

Teacher of English

September 2026



About Us

Chafyn-Godolphin offers a world-class education for a changing world. Our purpose is to make the world a better place through the formation of individuals who are empowered to be ambitious and grow, lead with authenticity and compassion, and be courageous as they step into the world with confidence in readiness to shape it for the better.

For over 300 years, we have been changing lives. Achievement and innovation are woven into our heritage, and we continue to evolve with ambition. We welcomed boys as well as girls from September 2025, enriching every classroom, conversation and friendship. And from September 2026, we become Chafyn-Godolphin, the leading all through co-educational day school for children aged 2 to 18, with boarding available for Senior and Sixth Form students in the heart of Salisbury.

Our values reflect our purpose:

Ambition – We dream boldly and set brave goals, pursuing them with heart and resilience to be the very best version of ourselves.

Courage – We step forward with confidence, believing in ourselves and embracing challenge knowing that growth often begins at the end of our comfort zone.

Compassion – We lead with kindness and act with integrity in a community where everyone feels seen, valued and respected.

Our approach is grounded in exceptional teaching, deep pedagogical expertise and rigorous, data-informed tracking to fuel intellectual ambition and progress. We inspire a spirit of wonder and belonging that builds quiet confidence, curiosity and creativity, and we create meaningful opportunities for pupils to contribute beyond themselves through service, leadership and engagement with the wider world.

Chafyn-Godolphin is part of United Learning, a well-established group of more than 100 independent schools and academies, each retaining its own distinct character and ethos, united by a common commitment to educational excellence.

Being part of United Learning enables Chafyn-Godolphin to offer more to staff and pupils than would be possible as a standalone school. Centralised professional services, including finance, HR, estates and procurement, provide efficiency and stability, allowing school leaders and teachers to focus on what matters most: teaching, learning and continuous improvement. Extensive CPD opportunities are available through the Group, including formal qualifications, mentorship, leadership training and supporting subject-specific projects and pedagogical growth.

A photograph of three young boys in school uniforms standing against a stone wall. The boy on the left is looking up, the boy in the middle is looking slightly to the right, and the boy on the right is smiling at the camera. They are all wearing dark blue suits, light blue shirts, and red and blue striped ties. A diamond-shaped school crest is visible on the pocket of the middle and right boys' jackets.

“ Godolphin remains one of the most welcoming, utterly transparent, genuine and delightful schools out there. It's refreshingly down to earth, parents work hard to send their children here and greatly value the opportunities it offers. ”

Talk Education, 2025

The English department at Chafyn-Godolphin aims to teach, move and inspire students. It is a collaborative and successful department consistently gaining academic results that have excellent value-added scores. We are proud of these outcomes, celebrating the achievement of all students across the full range of ability.

We teach CIE First Language English IGCSE alongside Edexcel IGCSE Literature and OCR English Literature A Level. The department is well organised and resourced with imaginative and compelling lessons shared centrally to assist with teaching load. A strong team ethic underlies our practice making the department a positive and supportive place to work and where new ideas and contributions are welcomed.

As highlighted in the school's recent ISI Inspection Report:

'Pupils settle rapidly to the tasks set. They are well organised and thoughtfully prepared for learning. The atmosphere in lessons is purposeful. Pupils are attentive, well-motivated and follow teachers' guidelines. They listen attentively, support each other and learn how to solve problems independently'.

This ethos makes teaching at Chafyn-Godolphin a great pleasure. Classroom study is enhanced by extra-curricular visits while popular co-curricular activities engage students in reading, writing and debating.

Students in Key Stages 3 and 4 all have a 1:1 Surface Pros with an active stylus (owned and managed by the school) which is used alongside traditional exercise books.



Hours	Full-Time (or part time considered), Permanent
Salary	Competitive

We are looking to recruit an excellent teacher to join our outstanding English department. They will join experienced, knowledgeable, and expert teachers who enthuse and inspire students in their understanding of the written word.

The right candidate would be able to deliver exceptional lessons to the full secondary range from First Year (Year 7) to Upper Sixth (Year 13). We would welcome applications from an ECT.

The successful applicant will work with students and colleagues to develop creative, analytical, and evaluative skills and collaborate on maintaining modern and adaptive schemes of work.

We are looking for candidates with training or experience as highly effective Secondary teachers.

Staff at Chafyn-Godolphin can enjoy free on-site parking, complimentary lunch during term-time, free membership to our Leisure Centre, access to Health Assured Employee Assistance Programme, Cycle-to-Work scheme and other work-related benefits



Job Description

Role	Teacher of English
Reports to	Head of English
Department	English
Relationship	
The post holder is accountable to the Head of English in all matters relating to this post. All staff are ultimately responsible to the Head. The post holder will work closely with team members and support the team when necessary.	

