts to a high level and our alumni include four Paris Olympians, three Olympic medallists, world champions, successful authors, actors, an international opera star, and a pop band amongst others. So, what makes an award-winning education?

At Ballard, we believe abilities and intelligence are not fixed – all can flourish and excel when given the tools and environment to develop self-knowledge and resilience. We provide a vast array of opportunities, including over 150 co-curricular weekly activities, but it is how we empower and inspire our pupils to seize them, that we believe, sets us apart.

Co-education is at the heart of our inclusive philosophy. All pupils are equal - boys and girls learn with and from each other, through collaboration and lively competition. In an atmosphere of inclusivity and kindness, every child is stretched in their talents and encouraged to tackle what doesn’t come easily. Boy, girl, expert, novice - no subject nor interest is beyond reach.

We pride ourselves on our forward-thinking curriculum, providing an aspirational, academic and holistic education. Our staff inspire and guide our young people, challenging and supporting them in equal measure. The school’s drive to deliver a first-class education, with a close eye on the future, is shaping our ambitious investment and development plans.

Our pastoral care is rooted in kindness and respect and underpinned by Christian values. The Ballard family’s wellbeing is central to the ethos of the school. Our inclusive approach to school life values individuality and fosters generosity of spirit; our young people look out for each other and the wider community. Ballard educates the whole child, providing a wide range of sporting, cultural, artistic and academic clubs and activities. Our aim is to ignite passions and develop skills, identifying and unlocking every child’s inner genius.

It is an exciting time to be joining Ballard, with our Leadership Team moving the school forward with confidence. The school places great emphasis on supporting and developing its staff so that the best possible educational provision is provided throughout the three pillars of the school; Pastoral, Academic and Co-curricular.

We are already seeing excellent results, as Ballard continues to buck the national trend with half of all exams passed at the highest grades (9-7), more than double the national average and 14.3% at Grade 9, almost three times the national average. Almost 42% of pupils gained a Grade 9 in one or more of their exams. On average, each pupil achieved 0.88 of a grade higher than expected (based on their baseline assessment) in every subject, with 48% of pupils gaining on average, at least a whole grade higher per subject. Furthermore, we are still gaining enquiries from prospective parents across all age groups.

“Pupils are reflective and have high levels of self-esteem and empathy. They are highly successful in displaying these characteristics through academic study as well as the wealth of sporting, performing arts and extra-curricular opportunities in which they participate.” ISI



Mission Statement and Aims

Our mission:

To provide a supportive and caring environment for learning, and excellent teaching designed to ensure all pupils achieve their academic best.

Our aims:

1. To identify and build on strengths to help each individual pupil reach their potential within a secure, caring community and to equip our young people to be well-behaved, resilient, rounded and resourceful members of society and prepared for their future working lives

2. To aim for academic excellence, so that each individual pupil may achieve his or her personal best. We believe all our pupils are entitled to an education that extends beyond the purely academic. Pupils are actively encouraged to take part in a wide range of artistic, creative, cultural, musical, sporting and other co-curricular activities.
3. To recognise the worth, dignity and contribution of each member of the Ballard Family and to foster self-discipline, self-esteem, mutual respect and co-operation within an atmosphere of friendship and trust promoting an appreciation of the needs and gifts of others.
4. To offer scope for spiritual, moral and personal development within a disciplined and mutually supportive environment which affirms Christian values.
5. To expect high standards of achievement by developing in pupils the ability to manage change, to think and research independently and communicate confidently and effectively.
6. To celebrate our achievements, gifts and diversity irrespective of individual differences.
7. To respond to the wider needs of society through community projects, charitable fundraising and outreach and by increasing awareness of local, national and world issues.



Department Details

Ballard's Senior English Department is currently composed of four English teachers; a strong team of experienced practitioners with a diverse range of skills and expertise. Our pupils study Edexcel iGCSE English Literature and Cambridge iGCSE English Language and have enjoyed consistently exceptional pass rates for several years, with 97% achieving grades 9-4 and 68% grades 9-7. Excellent exam results are a result of hard work expected of pupils in conjunction with the support of well-qualified, committed, specialist staff.

The English Department are an outstanding teaching team within the school, delivering excellent added value to our pupils as well as flagship results. The Department always seeks to encourage and enable pupils to achieve their full potential. Key to this success is the Department's focus on developing pupils' confidence and fundamental understanding of language as well as an appreciation of literature. Lessons are lively and creative and aim to foster a love of the subject.

