

Teaching at Thames



Application Pack Teacher of English

The Thames Vision

At Thames we believe that the teenage years are the most valuable time to lay a foundation for success in life. At the heart of our culture is the belief that each individual is valued. Valuing each other creates an atmosphere of trust in which pupils can thrive.

As pupils come to understand more about their value and how to relate to others with respect and compassion, they grow in confidence and maturity. Pupils are encouraged to take responsibility and to embrace academic challenges. Our focus on developing personal qualities, integrity and interpersonal skills sets our pupils apart.

By fostering excellent connections with pupils, staff encourage them to discover and nurture their gifts, skills and talents. This inspiration helps many pupils to gain a sense of purpose and direction. High achievement then leads to pupils making excellent choices with many taking on leadership responsibilities within the school.

Our expectation around pupils' conduct is very high. We aim to keep the learning environment free from distractions and consistently implemented firm boundaries create a positive working environment for all. Pupils at Thames feel safe, secure and happy when they attend school.



Our Aims

	Individuality	Each pupil knows their innate value as an individual
	Grounding	Each pupil embraces good character, personal responsibility and academic challenge
	Direction	Each pupil cultivates a sense of purpose both within and beyond the school community
	Wisdom	Each pupil understands how to make positive choices, develops understanding of the world and leads with humility
	The Journey	Each pupil recognises and becomes passionate about nurturing their gifts, skills and talents in preparation for life

Our Values

We value compassion, respect, courage, openness, proactivity and diligence.



The School

Founded 25 years ago, Thames is a thriving mainstream school of 200 students founded in 2000 for pupils aged 11-18, currently with a two stream entry. In 2022 the school moved to a brand new eco-friendly purpose-built facility adjacent to Clapham Junction Station that has been designed to provide the perfect environment for learning. Classrooms are accessed from exterior walkways bringing light, connection and fresh air to every part of the building. Classroom layouts have been strategically designed to enhance our ability to maintain our outstanding commitment to the ethos and culture. The sixth form was started in September 2023 and the building has capacity for an eventual role of 300. The school was judged Excellent in all categories by the Independent Schools Inspectorate in its Educational Quality Inspection in April 2022 and passed all standards in the ISI inspection in April 2025.

We teach pupils of a broad range of abilities: highly academic pupils alongside some with mild specific learning difficulties such as dyslexia and dyspraxia. Many parents choose Thames for its strong and caring Christian ethos. The school is committed to discounting a significant number of places to aid affordability. The inclusivity of abilities, ethnic and socio-economic backgrounds enables pupils to thrive in a setting that reflects the diverse and dynamic make up of London.



Pupils at Thames thrive due to proactive pastoral care and excellent relationships between staff and pupils. Progress and achievement are prized across the ability spectrum. Working collaboratively is fundamental to each pupil's success and we value the support of our parents. Whilst many pupils come from Christian families, other faiths are welcomed and represented.

The staff team comprises excellent teachers who are passionate about their subjects and whose warmth fosters enthusiasm in the pupils. High quality teaching and small classes enable the teachers to build a rapport with each individual, nurture their talents and inspire them to achieve.

As a result pupils excel in a wide range of subjects from the traditionally academic to the creative arts and technology. Pupils typically perform at least a grade higher than those of the same ability in an average school. Over the past five years 46% of GCSE grades have been 9-7 and 90% of grades 9-4. In 2025 our first cohort of A level students achieved 66% A*-B grades.

However we are passionate about far more than academics and enjoy seeing young people understand their value, learn to honour and encourage others and contribute to the wider school community.



Pupils participate in a rich programme of co-curricular activities, external events, competitions and local and international trips including a trip to Tanzania, where they work alongside villagers in one of the poorest areas of the world to bring them clean water and health. This trip won the Independent Schools Association Award: Outstanding Contribution to International Understanding.

All staff play a part in these aspects of the school's life, with opportunities to lead activities and to develop interests old and new, in school and on visits both in the UK and abroad.

Why work at Thames?

