



Abbeyfield  
School



# RECRUITMENT PACK



2026



Abbeyfield  
School



# Welcome

I am delighted that you are considering a career at Abbeyfield School. Our school is a dynamic and thriving community, dedicated to fostering the development of young people. At Abbeyfield, we uphold a vision focused on nurturing students' personal skills and qualities, ensuring they are well-prepared for their future lives as successful, responsible adults.

People have always been at the core of the Abbeyfield educational experience, and I am more convinced than ever that prioritising the development of our staff is essential. We are committed to the continuous professional development of our team, offering dedicated support to ensure that our staff can thrive in their roles. For our students to reach their full potential and make a positive impact, they must be taught by individuals who reflect these values. Our focus on recruiting and professionally developing a diverse range of outstanding staff is key to providing our pupils with strong role models.

Our teaching team is eager to build up Abbeyfield's growing reputation for excellence. We are a school that is dedicated to delivering an ambitious, broad, and balance curriculum through high-quality, evidence-informed teaching. Our academic results at both GCSE and A Level remain strong, with student progress consistently above average.

These are exciting times at Abbeyfield. The town of Chippenham is experiencing significant housing development, and our growing reputation has resulted in an increase in pupil enrolment. Consequently, we are set to embark on a three-phase building project that will expand the school by 50%.

In October 2025 Abbeyfield School became part of The Athelstan Trust, one of the leading educational trusts in the South West.

We warmly invite all those who wish to be part of this exciting new chapter to apply.

We trust that this recruitment pack will provide you with a valuable insight into our unique and supportive community, and I look forward to welcoming successful applicants to Abbeyfield in the near future.

**Mr Nick Norgrove,  
Headteacher  
Abbeyfield School**





# Welcome to the Athelstan Trust

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of six secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire. We were excited to welcome two new primary schools in the last few months and from October 2025 another secondary school. This will further enrich our collaborative strengths.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

**Mr Matthew Evans**  
**Chief Executive Officer**



# Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

## Why work for us?

- **Internal career opportunities**
- **Personalised professional development and training**
- **Generous pension scheme with the Gloucestershire LGPS**
- **Employee assistance programme**
- **Flexible working opportunities and a genuine commitment to family and work/life balance**
- **Nationally negotiated cost of living pay**
- **Generous holiday allowance for support staff**
- **Recognition of local government continuous service**
- **Cycle to Work scheme**
- **Discounts at local gyms**

# Teacher of English

1FTE – part time considered - Maternity cover

**Start date:** September 2026  
**Closing date for applicants:** Thursday 26th February 2026 at 9am  
**Interview date:** W/C 2nd March 2026  
**MPS/UPS**  
**ECTs welcome to apply**  
**Number of students on roll:** 900

Due to expansion and growth in student numbers, this is an exciting time to join Abbeyfield School. Our recent 'Good' Ofsted rating (November 2022) highlighted that 'Staff are proud of the school and enjoy working at it. Leaders and Governors are supportive of staff's workload and well-being'. As a result, both the leaders and students are looking for high-calibre staff who are committed to delivering outstanding teaching and learning opportunities for all. In October 2025 Abbeyfield School became part of The Athelstan Trust, one of the leading educational trusts in the South West.

The successful applicant will have the exciting opportunity to work within a highly experienced and motivated team who are fully committed to ensuring all staff and students fulfil their potential and continue to enjoy enviable success.

The English department outcomes have been consistently good for students for several years, with results rising. The team are experienced and driven by ensuring that students reach the best possible outcomes. A wide range of enrichment and extra-curricular activities are offered to support students' learning and to enhance their love for all the subjects we offer from KS3 all the way through to KS5, where our numbers thrive. The department follows the AQA qualification at both GCSE and A Level for Language, Literature and EDUQAS for GCSE Media Studies.

