ADCOTE SCHOOL

# Candidate Brief for: Teacher of English (Fixed Term - Spring Term 2027)



# About the School

Adcote School is a non-selective independent Boarding and Day School for Girls aged 7 to 18 that delivers strong academic results through highly personalised learning and pastoral care within a small, friendly school setting. The school aims to provide a supportive yet demanding learning environment and is renowned for building confidence through its nurturing environment.

Adcote was founded in 1907 by Amy Gough, moving to its current location in 1927. The school is housed in a Grade 1 listed building surrounded by 30 acres of Parkland. The school is located 6 miles north of the historic town of Shrewsbury, which has good road and rail links with Birmingham, Manchester and London. We welcome students from across Shropshire, with a small number coming from further afield. The school also has a number of international students, with 16 nationalities represented in school at the moment. Thus, the school has a vibrant and inclusive atmosphere. At present, there are 180 students on roll. The main points of entry are Years 3, 7 and 12, although girls can enter the school at other times throughout the year. 70% of students are day pupils with the remaining 30% being either full or weekly boarders.



Adcote has a family feeling, offering an education which is tailored to meet individual needs. We foster a sense of self belief and encourage all girls to be confident. Staff know the girls' well and this enables all talents and abilities to be recognised, encouraged and developed. Our girls feel secure and well supported in their learning.

Examination outcomes are strong at both GCSE and A level. Value added statistics against national benchmarking data are impressive and in 2025, 57% of of our students' A-Level grades were A*/A, and nearly 25% of the grades achieved were an A*. STEM subjects excelled, with 80% of Further Maths, Biology, and Chemistry grades at A*/A. .
An amazing 93% of our students' university offers came from top Russell Group universities, and one-third of students received an offer from UK G5 universities.

Our facilities include an air-conditioned sports hall where most sports are taught, tennis courts and beautiful large grass areas. We have two Boarding Houses: Norman, which takes boarders aged 7-15 and is housed in the main building, and Aston, a purpose built Year 11 and Sixth Form centre which has twin bedded, ensuite rooms.

# CLEAR Learning

We have a character-building programme called CLEAR Learning. The aim of the programme is to build five key traits in all our students, namely confidence, leadership, engagement, achievement and resilience.

The CLEAR Learning programme is central to our ethos and curriculum, its delivery being underpinned by termly whole school Challenge Days. It has been popular with both students and parents and has been a leading contributory factor to the school's recent growth in numbers.







CLEAR LEARNING

# School Structure & Curriculum

## *Junior School*

Our Junior School provides the perfect foundation to nurture and develop young girls. Our emphasis on traditional values, means that our children are educated in a safe and homely environment where a passion for learning is born. Our younger students follow age appropriate activities to secure the core values of the CLEAR Learning programme and their progress in the key areas of confidence, leadership, engagement, achievement and resilience are explicitly reported in their written reports and at their parents' evenings so that parents have a clear understanding of how their daughters are developing as young people, not just how they are performing in their lessons.

Students who are most able are fully stretched, heard and academically challenged. Their love of learning and their curiosity are encouraged. Those children who need extra help will receive it in a kind and supportive manner, in an atmosphere of care and respect. From a young age, our girls are encouraged to overcome their fears and to "have a go". Our approach means that we have a strong reputation for uncovering hidden talents.

Our Junior School caters for girls from Year 3 to Year 6. The school is very much part of the main school, so our younger students have all the advantages of seeing truly positive role models in our older girls.



# School Structure & Curriculum



## *Senior School*

Our Senior School caters for students from Year 9 to Year 11 and takes girls through their critical GCSE years. The ethos of consideration and personal attention is carried on from our Junior School into our Senior School. As we know all our students really well, we can offer individual, tailored support regarding their learning and provide knowledgeable advice on career choices including guidance on A level subjects. Throughout their academic journey, we monitor our students closely, tracking their grades against their data, making sure that they are all fulfilling their potential, intervening when extra support is needed.



Small classes mean that our dedicated teachers are able to address girls' needs and friendly relationships mean that girls are not afraid to ask for advice if they need it. Additionally, the Senior School brings new opportunities for the girls to develop their skills and become the person they want to be. Combined Cadet Forces, Duke of Edinburgh, LAMDA, debating and Wayfarers all ensure that girls have the confidence and vision to succeed, as well as the organisational skills and resilience they will need to plan for success.

Our exemplary pastoral care, with sympathetic and understanding specialists, means that girls flourish and our strong Personal, Social and Health Education programme supports them as they make their way into adulthood. With growing maturity, we are able to make sure that they have a broad and sensitive understanding of the world they are entering once they leave the security of school. They develop a healthy sense of perspective that helps them in making crucial judgements. We encourage them to play a full and constructive role in society and they have a strong sense of civic duty. Thus, our students leave us as well-rounded, capable and well-qualified young women.