A warm and welcoming atmosphere characterises the school and the mutual support of the team is immediately evident. Expectations of staff are high, but equally, personal workloads are carefully considered by the supportive leadership team. The school affords significant opportunities for career development and further responsibilities. The small mixed ability classes, with some needing additional support, means that teachers become highly skilled. Staff derive a great sense of satisfaction in seeing pupils grow and succeed.

All teaching staff are supported by an approachable leadership team and there is a well considered CPD programme. Thames has a strong track record of mentoring ECTs.



With a very low staff turnover all staff are equally valued for their part in the overall success of the school and there is a strong sense of camaraderie and fun.

People enjoy working at Thames!

Our staff say:

- *"Thames not only saw my potential; they nurtured it."*
- *"At Thames, we hold in tension both high academic expectations and the development of fine Christian character. I can do my job well because I have excellent colleagues, lovely students and regularly receive cutting edge training."*
- *"I have worked in over 30 school settings in various roles before joining Thames. Without a shadow of a doubt, Thames is easily the friendliest and most welcoming place. It truly is like family. Both pupils and staff alike live out the school values. The pupils are amazing, and the team is easily the best I have been a part of. It is a privilege to be part of the team and school community."*

Person Specification

We are looking for a professional with a commitment to working in a school with high standards and a distinct Christian ethos.

You will have:-

- An affinity with young people, a commitment to their safeguarding and welfare and a desire to see them thrive
- The ability to form and maintain appropriate relationships and personal boundaries with pupils
- The ability to communicate well with stakeholders including parents
- Relevant qualifications
- The ability to plan and effectively deliver curricula and schemes of learning
- A willingness to deliver excellent differentiation strategies for mixed ability classes
- A passion and for teaching and ability to share subject knowledge and teach skills in dynamic and exciting ways
- Experience of a range of teaching strategies and assessment strategies
- High personal standards of integrity, conduct, punctuality and dress
- A strong attention to detail and excellent planning skills
- A willingness to be involved with school events and to engage with the wider school community.

You will be:-

- Supportive of the school's Christian ethos and values of respect, compassion, courage, openness, diligence and proactivity
- Able to respond constructively to coaching, mentoring and feedback
- Emotionally resilient
- Willing to work as part of a team within the department and wider school staff
- Willing to take on specific projects and see them through to completion
- Positive, flexible, motivated and humble
- Well organised and skilled with time management
- Able to contribute to the co-curricular activities of the department.

Thames Christian School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. Successful applicants will be subject to child protection screening appropriate to the post including an enhanced disclosure through the Disclosure and Barring Service (DBS) and checks with previous employers.

Role

The post holder is responsible to the Head of English.

Job Description

In order to fulfil the role, the post holder should expect to carry out the following:

- Teaching English in KS3 and KS4 with the possibility of teaching English in KS5.
- Preparing pupils for English at GCSE.
- Work effectively with the core leadership team, Head of Department, other subject teachers, specialist staff and administration personnel.
- Plan and deliver well structured lessons and ensure that a high standard of engagement is maintained in the classroom
- Provide differentiated work, with a variety of learning styles as appropriate, to meet the needs of all pupils
- Contribute to the English Department by writing or updating Schemes of Learning, as required.
- Ensure the effective deployment of learning support staff's skills where appropriate
- Set and mark homework in line with school policies
- Monitor progress through appropriate assessment of pupils at all stages
- Suggest and implement strategies to improve engagement and progress
- Implement the school's strategic vision for English through long, medium and short term planning and further develop appropriate schemes of learning and resources
- Run co-curricular activities as may be required including entering external competitions
- Arrange and take part in relevant trips
- Establish rapport with parents via regular reporting through formal reports and other informal regular contact as required.

Wider Responsibilities

- Contribute to the maintenance of the school culture and standards of discipline
- Uphold the policies of the school including the Safeguarding policy
- Carefully follow the procedures of the school, including ensuring Health and Safety and Safeguarding procedures are followed at all times
- Act as a form tutor with responsibility for monitoring the welfare, discipline and progress of pupils within the tutor group.
- Contribute to the school's Wellbeing (PSHE) and co-curricular programme as required
- Supervise pupils outside lesson times as required
- Attend parents' meetings and other school events such as open days, plays, concerts, etc as part of supporting the wider work and activity of the school. These will from time to time take place on a Saturday or in the evening
- Participate in INSET days and staff meetings.