ECTs are welcome to apply for this post and will benefit greatly from a supportive and enthusiastic team who are experienced in mentoring student teachers and ECTs. All our staff receive professional CPD opportunities and a collaborative, inclusive department which foregrounds a love of the subject and passion for effective, up-to-date pedagogy. As a flexible employer, part time applicants will be considered.

## Additional information

Abbeyfield is a community school which occupies purpose-built premises. It is situated in a beautiful location, within commuting distance of Bath, Bristol and Swindon. The school was inspected in November 2022 and we pledge to offer the following:

- Excellent students who will work with you to achieve the highest standards
- A high-performing and growing school
- Excellent leadership, which believes in rapid and sustainable leadership
- A thriving sixth form where pupils make strong progress
- Outstanding behaviour
- Friendly and welcoming pupils who thrive in an atmosphere of tolerance and understanding

For further information, please see our website <https://abbeyfield.wilts.sch.uk/> under 'joining us' or contact reception on 01249 464500  
To apply follow the link to mynewterm on our website.

**Please note - We reserve the right to interview and employ the right candidate before the closing date.**  
**Please note - Due to safeguarding, we ONLY accept completed online applications, we do not accept CV's.**

**The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check along with standard pre-employment safeguarding checks. As the role includes working with children, it is exempt from the Rehabilitation of Offenders Act 1974. Applicants must, therefore, disclose all spent and unspent convictions. References will be sought for shortlisted candidates before interview. Please also be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.**

**We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.**

# Welcome to the English and Media Department

We are a high performing English team who are passionate about motivating students to achieve their full potential within our subject area and beyond. We build our successes on our positive relationships with students, our rigorous curriculum across all key stages and outstanding teaching. We work closely as a team and thrive from sharing best practice and supporting one another. Our successes have been recognised by both internal and external inspections. Our outcomes have always been very strong and in our most recent results, we continue to perform above the national average and within the top performing schools within the county.

## Department Team

Mrs Rachel Champion	Head of English
Mr Jamie Russell	Second in Department: Key Stage Three Lead
Ms Jacq Powell	Head of KS5 English and Media Studies
Ms Lora Kite	Teacher of English and Media
Miss Eloise Charlot	Teacher of English and EAL Co-ordinator
Mr Alex Henry	Teacher of English

## Accommodation and Facilities

All teaching staff are provided with a desktop computer in their classroom. It is accommodated in a suite of 7 rooms with projectors. Classrooms are equipped with an Interactive Whiteboard or Smart TV board. Students have access to a superb LRC encompassing various media, newspapers and magazines. We are also able to book one of our 5 ICT suites for computer-based lessons as required.

## What happens in the English and Media Department?

- Creative, fully differentiated lessons with strong assessment
- Highly praised by Ofsted with the department highlighted for their best practice
- Mixed ability throughout KS3 and KS4 with an inclusive, positive and student-centred approach to teaching and learning
- Fully resourced Key Stage 3, 4 and 5 units on a wide variety of challenging texts and topics
- Shared outcomes and objectives with autonomy to adapt schemes of learning to class needs, interests and teacher specialism
- A robust in-house assessment structure for KS3 to replace National Curriculum levels
- GCSE students studying for 1-9 AQA English Language and English Literature
- GCSE Media Studies as a popular option subject in which we study the EDUQAS specification
- A vibrant Key Stage 5 offering A level English Literature and English Language (with plans to re-introduce A Level Media Studies going forwards)
- Regular LRC (library) lessons that are planned to complement units of work and celebrate English-themed events and enrichment e.g. national events such as National Poetry Day, World Book Day with special events – these have included visiting authors, competitions and assemblies
- A variety of trips across all key stages, including the theatre, creative writing workshops and Harry Potter World.
- GCSE revision sessions
- Regular departmental CPD and sharing of best practice: pedagogy and student-centred discussion is central to our meetings and collaboration

## Come and visit us.....

For an informal chat or to see the department at work, please contact Rachel Champion: [RMC@abbeyfield.wilts.sch.uk](mailto:RMC@abbeyfield.wilts.sch.uk)

# Teacher of English

## **Job Title: Teacher of English**

**Job Purpose:** To provide high quality teaching and support to all assigned groups in order to promote effective learning and high levels of achievement.