# School Structure & Curriculum

## *Sixth Form*

The Sixth Form at Adcote provides the bridge between school and the outside world, whether that's university or employment. It is a time for girls to develop their interests and challenge themselves as young adults as they approach the next important stage of their lives.

Success at A level naturally forms a central focus of students' time in the Sixth Form.

The majority of our students choose to follow three linear A levels. A small number of girls will take four subjects at A level. We offer a broad and challenging array of different A level options, together with a small number of BTEC courses.

Our small size tutorial classes not only offer a taste of the teaching style at university but also mean that as in other areas of the school, personal attention is high. This becomes increasingly important as girls make their plans for their futures.

Almost all of our girls choose to go onto university but the application route can be tricky to navigate. However, our girls receive individualised UCAS & Careers support, including Oxbridge and USA Universities guidance and preparation. Our Personal Statement workshops are followed by one to one advice and support from experienced practitioners so that applications made by students are the very strongest they can be.

Sixth Form at Adcote brings other opportunities too:

Girls will also be offered the chance to complete the Extended Project Qualification, this offers girls the opportunity to complete studies on a topic that is of particular interest to them and, is popular with universities as it can give them a valuable insight into the student's interest.

Our Sixth Formers play an important part in making our school the warm and inclusive school that it is. They are valued and cared for. This promotes excellent emotional well-being in them and this, together with their academic excellence, means that Adcote Graduates leave us as well educated and balanced young women who have all that they need to be happy in their futures.

# Extra-Curriculum

There is a vibrant extra-curricular programme across the entire school which enriches all students' educational experience and enables them to try out new things, develop their talent, leadership skills, teamwork and resilience.

Adcote School is proud of its reputation of excellence in Art, Music and Drama, subjects which have truly thrived over the past years, and we are incredibly proud of the girls' achievements in all areas of performance.

We pride ourselves on producing polished and professional in-house performances and we always have fantastic responses from our audiences. Musical productions over the last few years such as " Shrek " "Grease " "Sister Act" and "Billy Elliot" have been ambitious and impressive. Almost half the girls in school have individual instrumental or singing lessons and the girls enjoy string groups, a rock band, orchestra and informal concerts.

Adcote offers a wide range of activities including horse riding, music, dance, debating, stem club and many more. Many activities are connected to the CLEAR Learning programme and our staff deliver these activities with skill, passion and a knack for developing core skills. When girls reach 6th From they have the opportunity to learn how to drive - truly building skills for life.



## *Sport*

For a small school, Adcote punches well above its weight in competitions and has a strong reputation for success at both a local and national level.

Gymnastics has an outstanding reputation at Adcote and is at the forefront of the school's sporting achievements, being national winners at the ISA gymnastics competition. Additionally, the school excels in athletics with success gained at regional and national events. We also have pupils who have displayed extreme talent and succeeded in national championships, meaning that they have been good enough to train with professional teams.

In addition to our competitive sport, we also cover a range of sports in PE lessons and activities, with a focus on learning skills but also allowing the girls to engage in sport for fun: dance, badminton, basketball, hockey, netball and volleyball are a few of the activities that are available.

# Boarding



Adcote is a full termly boarding school, with a happy mixture of British girls and International students. Our 'home from home' boarding houses welcome girls from age 7-18 and we offer full and weekly boarding in a safe, caring, friendly and disciplined environment in a school where privacy and independence are respected, and where the girls can enjoy companionship, fun and a lively programme of boarding activities.

The Head of Boarding and her team provide the care, comfort and support which are so important for the girls' wellbeing and success, nurturing and guiding the youngest boarder through to the maturity of the Sixth Form student. Many of the staff at Adcote have been boarders themselves so have a real understanding of boarding and can empathise with the girls.



At Adcote, the boarding team aims to create a homely environment where girls can relax. They will find constant help and support from them, and fellow boarders are invaluable in helping girls to succeed. True friendships and support systems are forged that often remain strong for the rest of their lives. We have a strong sense of both family and traditional values in the boarding house.

By encouraging self-discipline and a sense of responsibility, we seek to promote good self-esteem and assurance. In the Sixth Form, girls enjoy supervised independent living, encouraging them to mature and enabling them to move on at the end of Year 13 with confidence.



Depending on availability, girls are welcome to stay in the boarding house for occasional nights. Ad-hoc boarding arrangements respond to the occasional need for overnight stays, such as involvement in a school drama production, a birthday celebration, or for when parents need to be away from home for a particular reason.

We are accredited for the Forces Continuity of Education Allowance and are members of the Boarding Schools Association (BSA), Independent Schools Council (ISC), Independent Schools Association (ISA) and Girls' Schools Association (GSA).

