



RATCLIFFE
COLLEGE

Appointment of

**TEACHER OF ENGLISH & EAL
APPROX. 0.78 FTE
FROM SEPTEMBER 2026**

**BEGIN HERE,
GO ANYWHERE.**

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HEADMASTER'S INTRODUCTION

Welcome to Ratcliffe College.

I am delighted that you are considering applying for a role at our wonderful school. First and foremost, Ratcliffe College is a fantastic place to work. We are blessed with a beautiful physical environment set in almost 200 acres of rolling Leicestershire countryside. Our staff, teaching and non-teaching, work in harness, daily, to provide a safe, secure, and nurturing environment for the children and young people to enjoy. Our collegiality is built on the foundations of the College's Catholic faith, which welcomes everyone with the same universality of warmth and respect, embracing difference and cultivating an authentic community which values everyone equally.

As a Catholic School with a proud Rosminian heritage which has endured since our Foundation in 1847, our aim is to help young people to achieve their greatest potential, guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others. Together, we aim to develop honest, confident, responsible, and compassionate members of society, based on the educational values of Blessed Antonio Rosmini, inspired by our school motto, *Legis Plenitudo Caritas* or Love is the fulfilment of the Law.

At Ratcliffe College, Christ is very much at the centre of all that we do. So, if our Mission resonates, and you believe you can be happy and thrive here, I encourage you to apply and join our team of staff as we fulfil our Mission.

I wish you all the very best of luck with your application.

Yours sincerely,

Kind regards,



Mr J. P. Reddin,
Headmaster.



BEGIN HERE, GO ANYWHERE.





OUR MISSION STATEMENT

“Learning and Growing in the Light of the Gospel.”

With Christ at the centre of our learning we:

- Help young people to achieve their greatest potential.
- Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others.
- Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini.

Our core Rosminian values:

1. Legis Plenitudo Charitas: Love is the Fulfilment of the Law.

Our community recognises each individual as a unique part of God’s creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

2. Rosminian Education pursues the perfection of both human nature and the human person.

Our students’ intellect and talents are formed by a broad and balanced curriculum, responsive to and supportive of students’ needs and aspirations. Our students’ moral integrity is developed through the teaching, celebration and the living of Christian faith.

3. Intellectual integrity leads us to the Truth.

God is the source of all truth. Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

OUR VISION

To be a leading independent day and boarding school, which is financially secure.



SCAN THE CODE
3-YEAR STRATEGY
DEVELOPMENT PLAN
2025-2028.

ABOUT RATCLIFFE COLLEGE

Ratcliffe College is an Outstanding Roman Catholic, co-educational, day and boarding school for students aged between 3 and 18 years, founded in 1847 by the Institute of Charity (known as the Rosminians).

Whilst Ratcliffe operates as a Catholic school, children are welcomed from other denominations and faiths whose parents feel they can share in, and benefit from, the ethos and environment of the College. The majority of students at Ratcliffe are day students drawn from the local catchment area of Leicestershire, Nottinghamshire and Derbyshire.

The Senior Leadership Team comprises:

- **Headmaster**
Mr J Reddin, BSc, MSc, NPQH
- **Senior Deputy Head**
Mr K Ryce, BA, MSc
- **Deputy Head Pastoral**
Mr J Rainer, BA, MA
- **Director of Safeguarding**
Mr J Masterton
- **Assistant Head Academic**
Ms J Davis, BA, MSc
- **Assistant Head, Head of Sixth Form**
Mr B Harrison, BA
- **Head of Preparatory School**
Mrs S Boccaccini, BSc, MEd
- **Deputy Head of Preparatory School**
Mrs M Markham, BMus
- **Director of Finance and Operations**
Mr C Bellamy, HND

Ratcliffe College Preparatory School

Ratcliffe College Preparatory School is a thriving and nurturing environment where children aged 3 to 11 are encouraged to develop a lifelong love of learning. As part of the wider Ratcliffe College community, the Prep School benefits from outstanding facilities, a beautiful campus setting, and access to specialist teaching, ensuring a seamless educational journey from Early Years through to Senior School.

