Tomlinscote School

November 2026

Dear Applicant

Thank you for taking the time to consider joining us at Tomlinscote School.

Choosing the right school is one of the most important decisions a teacher can make, and I hope this recruitment pack gives you a genuine sense of who we are and what makes our community so special. Tomlinscote is a school built on strong relationships, high expectations and a shared belief that every young person deserves the opportunity to thrive. We are incredibly proud of our students, our staff and the culture of ambition, kindness and belonging that exists throughout the school.

We are looking for colleagues who are passionate about education and who share our commitment to helping young people expand their horizons, realise their potential and develop the confidence to embrace future challenges. Whether you are at the beginning of your career or looking for your next step, Tomlinscote is a place where you will be supported, challenged and encouraged to grow professionally.

As Principal, I firmly believe that the best schools are built around great people. We place enormous value on supporting our staff, investing in their development and creating an environment where colleagues feel trusted, appreciated and able to flourish. When staff thrive, students thrive, and this philosophy sits at the heart of everything we do.

As part of the Weydon Multi Academy Trust, we are also fortunate to be part of a wider family of high-performing schools. The opportunities for collaboration, professional development and career progression across the Trust are exceptional. My own journey is evidence of this. Before becoming Principal of Tomlinscote, I worked in three other WMAT schools in senior leadership positions, each providing experiences that have shaped my leadership and deepened my belief in the power of collaborative school improvement.

I fundamentally believe that schools have a moral purpose to Transform Lives. Our website will give you a strong sense of the energy, optimism and purpose that make this such a rewarding place to work. Trust plans for a brand-new website are under way.

If you would like to visit the school before you apply, we would love to show you around. Alternatively, if you would prefer to have a conversation over the phone or Teams, we can facilitate this.

I look forward to meeting you.

Kind Regards

Matt Venton
Principal

Vacancy Information:

The Department

We are a highly collaborative and supportive department built on strong teamwork and a shared commitment to continuous professional development, ensuring our staff are fully empowered to be the very best for our students.

Driven by our 'Fit4Life' framework, we strive to provide exceptional PE provision to our students. Pairing both an inclusive curriculum with one of the most extensive extra-curricular programmes in the region.

Above all, we firmly believe that sport and physical activity are central to student well-being and personal development, and we are dedicated to fostering a positive environment where every student builds a genuine love of exercise and lifelong healthy habits.

Building student attainment and confidence is of the highest priority; all Tomlinscote staff are responsible for ensuring that every consideration is given to providing a motivating and personalised curriculum for those students who find learning more challenging to access.

All students at Tomlinscote have an iPad to enhance learning inside or outside of the classroom. Therefore, the ideal candidate will have a good grasp of technology (iPads) and be keen to develop this within their teaching. However, 1:1 training will be provided for all new staff.

The School

Tomlinscote is a highly successful, over-subscribed mixed comprehensive school of approximately 1500 students. Our staff enjoy working here because our standards, facilities and staff well-being are excellent. Our students are a pleasure to teach and make excellent progress as shown by the positive examination data. All Tomlinscote students and staff have their own iPad to enhance learning inside or outside of the classroom. Tomlinscote is part of

Support for staff is strong. The school is fully staffed, partly because staff report that they can concentrate on teaching and are supported by widely shared and regularly reinforced expectations. We have a well-established programme of support for newly appointed staff, which enables them to settle into the school routine quickly and effectively.

As an employee of the School, we offer an excellent benefits package:

- Induction day
- New staff training and mentor
- Individual iPads
- 1:1 iPad support & training
- Excellent training and professional development opportunities,
- Generous Pension Scheme
- Free annual eye test
- Excellent onsite catering facility
- Discounted membership to the onsite gym
- Free counselling service.

Next steps:

The attached Job Description summarises the main responsibilities of the post. To apply, please complete the application and equality monitoring forms which are available on the school website under the vacancies section – C.V.s are not required. Please refer closely to the Person Specification when writing your accompanying 'Statement of Application'. Use a maximum of two sides of A4 to describe how your knowledge, skills and experience have prepared you for this post. Please give brief examples where possible.



Please return the application form electronically to recruitment@prospecttrust.org.uk by **9am, Wednesday 25 November 2026**. Thank you for your interest in this post and the school. I look forward to reading your application.

WMAT is committed to safeguarding and promoting the welfare of all children and young people within our care and requires all staff and volunteers to share and demonstrate this commitment, Any future offer of employment remains subject to satisfactory pre-employment checks, including enhanced DBS clearance , a health check and references.

Tomlinscote School – Job Description (Teacher)

The appointment is subject to the current conditions of employment for teachers contained in the School Teachers' Pay and Conditions Document, other current education legislation and the policies of the Trust. The teacher shall carry out these professional duties as circumstances may require, under the reasonable direction of the Executive Principal. This document does not aim to specify all the details of the responsibilities and key tasks of the post holder and specific duties are subject to annual review with the line manager / Principal.
All posts within school are subject to an enhanced disclosure.