The above list is illustrative rather than exhaustive and the person appointed must expect to undertake other tasks and duties as may, from time to time, be requested by the Head.

English at Thames

Through their own passion for English, teachers foster in pupils a love of language and literature that goes beyond the exam system, whilst maximising the individual potential of each pupil. Precise, detailed and insightful analysis grows from pupils' engagement and enjoyment. Texts are carefully chosen to provide diverse and exciting challenges and are reviewed every few years. Lively debate and Socratic discussion are encouraged, as is experimentation in a wide range of writing styles.

Pupils take both OCR English Literature and English Language GCSEs and many go on to study English at A Level where the OCR specification is taught.

Pupils participate in national competitions such as the Orwell Youth Prize, Poetry by Heart and the ISA creative writing and public speaking competitions. Co-curricular activities have included debating, collaborative storytelling, a school newspaper, sci-fi club and radio broadcasting. There is scope for the successful applicant to create further imaginative co-curricular opportunities for our pupils.



Salary, Hours and Benefits

Salary will be dependent on the responsibilities of the position and the experience and qualifications of the successful candidate. Salaries are reviewed each year to ensure they remain competitive. Salaries are paid by BACS transfer on or around the 27th of each month, or the previous working day, in twelve equal payments.

Hours

Staff are expected to be in school for 8.00am and the school day ends at 5.00pm (4.00pm on Fridays). However staff are expected to work as required to fulfil the duties of this role both before and after school hours. Staff may be allowed some flexibility over actual hours worked in school to suit their lifestyle and family commitments.

Benefits include:

Staff Fee Remission: staff are eligible for fee remission, part-time staff are eligible to a reduction on a pro-rata basis. The continuance of school fee remission after a teacher has left a position is at the discretion of the Head.

Workplace Nursery: the new building includes a workplace nursery to cater for preschool children aged two years and older. Currently all payments made for childcare in a workplace nursery are tax deductible and by offering childcare 39 weeks of the year around, school hours staff will make significant financial savings on childcare.

Enhanced sick pay arrangements: the school offers additional support to staff via its sick and family friendly policies.

Private Medical Insurance: staff, and their families if they wish, are eligible to join the school's private medical insurance with BUPA with premiums deducted from gross salary.

Employee Assistance Programme provided by BUPA Healthy Minds: all staff have access to this service.

Pension Scheme: staff are automatically enrolled into a pension scheme administered by Scottish Widows. Employer contributions may be supplemented by employee contributions but this is entirely at the discretion of the employee.

Subsidised Lunches: delicious and healthy lunches cooked fresh each day on site by the school's chef. Daily offerings include meat and vegetarian options and salads, pudding, fruit and yoghurt pots.

Chromebooks: staff have the use of a Chromebook laptop computer.

Application

To apply for post that is being advertised

Fully completed application forms, together with your CV, should be returned to the school by email to vacancies@thameschristianschool.org.uk as soon as possible. Our standard application form must be completed, CVs on their own will not be considered. Applications will be considered on receipt and interviews may occur at any stage.

Equal Opportunities

It is the policy of Thames Christian School to provide equal opportunities for all qualified individuals regardless of race, colour, religion, ethnic or national origin, sexual orientation, age, gender, medical condition or disability.

Safeguarding

Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore, all convictions, cautions and bind-overs, including those as “spent” must be declared. The successful candidate will be required to complete a Disclosure & Barring Service application. References will be sought on short-listed candidates and we may approach previous employers for information to verify particular experience and qualifications. Online checks will be carried out on all short-listed candidates as part of our due diligence. The successful candidate will also be required to provide original certificates of qualifications and may be required to undergo a medical examination prior to the post being confirmed.

Location

Thames is on Grant Road just a minute’s walk from the rear exit of the highly accessible transport hub of Clapham Junction (Zone 2) with its excellent rail connections from Victoria, Waterloo and many parts of both North and South London and the London Overground network.