Ratcliffe College Preparatory School provides a rich, well-rounded educational experience that nurtures each child's unique talents and potential. Our dedicated staff are committed to delivering a broad, balanced, and ambitious curriculum that supports academic excellence while nurturing creativity, confidence, and character. Alongside core subjects, pupils enjoy a wide range of specialist-led lessons including Music, French, Spanish, Latin, Drama, Physical Education and Games.

Small class sizes and a strong sense of community allow us to truly know each child and support their individual strengths and needs.

An extensive co-curricular programme, regular trips, and enrichment opportunities further enhance pupils' experiences, helping to develop well-rounded individuals prepared for the next stage of their education. The Preparatory School is an exciting and rewarding place to work. Staff are valued members of a collaborative and forward-thinking team, playing an active role in shaping the character and culture of the school.

Boarding Community

Ratcliffe benefits from a vibrant, warm and welcoming boarding community that has long been part of the School's history. All students are encouraged to participate in boarding during their years at school – as full, weekly, part-time or occasional boarders. Its close-knit community of friends and teachers' is a supportive environment where our young people thrive.

Our boarding community comprises students from both the UK and overseas, including those who join through our partnership with the Academy at Leicester City Football Club.

The College also offers several short-term international boarding programmes throughout the year, including 3–4 immersion taster experiences and an annual International Summer School, all delivered by Ratcliffe staff.

Boarders benefit from a strong pastoral framework. Each student is supported by a Form Tutor who monitors their academic progress and personal development, alongside the care and guidance provided by a dedicated and experienced boarding team.



the Rosmini Sixth Form Centre



ACADEMIC EXCELLENCE

Ratcliffe students enjoy an excellent all-round balanced education, underpinned by the College's core Rosminian Catholic ethos.

While students at Ratcliffe have a broad range of ability, academic success is strongly encouraged, valued and recognised; indeed, the greatly improved academic standards in recent years have proved popular both with parents and prospective parents, as reflected in the numbers of students applying to join the College.

Ratcliffe College has repeatedly ranked in the top 10% nationally for value added results at A Level.

A Level results achieved in 2025:

- 45% of A Level grades A*/A
- 71% grade B or above.
- Ten percent of students achieved A*/A*/A or better.
- One in four students achieved A Level or BTEC grades equivalent to A/A/A or higher.

Over 90% of students typically achieve their first choice pathway for life after School. This includes students taking up places at Oxford, Cambridge, and other highly selective Russell Group universities; for Medicine, Dentistry and Veterinary Science; and at universities abroad.

Ratcliffe College has been judged 'Excellent' in all areas (ISI Inspection, 2022).

Read the full Inspection Report [here](#).

THE BENEFITS OF WORKING AT RATCLIFFE COLLEGE



SCAN THE CODE
VIRTUAL CAMPUS
TOUR.



Free lunch and refreshments



Free parking on-site



TPS or Defined Contributions Pension Scheme



Professional Development opportunities



Staff Wellbeing

- Staff Wellbeing Committee
- Free staff social events
- Access to on-site Medical Care
- Ratcliffe College Community Committee
- Access to the School Counsellor



Sport and Leisure

- Free use of the on-site gym (at specified times)
- Leicestershire County Cricket Club family tickets (limited)



TEACHER OF ENGLISH & EAL

The English Department is looking to appoint a dynamic and motivated English teacher with an infectious passion for the subject. The ideal candidate would have appropriate experience as an exceptional classroom teacher, and be able to teach GCSE English Language and Literature to a very high standard, as well as being an established Key Stage 3 English teacher. The English Department moved into a purpose built English Language Centre in September 2022.

The department is wholly committed to raising the standards of pupil achievement and to providing students with a learning experience of the highest quality. We are an ambitious and innovative department that prides itself on a strong collaborative approach to the curriculum. Moreover, the English Department takes its role as a core department very seriously and is constantly seeking new ways to enhance teaching and learning; the successful applicant will be expected to contribute ideas and to create resources for our schemes of work. Our schemes are regularly reviewed to ensure that all staff contribute to a coherent and engaging programme of study.