**Responsible to:** Head of English

## **KEY ACCOUNTABILITIES AS A CLASSROOM TEACHER**

These are set out in the Teachers' Standards.

## **KEY ACCOUNTABILITIES FOR TEACHING AND LEARNING**

- To ensure all students achieve at or above their expected progress levels
- To promote a positive attitude to learning
- To undertake the role of tutor including monitoring all aspects of tutees' learning, attendance and development and maintaining close liaisons with parents and the pastoral team
- To contribute to the overall development of the school
- To implement school policies
- To develop a stimulating learning environment

## **Curriculum:**

- To work with all staff to develop the curriculum to meet the needs of all students including their moral, spiritual, cultural, social, intellectual and physical development.
- To ensure that appropriate student tests and assessments are undertaken and to disseminate the results to other staff.
- To use data to track student progress, identify underachievement and undertake appropriate action
- To liaise with other staff as appropriate.
- To teach other subjects as required.

## **Staff Development**

- To undertake appropriate training
- To disseminate information and training to other staff as appropriate
- To participate in performance management arrangements as required.
- To support the aims and values of the school and to ensure students meet the school's expectations as set out in codes of conduct and uniform regulations
- To liaise with parents regarding student needs and progress
- To liaise with outside agencies as appropriate
- To support extra curricular activities and school events as appropriate

## **Scope for impact**

This post offers the opportunity to contribute to the development of a very successful learning area. The postholder will have the opportunity to work closely with the Head of English and Media to help shape the policies, working practices and curriculum in order to promote excellence and achievement for all now and in the future.

## **General**

This job description only contains the main accountabilities relating to this post and does not describe in detail all the tasks required to carry them out. All staff are expected to be flexible to ensure the most effective organisation and delivery of learning.

General tasks are varied from time to time, to take into account the changing nature of the school and the demands made upon it. Such changes are a normal part of the post and, as such, do not constitute a change to the general job description.

This job description should be read in conjunction with the latest School Teacher Pay and Conditions documents.

## **Specific Tasks and Targets**

These are negotiated and reviewed annually.

*All staff have a responsibility for their own health and safety and for that of others who may be affected by their acts or omissions. Staff are required to adhere to all health & safety regulations, guidance and procedures at all times.*

*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS clearance will be required.*

# Teacher of English Person Specification

Essential	Desirable
<b>QUALIFICATIONS</b>	
Qualified Teacher Status Good Honours Degree or equivalent	First class degree/Master's degree
<b>PROFESSIONAL EXPERIENCE AND KNOWLEDGE</b>	
Understanding of effective teaching and learning and how to promote this	
Experience in a mixed comprehensive school (teaching practice acceptable)	Evidence of success with a wide range of abilities
ICT literate	Ability to offer other subjects
Familiar with the range of courses for English	Familiar with the AQA 1-9 curriculum for English Literature and Language
Experienced in teaching Key Stage Three students	Experience of developing innovative and creative units of work at Key Stage Three
Experienced in teaching Key Stage Five students (either A Level Media, Literature or Language) (teaching practice acceptable)	Experience teaching AQA English Literature, Language or EDUQAS/AQA Media
Willingness to contribute to and support school events	
<b>PERSONAL QUALITIES</b>	
Capacity for hard work	Ambitious
Ability to inspire children to achieve beyond their own expectations	Good sense of humour
Enjoy working with children and young people	
Flexible, open minded, approachable	
Innovative and creative	
Appropriate personal presentation	
Organised approach	
Ability to meet tight deadlines	
Ability to work alone or in a team	Sharer of resources and planning
Inclusive attitude towards all students	
Enthusiasm for subject	Invested in professional CPD/development of subject and pedagogical knowledge
<b>OTHER FACTORS</b>	
Personal belief in the value of education and the comprehensive system in particular	
Commitment to the school's vision and ethos	
High standards and expectations	
Keen to develop excellence in English teaching and curriculum delivery/ departmental objectives	
Good communication skills	
Positive towards personal development	



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# Why work at Abbeyfield?

