

Position of
TEACHER OF ENGLISH
(YEARS 7-13)

Yarm School
North Yorkshire



YARM SCHOOL

EDUCATING FOR LIFE

Co-educational | Day School | Ages 3-18 | HMC



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THE POST

Applications are invited for a Teacher of English position from September 2025. Applications are welcomed from those who would want a full-time position or, alternatively, from someone considering a high part-time role. Candidates should be able to teach across the full age range, up to and including A level. If you have any further queries about the role, please raise them in the first instance with the Head of English, Mr Liam Gilbert via email at lfg@yarmschool.org.

THE CANDIDATE

We seek to appoint an experienced Teacher of English who can teach across the full 11-18 age range. Applications are welcomed from those who would want a full-time position or, alternatively, from someone considering a high part-time role. The successful candidate will wish to work collaboratively in ensuring that pupils have an engaging and rich experience of English, provoking intellectual curiosity and developing academic rigour. Aside from a passion for teaching English, applicants should be keen to contribute to the broader life of the school through sporting, cultural or other extra-curricular activities. This is an expectation for all teachers at the school.

ENGLISH AT YARM

A passion for Literature is at the centre of Yarm School's English Department, where colleagues enjoy considerable professional autonomy within the structure of a shared curriculum. There are currently nine teachers who work in the English department, including two members of the Senior Management Team and the Head of A Level Drama & Theatre. We form a happy, busy, sociable and dedicated team. All members of the department have their own creative passion for teaching English: they are keen to learn from and contribute to a collaborative culture of shared resources and good practice.

The department is wonderfully accommodated in bright, modern teaching rooms which look directly out over a beautiful stretch of the River Tees to picturesque wooded pastures beyond. We are fortunate to have a fully equipped department workroom, situated close to the school's magnificent modern auditorium and performance spaces. Various members of the department have directed school productions in these venues over the years. In the 4th and 5th Years (Years 10 & 11), our pupils currently follow the Edexcel IGCSE syllabus for English Language and the CAIE IGCSE English Literature specification. The department achieves very strong results in both qualifications. Over the last three years, for instance, over 80% of entries in both qualifications have, on average, achieved at least a Grade 7; well over a third of entries achieved a Grade 9.

At A level, the department follows the OCR Specification for English Literature. In a typical year, the department expects to recruit around 20 pupils to study A level English and runs two parallel teaching sets. Outcomes are consistently strong: around half of all A level English Literature grades tend to be A*/A. For two consecutive years, we have had A Level candidates commended by the board as amongst the best in the country. English remains a popular university option for our pupils, with students achieving places on a range of competitive undergraduate courses.

The department runs frequent theatre visits and literary excursions, both around the region and further afield. There are popular lower school and GCSE book groups, a well-attended book and film activity, a Sixth Form reading group and a number of writing forums. The school is very fortunate to be a selected centre for National Theatre Live broadcasts and takes full advantage of this. Pupils are also entered for a range of regional and national writing competitions. The department magazine of student writing, 'The Dovecote', has won a range of national media awards in recent years. We are always looking to grow the vibrancy and range of the enrichment programme that we offer our students, so the successful candidate would be expected to contribute to this culture.





THE SCHOOL

Yarm School was founded in 1978. Growing quickly since that time, it is now firmly established amongst the country's leading co-educational day schools, with a superb academic reputation as well as a firm commitment to extra-curricular activities and trips. In addition to the Senior School, there is a Preparatory School, and a Pre-Prep which includes a Nursery. In total, there are over 1,100 pupils between the ages of 3 and 18. There is an impressive array of facilities and accommodation at the Senior School, including a large classroom wing on the banks of the Tees which enjoys beautiful views, a dance studio, extensive sport and drama facilities, underground changing rooms and a bar serving the award-winning Princess Alexandra Auditorium. The Pre-Prep and Preparatory Schools have their own self-contained accommodation on a safe and equally delightful site. The Pre-Prep is housed in a modern purpose-built development, whilst the Preparatory School is located on the site of the original Yarm Grammar School founded in 1590.

The School has ample outdoor space, sporting facilities, a boat house and friendly communal areas. A timber yurt provides space for the outdoor education and eco school curriculum.

LOCATION

Yarm is a beautiful market town on the edge of the Teesside conurbation which enjoys easy access to both town and countryside, including the nearby North York Moors, Yorkshire Dales and stunning coastline. Opportunities for outdoor pursuits and exploration of all kinds are many and varied. Similarly, the cities of Newcastle, York and Leeds are within close range and provide much in the way of arts and culture. With superb rail network links in the town itself and nearby, London is also only 2.5 hours away by direct train.

The school is very much a part of the town, with pupils, staff and parents enjoying all that the buzzing High Street has to offer by means of shops and cafes.

PASTORAL CARE

There is a strong sense of community at Yarm. We aim to provide a caring and safe environment in which each pupil is able to realise his or her full academic, social, cultural and sporting potential. Our values are based on respect for every member of the community, on thoughtfulness and on courtesy.

Every pupil has the right to look for happiness and security at school and we believe that it should combine high personal and social standards with a friendly atmosphere and mutual tolerance in which pupils of all ethnic and cultural backgrounds, of all religious persuasions and of various levels of ability are welcome and supported.

We recognise that our pupils have various talents and differing rates of development and therefore attach great value to every achievement, however modest, which stems from their efforts. Therefore, we positively encourage an appreciation of, and respect for, the work of every member of our community.