Year 7 is taught in mixed ability groups whereas Year 8 pupils are set. Pupil progress is closely monitored using CAT4 data, departmental trackers and through the formal assessment of reading, writing and speaking and listening skills.

The department follows the AQA GCSE course, which offers a range of accessible and appealing texts and excellent support for interactive activities. The majority of students will take both English Language and English Literature, while a number of students will take the English Language GCSE only. Years 9, 10 and 11 are set according to ability.

Each English classroom in the new purpose built facility is equipped with a new interactive whiteboard. Teachers are allocated their own room. The department is well-resourced in terms of teaching and learning materials.

Currently, the department consists of four full-time and three part-time members of staff. Individual members have specific areas of literary expertise, and we offer a wide range of co-curricular activities. Each member of the department is expected to contribute to the wider curriculum of the School.

The EAL Department consists of three teachers including an EAL Coordinator. It is based in the new English Centre with modern facilities. The College has British Council accreditation and an excellent inspection report, available on our website. In addition the College is a Cambridge English Examination Centre. Ratcliffe students are entered into Cambridge English examinations and IELTS.

Salary: Ratcliffe Pay Scale plus Ratcliffe Allowance. The Ratcliffe Allowance is on a sliding scale presently ranging from £1,591 to £10,397, depending on the experience of the teacher (reviewed annually). Payment for the Summer School is £5,097 paid in two parts over July and August.



JOB DESCRIPTION

Job Title: Teacher of English & EAL

Responsible to: Head of Department and EAL Coordinator

Accountable to: Senior Deputy Head

Job Purpose: To carry out the professional duties of a teacher as circumstances may require and in accordance with College policies under the direction of the Headmaster.

Subject Teacher

Teaching and learning:

- To plan lessons and sequences of lessons effectively in order to maximise the learning needs of students.
- To make use of information and prior attainment to set appropriate and demanding expectations for students' learning and motivation.
- To provide targeted support for students within teaching groups who have special educational needs and/or for whom English is an Additional Language.
- To liaise with the SENCo and EAL Coordinator as appropriate regarding students causing concern.
- To use a range of appropriate strategies for teaching and classroom management, which engage students and stimulate intellectual curiosity through the use of effective questioning, clear presentation and good use of resources.
- To set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- To assess how well learning objectives have been achieved and use this assessment for future teaching.
- Knowledge and Understanding
- To have a thorough up-to-date knowledge of the subject/specialisms and to take account of relevant wider curriculum developments.
- To have a good knowledge and understanding of Health and Safety issues within the subject area and operate to the standards required.
- To understand the assessment requirements of the National Curriculum (Foundation Stage, Key Stage 1, 2 & 3, as appropriate) and KS4 GCSE syllabi.

Assessment Recording and Reporting:

- To mark and monitor students' class work and homework in accordance with the school and departmental marking policies.
- To involve students in self-assessment within the subject.
- To record and report on students' progress as outlined in the school and departmental assessment policies.
- To produce written reports in line with the school and departmental reporting policies.
- To meet school deadlines for recording and reporting.

Pastoral Care:

- To promote the well being of students.
- To consult with the Head of Department regarding students causing concern.
- To liaise with the Form Tutor and Head of Year, and Housemaster/Housemistress when appropriate.
- Managing own professional development

- To take responsibility for own professional development and to keep up to date with research and developments within the subject(s) taught.
- To understand responsibilities in relation to school and departmental policies and practices, including understanding the School Mission Statement and contributing to it, and maintaining the Catholic ethos.
- To set a good example to students through personal presentation and conduct.
- To use the outcomes of professional development to improve teaching and students' learning.
- To participate in the School Appraisal/Performance Management Programme.