## Here's what our staff say:

"For me when I joined as an ECT1 I was really nervous about coming in - were people going to treat me differently because I was an ECT? That was the furthest thing from the truth. Every single person at Abbeyfield made an effort with me and has gotten to know me and I felt instantly at ease. I enjoy coming to work everyday knowing that I could say hi to anyone and they would respond and have a chat with me and they genuinely care."

"Abbeyfield School is a place where staff are encouraged to grow and reach their potential. It provides opportunities to take on new challenges and responsibilities in a supportive environment, free from judgment or fear of failure. Every idea is valued, offering different perspectives to explore. It's a thriving community and an exceptional workplace"

"I like working here because everyone is so easy to get along with. Its lovely and inclusive, Line Managers/SLT are understanding and approachable, good lifelong friendships have been made here. Students are lovely and there is a calm vibe around the school. There are regular opportunities for progression and enhancing skills. I have never once thought I really don't want to go to work today!"

"It's the people. We get along well in the Humanities department, share similar values and collaborate well. I like seeing them outside of work! The pastoral staff are dedicated and hardworking, supporting students and each other when things are difficult. I can recount numerous times someone has dropped what they are doing to make time for me when needed. I feel valued for the job that I do, and appreciate the understanding afforded when I need time off for my own illness, my children's, or anything relating to family. Career wise I feel that I've been supported to progress, either through help given preparing for interviews elsewhere or the opportunities afforded me here.

And then there's the kids. They're ok. And I think that says a lot!"

"Having only started last week, I have found both the staff and students welcoming, friendly, and helpful. I have felt part of the team from the off."

## Benefits:

We are incredibly proud of the culture of success and inclusivity for both our students and staff. We put the wellbeing of our staff at the heart of all decision making and development. Just some of the benefits of working at Abbeyfield:

- **A modern building and facilities**
- **Unlimited use of our fitness suite**
- **On site support for mental wellbeing**
- **A CPD programme that supports your growth**
- **A caring and supporting staff body**
- **An inclusive and student centred culture**



# Character Development - The Abbeyfield Learner

At Abbeyfield we believe strongly in supporting our students to become the best version of themselves.

“Good character is not formed in a week or a month. It is created little by little, day by day. Protracted and patient effort is needed to develop good character.

- Herculitus - Greek Philosopher.

‘The Three R’s’ are three key characteristics that we encourage all Abbeyfield students to develop and demonstrate on a daily basis: Responsibility, Respect and Resilience.



## **RESPONSIBILITY**

How pupils approach their life and learning.

## **RESPECT**

How pupils treat themselves, others and the school environment.

## **RESILIENCE**

How pupils cope with what life throws at them.

The Abbeyfield Learner programme ensures pupils have the relevant skills and attributes to be effective learners for their future aspirations. Pupils are rewarded for demonstrating these key characteristics in all aspects of school life. These range from tutor lessons and include extra curricular beyond the school day.

“Character development is as much a part of our curriculum as the academic subject.” - Abbeyfield Learner.



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# How to apply

We primarily use E-Teach to advertise our vacancies, but they can also be found on our new website: [www.abbeyfield.wilts.sch.uk/vacancies](http://www.abbeyfield.wilts.sch.uk/vacancies)

If you would like more information or to arrange a tour, please contact us on **01249 464500**.

We look forward to meeting you and welcoming you to our fantastic school.





# Abbeyfield School

**Reception: 01249 464500**  
**Email: [contact@abbeyfield.wilts.sch.uk](mailto:contact@abbeyfield.wilts.sch.uk)**

Abbeyfield School  
Stanley Lane  
Chippenham  
Wiltshire  
SN15 3XB