# Job Description

## *Key Responsibilities*

**Reporting to: SLT**
**Job Type: Full Time 0.6FTE (over 4 days)**
**Fixed Term: Spring Term 2027**

Adcote School is seeking an enthusiastic, suitably qualified and experienced individual to join our school as a Teacher of English. The successful candidate will deliver high-quality teaching and promote excellent outcomes for all pupils.
Duties and responsibilities will include:

- Teaching English across Key Stages 4 and 5.
- Supporting and developing colleagues through effective leadership, collaboration and the sharing of best practice.
- Being accountable for the attainment, progress and outcomes of pupils within the department.
- Using pupils' capabilities, prior knowledge and individual needs to inform effective planning and teaching.
- Setting appropriate preparatory work and overseeing the development of high-quality teaching resources.
- Providing pupils with regular, constructive feedback through discussion and accurate marking.
- Encouraging pupils to respond to feedback, reflect on their progress and take a responsible and conscientious approach to their work.
- Producing accurate reports and communicating effectively with parents and guardians.
- Attending parents' evenings, school assemblies, Speech Day, staff development sessions and other required school events.
- Attending events directly related to the subject, including options evenings and other academic or promotional activities.
- Contributing to the wider academic and pastoral life of the school.

A willingness to participate fully in the school's busy co-curricular and extracurricular programme is essential.
This job description does not form part of the contract of employment and may be varied in accordance with the needs of the school and the demands of the appointment.

# Job Description

**General**

- Provide visible, inspiring and effective teaching within the English department.
- Support the department in delivering the school's vision, values and strategic priorities.
- Promote a culture of high expectations, mutual respect, personal responsibility and academic ambition.
- Ensure that school policies and procedures are understood and applied consistently.
- Be accountable for pupils' academic progress and outcomes, working closely with subject leaders and teaching staff.
- Use assessment information and pupil data to identify priorities, monitor progress and coordinate appropriate support or intervention.
- Promote high expectations for the quality, presentation and completion of pupils' work.
- Support the development and consistent implementation of effective approaches to teaching, assessment and feedback.
- Monitor pupils' preparation for internal and external examinations and help ensure that appropriate support is provided.
- Contribute to the continuing development of teaching and learning across Adcote School.
- Participate fully in the school's co-curricular and extracurricular programme.

Pa**storal**

- Support the pastoral care, personal development and wellbeing of pupils in the Senior School.
- Foster a positive, inclusive and respectful environment in which every pupil feels safe, valued and able to succeed.
- Promote high standards of behaviour, attendance, punctuality and personal conduct.
- Monitor pastoral concerns and coordinate timely support and intervention in collaboration with tutors, teachers and pastoral staff.
- Develop positive relationships with pupils and maintain a visible presence throughout the school day.
- Promote opportunities for pupil leadership, responsibility and participation in school life.

**Safeguarding**

- Take responsibility for promoting and safeguarding the welfare of children and young people.
- Work closely with the Designated Safeguarding Lead and pastoral team to ensure that concerns are identified, recorded and addressed appropriately.
- Maintain appropriate confidentiality and comply with all relevant safeguarding policies and procedures.
- Contribute to the development of a strong safeguarding culture throughout the Senior School.

**Communication and the Wider School Community**

- Build constructive and professional relationships with pupils, staff, parents and carers.
- Communicate clearly and promptly about pupils' progress, wellbeing, behaviour and attendance.
- Attend parents' evenings, open days, and other school events as required.
- Contribute to admissions, pupil retention and the positive promotion of the school

# Job Description

In addition to salary other benefits of teaching at the School include:

- c.17 weeks holiday per year
- Access to the Peoples' Pension Scheme
- Free lunch and refreshments during term time
- Free onsite parking
- Provision of a laptop
- Professional development training opportunities
- Free access to sports facilities for staff
- 75% discount on fees (pro rata for part-time staff) for children attending the School

# Terms & Conditions

**Appointment Procedure:**

**Closing Date:** 9am 23rd November 2026
**Interview: TBC**
**Start Date:** Employment will begin on 1st January 2027

**Application Process**
If you would like an informal conversation about this opportunity, please contact Lucy Capener on schoolsecretary@adcoteschool.co.uk . An application form for this post is available on the School website: Job Vacancies | Day & Boarding School Shropshire | Adcote School For Girls (Teaching Staff). It would be helpful if the letter in support of your application is no more than 2 sides of A4. Completed application forms should be returned to schoolsecretary@adcoteschool.co.uk

Adcote School is committed to the safeguarding and welfare of children and young people and expects all its employees to share this commitment. Applicants should note that, in accordance with Keeping Children Safe in Education (2023), it is the applicant's responsibility to have made any necessary registrations relevant at the time of making this application which is required for people working or volunteering with children. Accordingly, any offer of employment made will be conditional upon the results of enhanced checks from the Disclosure & Barring Service ("the DBS") and Employer Access Online (regarding teacher prohibition/disqualification from working with children and young people). Furthermore, since 1st September 2022 Keeping Children Safe in Education requires us to conduct online searches.

All applications will be acknowledged by email. If you do not receive an acknowledgement that your application has been received within three working days, please contact the school by telephone (01939 260202).

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