Form Tutor

- To be fully aware of the school's Mission Statement, pastoral and academic policies, and to seek to promote them in all aspects relating to their tutor group.
- To work as part of a tutor team within a year group and to contribute to the collective efforts of the tutor team, under the leadership of the Head of Year, and to attend meetings appropriate to pastoral responsibilities.
- To use tutorial time positively and with the same professional attitude to attendance, punctuality and preparation as is due in any other lesson.
- To monitor the personal and social development, health and welfare of each student in their tutor group; contribute to year assemblies and the PSHCE programme within school guidelines; counsel and guide students.
- To be aware of the subjects that their Tutees are studying and to monitor the academic progress of students through School Reports, Studies Grades and contact with subject teachers.
- To support and implement all school policies, especially those relating to attendance, rewards and sanctions, uniform and homework.
- To liaise with the Head of Year, Housemaster/Housemistress, parents, the careers department and external agencies, as appropriate.
- To assist the Head of Year with the school's induction procedures for new students.
- To contribute to the operation of a programme of communal social activities; to encourage students to take part in year councils and, thereby, whole school councils and committees.
- To encourage the involvement of students in the school's co-curricular activities and to monitor their contribution, taking action as appropriate.
- To contribute to the operation and maintenance of an up-to-date and efficient student record system, which can act as an effective basis for the provision of information to legitimately interested parties; support the operation of the school's assessment, reporting and recording system.

Summer School

- To teach EAL on the Summer School.
- To ensure the EAL teaching resources are updated and prepared for the Summer School.
- To liaise with the Summer School Co-ordinator regarding student academic progress during the Summer School.
- To liaise with the appropriate Summer School staff with any relevant pastoral issues.
- To prepare brief Summer School reports to go home with the students at the end of their course.
- Attend Summer School trips as directed by the Summer School Coordinator.
- Involvement in Summer School activity programme.

To undertake any other duties as reasonably requested by the Headmaster.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	Good Honours Degree in English Teaching Qualification (PGCE or equivalent)	TEFLQ
Skills	Ability to teach GCSE Literature and Language	
	Ability to teach KS3 English	
	Excellent classroom management skills	
	Excellent interpersonal and communication skills	
	Ability to prioritise	
	Good organisational skills	
	Ability to command respect of children and staff	
	Competence in ICT	
Knowledge & Experience	A record of successful teaching or teaching practice	Good working knowledge of the National Curriculum
	Excellent subject knowledge	
		Experience of contributing to the writing of schemes of work
	Understanding of current good practice in teaching and learning, and monitoring of standards	
	Commitment to, or evidence of, continuing relevant professional development	
Personal qualities	Commitment to the ethos and aims of the School	
	Initiative and enthusiasm	
	Dedication and commitment	
	Ability to maintain appropriate and supportive relationships with children and staff	
		Confidence in public speaking
	A willingness to be involved in the pastoral care of students	
	Ability and willingness to contribute to, and support the School's co-curricular programme	
	Flexibility	

HOW TO APPLY

1

COMPLETE AN ONLINE APPLICATION FORM

[Visit our vacancies page.](#)

Please follow the link above to visit the main vacancies page on our school website. Search for the vacancy you wish to apply for, complete the online application form in full and submit it to us before the closing date.

2

INVITED TO INTERVIEW

If you do not hear anything further within two weeks of the closing date, please assume that you have not been successful on this occasion.

Ratcliffe College reserves the right to interview and appoint ahead of the closing date.



RATCLIFFE TERMS

Child Protection

Ratcliffe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This role is exempt from the Rehabilitation of Offenders Act 1974, and applicants are required to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules), in order to assess their suitability to work with children.

For further information, please see the [Recruitment, Selection and Disclosures Policy](https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974) and <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The College is also registered for the processing of personal data in accordance with the Data Protection Act 1998. Such checks are required in accordance with the Recruitment, Selection and Disclosures policy and the Data Protection policy. Copies of these policies may be obtained from the Director of Finance and Operations upon request.

The appointment is subject to satisfactory:

- References, of which one must be from a current or most recent employer if not currently in employment
- Disclosure and Barring Service check (including children’s barred list check if appropriate)
- Open source check
- Proof of identity
- Right to work check
- Qualifications check
- Health screening





EST. 1847

RATCLIFFE

COLLEGE

Ratcliffe College, Fosse Way, Ratcliffe on the Wreake, Leicester, LE7 4SG



www.ratcliffecollege.com



HR: 01 509 817089



HR@ratcliffecollege.com