The Years 6 to 11 English curriculum is delivered within four or five 50-minute lessons each week, in ability bands by specialist English teachers whilst Year 5 and below are taught in form groups to encourage stability and confidence in the classroom. Each classroom is equipped with state of the art digital displays, and every member of staff is provided with a Microsoft Surface laptop.

English is delivered every day in the Pre-Prep and Lower Prep (Reception to Year 5) and reading at School and home is the cornerstone of the education provided in the younger years. Year 1 to Year 6 follow the Accelerated Reader programme.

Each week, every pupil in the school uses a 30-minute form time to 'Drop Everything and Read' (DEAR).

The school has two libraries which are well stocked and supported and well used by pupils in the school.

We seek a colleague who is passionate and knowledgeable about their subject and able to communicate this with empathy to the pupils steering them to achieve success at GCSE.



The Role

We are looking to recruit a talented Teacher of English to join our school to teach English from Years 6 to 11. The role could suit an ECT, or for a more experienced teacher, there is potential for the role to be Second in Charge of English.

General

The teacher is accountable to the Head of Department and has responsibility for the following:

Promoting and supporting the school's aims and policies and the school's code of ethics.

Teaching, Learning and Assessment

- Preparation and planning of lessons in accordance with departmental schemes of work.
- Demonstrating a range of teaching methods and keeping abreast of developments in the subject area at KS3 and GCSE; employing a range of teaching resources including the display of pupils' work.
- Carrying out assessment according to departmental and School policies. Recording assessment grades/reports etc. within deadlines set and keeping clear records.
- Setting and marking of class work and homework according to relevant School and departmental policies.
- Reporting to parents on progress at parents' evenings or on reasonable request from parents.
- Providing pupils with appropriate challenges.
- Recognition of the specific needs of each pupil and of classes as a whole. Setting an appropriate pace for lessons and adapting teaching methods to the needs of pupils.
- Establishing a structured learning environment conducive to learning and where pupils know that high standards are always required.
- Managing the classroom effectively with appropriate use of sanctions and rewards in accordance with departmental and School policies.
- Motivating pupils to learn and establishing a rapport with pupils conducive to learning.
- Attending departmental meetings and sharing departmental responsibility; attending staff meetings and School or departmental INSET; seeking opportunities for professional development; participation in the School Professional Review (appraisal) scheme; participation in induction arrangements.

Other

- Promoting high standards of work and behaviour inside and outside the classroom.
- Contributing to the pastoral and co-curricular life of the school and carrying out the role of Form Tutor effectively.
- Carrying out the normal supervision duties as laid down in School policies.

Safeguarding

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. The successful candidate will be subject to an enhanced DBS check, satisfactory references, and other pre-employment vetting procedures in line with safer recruitment practices.

Person Specification

Experience required

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	• Good honours degree, or equivalent, and recognised teaching qualification	• Evidence of continued CPD
Experience	• Experience in secondary school teaching • Experience of teaching GCSE English	
Knowledge, skills and abilities	<u>Job Related</u> • Excellent and motivational teaching skills • Ability to teach a wide and varied ability range • Knowledge of requirements of curricular English at all Key Stages including GCSE • Expected to teach a variety of ages (Years 6-11) <u>Personal</u> • The resilience, drive, strength of character and sense of both humour and perspective to thrive in a fast-paced, demanding and ambitious environment • Excellent organisational skills • Reliability, energy, integrity, resilience, and enthusiasm • Ability to form good relationships with staff and pupils • Ability to work well in a team • Versatility and adaptability • IT competent • Someone who understands children and wants the very best for them academically whilst being fully committed to their safety and wellbeing • Willing to be fully involved in the life of a busy and purposeful independent school which will mean taking co-curricular activities and being involved with a form group.	• A well-developed understanding of SEND and successful experience of teaching pupils with SEND

Equal Opportunities

The post holder must comply with and promote Equal Opportunities and avoid any behaviour which discriminates against others on the grounds of sex, disability, marital status, sexual orientation, age, race, colour, nationality, ethnic or national origin, religion, political opinion, trade union membership.

The Appointment

- The school operates a programme of induction for new members of staff, and the successful applicant will be supported by the Head of Department.
- Normal School hours are 8.30am – 5pm, Monday to Friday with an 8.15am briefing every Monday morning. A full time staff member would run 3 afterschool activities until 5pm, on the other two days, staff can generally leave at 4.00pm. This is pro-rated for part time staff.
- Salary will be determined according to qualifications and experience, plus an allowance for Deputy Head of Department if applicable.
- Contributory pension scheme with 16% employer contribution.
- School lunch and refreshments are available for all staff during term time.