Duties & Responsibilities

The post holder will deliver exceptional curriculum provision at Chafyn-Godolphin. They will inspire excellent performance from the students and contribute to the pastoral and co-curricular provision for their department and the School more broadly.

Values

- Promote Chafyn-Godolphin's three core values through an inclusive, healthy and ambitious provision for all based on:
 - Ambition: We dream boldly and set brave goals, pursuing them with heart and resistance to be the very best version of ourselves.
 - Courage: We step forward with confidence, believing in ourselves and embracing challenge knowing that growth often begins at the end of our comfort zone.
 - Compassion: We lead with kindness and act with integrity in a community where everyone feels seen, valued and respected.

Department

- Contribute to the Chafyn-Godolphin community through events
- Inspire Chafyn-Godolphin's Scholars with contributions to an exciting programme of extension sessions and opportunities
- Work extremely closely with the Head of Department to ensure smooth running and high standards of curriculum

Professional Responsibilities

- Uphold and perform standard teacher standards and expectations (see Appendix A).
- To promote, facilitate and deliver excellent educational outcomes for all
- To promote and safeguard the welfare of students in your care or that you come into contact with, in accordance with the relevant School Child Protection and Safeguarding policies.
- To comply with, promote and act in accordance with all School policies.
- To be responsible for complying with data protection legislation and expectations for confidentiality, and to report any breaches to the School Business Manager or Data Protection Officer at the earliest opportunity.
- To be responsible for complying with health & safety legislation and guidance, and to report any issues or breaches to the Estates Manager immediately.
- To maintain consistent positive working relationship with colleagues, supporting them in line with your role and responsibilities.
- To keep colleagues informed about aspects of your work and schedule which may affect the support you can give them.
- To develop your effectiveness by updating your knowledge and skills, seeking and taking account of constructive feedback on your performance, making effective use of the development opportunities made available to you.
- To identify and agree personal development objectives with your line manager.
- To be courteous to colleagues and provide a welcoming environment to visitors.

Person Specification

CRITERIA	Requirements		EVIDENCE
Qualifications	Relevant degree level education	Essential	Application Form
	GCSE English/Maths Grade C or above, or equivalent	Essential	Original Certificates
	Qualified Teacher Status	Essential	
Work Experience	Enthusiastic and effective teaching of secondary age students.	Essential	Application Form
	Development of teaching resources	Essential	References
Communication Skills	Excellent communication skills in all forms	Essential	Application Form
	Open, clear, and approachable communication verbally and non-verbally	Essential	Lesson observation
	Accuracy and attention to detail	Essential	Interview
IT Skills	Efficient and effective all round IT skills	Essential	Application Form
	Ability to work with all MS Office applications including OneNote	Desirable	Lesson
Personal Qualities or Skills	Excellent organisational skills, able to manage a range of competing demands	Essential	Application Form
	Passion for exciting and innovative education progress in a wide range of areas.	Essential	Driving Licence check
	Proactive, able to think laterally when required	Essential	
	Adaptable and flexible	Essential	
	Positive team player	Essential	
	Good sense of humour	Desirable	
	Full clean driving licence	Desirable	

HOW TO APPLY

Interviews

The closing date for applications is **5.00pm 19 April 2026**. This vacancy will close as soon as sufficient applications have been received. Please therefore submit your application as soon as possible, as we may invite candidates to interview before the closing date in consideration of statutory resignation dates. Interviews may take place during the recruitment process, but at the latest on Wednesday 29 April 2026.

Safer Recruitment

Chafyn-Godolphin is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An 'online search' will be conducted on short-listed candidates, and the successful applicant will be subject to an enhanced Disclosure and Barring Service (DBS) and Barred Lists check (Adult and/or Children's Workforce). Staff are prohibited from promoting extremist/radical religious or one-sided political views whilst working at Chafyn-Godolphin and/or whilst participating in activities associated with their employment within Chafyn-Godolphin.

Please note, we do NOT accept application by Curriculum Vitae.

For an informal discussion or to arrange a visit please contact a member of our HR Team on 01722 430536.

Recruitment Policy

Chafyn-Godolphin is positive about disability and encourages applications from disabled people. All disabled applicants who satisfy the minimum criteria will be offered an interview if they state this prior to shortlisting.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact the HR Department, telephone 01722 430536 or email hr@godolphin.org

The School's Recruitment, Selection and Disclosure Policy and procedure is available for your information on the school website; www.godolphin.org. Chafyn-Godolphin actively supports equality, diversity and inclusion and encourages applications from all sections of society.





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January 2026

Although correct at the time of going to the press, this booklet may be superseded as part of our commitment to continuing improvement.