The purpose of the post: To deliver to students an appropriate high-quality educational experience reflecting the policies, aims and values of the school, by enabling every student to achieve his / her maximum potential.
The post holder reports to the relevant Head of Department, Faculty and Head of Year.

Key Accountabilities

1 – Teaching and learning:

a) To undertake an allocated programme of teaching and contribute to the development of schemes of work.
b) To prepare, organise and deliver high quality lessons using a variety of methods / resources which will stimulate learning appropriate to student needs and the demands of programmes of study.
c) To ensure effective setting and marking of work to be carried out by the student in school and elsewhere.
d) To assess, record and report on the progress, development, attainment and attendance of students and to keep such records as are required.
e) To ensure that ICT, Literacy and Numeracy are reflected in the teaching / learning experience of students.
f) To maintain good discipline in class and around the school, actively promoting good practice with regard to punctuality, behaviour, standards of work and homework.
g) To be proactive in applying school Health and Safety practices and policy.

2 – Assessment and Reporting:

a) To undertake assessment of students as required by the departmental, school and examination boards.
b) To adhere to published deadlines relating to assessment and reporting.
c) To provide, or contribute to, oral and written assessments of individuals and groups of students.
d) To communicate with parents through established school structure and procedures.

3 – Support and guidance:

a) As Form Tutor, provide advice and guidance to an assigned group of students on educational and social matters, acting as the first point of contact for colleagues and parents.
b) To monitor the academic progress of members of the tutor group and provide support where needed.
c) To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
d) To implement school procedures for tutor time particularly in terms of uniform expectations and regular monitoring of student planners.

e) To encourage members of the tutor group to participate fully in the life of the school, in order to gain maximum benefit for membership of the school community.

4 – Professional requirements:

a) To ensure that students are safe and protected whilst at school and that all suspected child protection incidents are reported to the Designated Safeguarding Lead.
b) Establish effective working relationships and set a good example through dress, communication and conduct.
c) Adhere at all times to the requirements of the school's Code of Conduct for staff and the Teacher Standards.
d) To participate in appropriate scheduled departmental, pastoral, staff and parent meetings.
e) To undertake supervision of students as detailed in the published duty lists.
f) To take a full and committed part in their own Appraisal in line with school policy.
g) Take responsibility for their own professional development.
h) To communicate as necessary with persons or bodies outside the school
i) Have a working knowledge of teachers' professional duties and legal liabilities.

5 – Other:

a) In addition, carry out other duties as reasonably required by the Principal.
b) Complying with Trust policies (including those of the individual academies) and procedures as appropriate including those relating to child protection, safeguarding, pastoral issues, health and safety, security, confidentiality and the UK General Data Protection Regulation (GDPR) requirements with concerns reported as per the relevant policy.

Tomlinscote School - Person Specification (Teacher)

Essential	Desirable	Evidence
1. Education and training		
1.1 Evidence of successful training to be able to teach appropriate aged students 1.2 Professional qualifications relevant to subject – typically a graduate	• Relevant degree and Qualified Teacher Status • First or second class degree. A-level in relevant subject	Application form and references Certificates
2. Teaching Experience		
2.1 Unless a beginning teacher, has a track record of classes achieving examination success across the relevant age range. 2.2 The ability to judge the progress of students during a lesson and over time 2.3 Knowledge of the subject curriculum and its relationship to the curriculum as a whole. 2.4 Ability to recognise and describe the characteristics of high quality learning in the subject and the main strategies for securing good, or better, progress for all. 2.5 Evidence of good behaviour management skills resulting in the active participation of all students in a class 2.6 Ability to differentiate materials to meet the needs of learners 2.7 Successful experience working with young people in a pastoral capacity (eg as form tutor)	• An experienced teacher will have the ability to consistently teach good quality lessons	Verified examination results. Lesson observation Application Form References Interview
3. Professional knowledge & skills		
3.1 An ability to inspire and manage students effectively, thereby developing positive working relationships 3.2 Well developed interpersonal and communication skills. 3.3 Ability to communicate clearly in writing 3.4 Always meets deadlines and has proven administrative abilities 3.5 Good ICT skills including use within personal teaching.	• Evidence of teaching being enhanced by students having the opportunity to use IT to aid learning	Application form, teaching & Interview

4. Personal qualities		
4.1 A desire to make a difference to the lives of young people 4.2 Belief in the importance of high expectations 4.3 Energy, enthusiasm and creativity 4.4 Able to work as part of a team 4.5 Excellent time management and self-organisation 4.6 Resilient and an ability to work calmly and effectively under pressure	• Evidence of commitment to working with students outside lesson time.	Application Form References Interview
5. Safeguarding & promoting welfare of students		
5.1 Motivation to work with students 5.2 Ability to form and maintain appropriate relationships and boundaries with students 5.3 Emotional resilience in working with challenging behaviours 5.4 Attitudes to use of authority and maintaining discipline 5.5 To be aware of and comply with policies and procedures relating to child protection, safeguarding, pastoral issues, health and safety, security, confidentiality and data protection. Reporting all concerns to the appropriate person.		References Interview