The Schools each operate a 'house system' to promote friendships between pupils of different year groups, to offer opportunities for working as a team and to develop an even greater sense of belonging. A spirit of friendly rivalry exists between the Houses, rivalry which is given ample opportunity to manifest itself in a wide range of inter-house competitions. Students are encouraged to develop a sense of pride in their House, working not just for themselves but for others. Charity fundraising activities and trips out are also organised by the houses.



ETHOS

Yarm has a strong commitment to educating the whole child – 'educating for life'. We offer an extensive range of extra-curricular opportunities, both within and outside lessons, which help to foster inter-personal skills, confidence and build relationships. A Yarm education is about far more than just academic achievement.

Each pupil is strongly encouraged to take part in extra-curricular activities. There is a huge range of clubs and societies which meet either during the two timetabled Activity lessons, at lunch-time or after school on a regular basis. Over 50 activities take place each week, as diverse as canoeing and chess, community action and gardening.

Sport plays an important role in the life of the school, not just through the generous time provision for PE and Games lessons, but through the many opportunities to represent school teams in a diverse range of sports and at all ages. Facilities are superb and cater impressively for rugby, hockey, netball, rowing, tennis, cricket, rounders, athletics and general fitness.

At weekends and during the holidays there are frequent trips and expeditions, many of them adventurous. Outdoor education is a major part of life at Yarm, and pupils can explore caves, climb mountains or traverse entire countries in canoes! We have two full time, highly qualified members of staff whose sole remit is to provide these fantastic opportunities.

The school life of Yarm pupils is varied, exciting, and fast-paced. There is never a dull moment as we embody our philosophy of 'educating for life'. Our teachers embrace the extra-curricular programme and enjoy the opportunity it affords them to pursue areas that interest them or indeed learn new skills themselves.

The performing arts are thriving at Yarm. Music enhances the everyday life of the School. With outstanding facilities, such as the 750 seat Princess Alexandra Auditorium, the Studio Theatre, Dance Studio, Recital Room and the superb Music School we offer an extremely vibrant programme of concerts, recitals, plays, dance shows and musicals. Many cultural events which take place in the stunning Princess Alexandra Auditorium are open to the wider community and regularly attract audiences in the many hundreds.

BENEFITS OF TEACHING AT YARM



Competitive Pay Scale

Yarm has its own competitive pay scale



Highly qualified teachers

Passionate subject specialists in all departments



HMC and IAPS

The School is a HMC school and the Prep School is a member of IAPS



Happy learning environment

Teaching groups are typically around 20 pupils in years 7-11 and lower at Sixth Form. Departments are well resourced



Generous school holiday

School holidays are longer by about 3 weeks than those in the state sector



Employee wellbeing

Yarm has an employee assistance programme with a helpline available to all staff



Generous DC pension

A generous defined contribution scheme is provided via the Aviva Pension Trust for Independent Schools



Discount on School Fees

Yarm offers a substantial discount on school fees for employees' children at the school



Wrap around care

Staff receive generous discounts on before/after school and holiday care for children attending Prep



Free school meals

Free school meals during term-time are very popular and staff rooms have complimentary coffee/tea biscuits



Access to Gym

The school gym is available for use by staff outside core teaching times



Car Parking

Staff at Prep and Senior School have access to free on site car parking



Cycle to work scheme

Save on buying a new bike with the Government cycle to work scheme through Yarm



Theatre discount

Staff receive discounts to both school and some external shows held in the auditorium



Staff benefit scheme

Generous staff benefits scheme which provides discounted shopping, days out, restaurants, gym membership and more

PENSION PROVISION

A generous defined contribution scheme is provided via the Aviva Pension Trust for Independent Schools. 'APTIS' is administered by Aviva and provides staff with a flexible contribution structure to allow staff to tailor their pay and benefits to meet their own individual objectives. Further information on request.

EQUAL OPPORTUNITIES

Yarm School is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any protected characteristics as defined in law. We welcome applications from anyone who considers that they meet the requirements of the job advertised.

CRIMINAL RECORDS CHECK

Yarm School is required to seek a Disclosure from the Disclosure and Barring Service (DBS) in respect of successful applicants for all posts at the School where staff may come into contact with children. A criminal record will not necessarily be a bar to working in the School. Applicants who are invited to interview will be asked to submit a self-declaration form before attending the interview in which they will answer a number of targeted questions about any criminal history or information that would make them unsuitable to work with children. More information about this can be found at:

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>.

A copy of the School's policy on Vetting and Suitability Checks and the DBS Code of Practice may be obtained from the School Manager. Before an appointment is made routine checks will be undertaken to confirm identity and qualifications etc.

This post is a pupil-facing role and is therefore exempt from the Rehabilitation of Offenders Act 1974. This means that you will be required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children, and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act.

SAFEGUARDING

Yarm School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to vetting checks including an enhanced DBS check.

Applicants for all vacancies at Yarm School are encouraged to read these policies on our website before applying:

[Safeguarding and Child Protection Policy](#)
[Vetting and Suitability Policy](#)

APPOINTMENT PROCEDURE

Applications will only be accepted on the application form provided by the School. This should be completed electronically. All questions must be answered. The candidate may also submit a Curriculum Vitae if he / she wishes but this is not a requirement. Applications should be submitted by email with a covering letter explaining why the candidate and post are mutually suited.

APPLY

The application form is available on the [Yarm School website](#).

Applications should be e-mailed to the Headmaster, Dr Huw Williams, as soon as possible and no later than **midday on Thursday 6th March**. The school reserves the right to interview before the closing date if appropriate to the context of the field.

Early applications are therefore very much encouraged. Applications should be submitted to:

head@yarmschool.org

Headmaster, Dr Huw Williams

Yarm School, The Friarage, TS15 9EJ