Applications

How to apply:

Applicants are asked to complete a Teaching Application Form, along with their letter of application, and send it, addressed to the Headmaster (recruitment@ballardschool.co.uk), to arrive no later than **9.00am on Friday, 5th December 2025**. Please specify whether you are looking for 0.8FTE or full time.

Working Hours:	0.8FTE or Full time
Interviews:	8 th /9 th /10 th December 2025
Start date:	January 2026, although we will have interim cover in place (if required) so will wait for the right candidate. Latest start is at the beginning of the Summer Term 2026

The school retains the right to interview and appoint at any time during the application process, so early applications are strongly encouraged.

Shortlisted applicants will be invited to the school for interviews and will also have the opportunity to see the department, meet departmental staff, and demonstrate their teaching skills in the classroom.

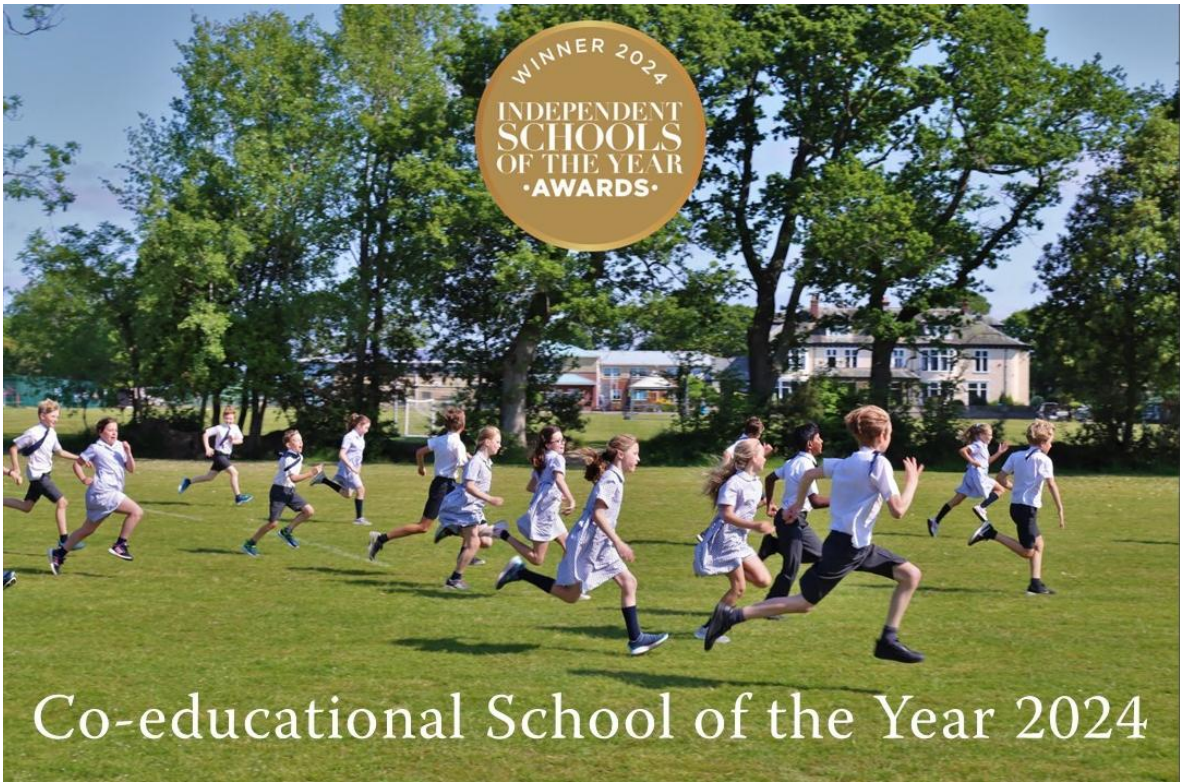
Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. The successful applicant must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (Enhanced Disclosure). As part of the referencing process, the school will undertake a digital screening, including online searches of candidates and any potential matters of concern will be discussed with the candidate.

This post is exempt from the Rehabilitation of Offenders Act.

The successful candidate will be required to complete and sign a medical form.

Ballard School is committed to Equal Opportunities and welcomes applications from all sections of the community.

For further details and an application form, please visit: www.ballardschool.co.uk/vacancies



Co-educational School of the Year 2024