

Teacher of Humanities Application Pack



April 2026

Dear Applicant

**Re: Teacher of Humanities
Full Time/Part Time Permanent Post (Early Careers Teacher)
September 2026**

I have pleasure in providing an application pack in respect of the above vacancy at The Weald School, which includes an application form, information about the school and person specification for the post advertised. Further information may be obtained from our website www.theweald.org.uk, including a link to our last Ofsted report.

Please include a letter of support with your application form, in which you should:

- outline the experiences you have had to date that have prepared you for this post, using the person specification to guide you
- describe the skills and strengths which you will bring to the school, with particular reference to improving teaching and learning in the Maths Department.

The closing date for applications is **5pm on Monday 4 May 2026**. Interviews will be held on **Friday 8 May 2026**.

Please note that due to limited resources we will only contact applicants who have been shortlisted for interview, so if you do not hear from us within two weeks after the closing date, you should assume that your application has been unsuccessful on this occasion.

We very much look forward to receiving your application form, which should be emailed to jobs@theweald.org.uk. Should you have any queries relating to this post please do not hesitate to telephone me on 01403 787200, or email the jobs@theweald.org.uk email address.

Yours sincerely



Sarah Edwards
Headteacher

Reasons to Work at The Weald

How do we look after our staff at The Weald?

1. Friendly and happy staff (many stay for their whole careers)
2. Additional non-contact period on top of PPA time
3. Attending personal appointments (e.g., children's nativities)
4. Well-being activities of choice on every INSET day (e.g., paddleboarding, baking)
5. Devolved INSET day for Christmas shopping
6. Senior leader i/c staff well-being, part of well-being working party
7. Flexible working available for all to apply for (approx. 20% of staff are part-time - including middle and senior leaders)
8. CPD is mainly department- and self-led, appraisal is enquiry/research based and not data driven
9. Support walk system led by senior staff every lesson to support staff with behaviour
10. Daily behaviour panel to deal with key incidents
11. Low stakes learning walks with feedback
12. No emails out of working hours (i.e., Mon-Fri, 8-6) and very limited whole school emails (twice-weekly staff bulletin instead)
13. Two key assessments per year group per year requiring data input
14. Expectations for staff fall below 1265 hours' directed time for all staff
15. Unlimited tea and coffee every day to promote team ethos
16. Discounted membership of gym and swimming pool next door
17. Remote parents' evenings with extended time to allow staff to work flexibly
18. Clear evidence-based T&L strategy supported by clear behaviour expectations
19. Supportive and active Staff Voice group, feeding back directly to HT from each department

About The Weald School

The Weald School is an 11-18 mixed comprehensive with around 1,800 students. This includes a thriving Sixth Form of about 300 students. Our students are at the heart of all that we do. The Weald is a warm, friendly and vibrant school at the centre of the community with a wonderful family feel, where each student is known and cared for. Students are well behaved, have a very positive attitude and enjoy coming to school. There are excellent relationships between staff and students. We believe that all our students have the potential for excellence. We work towards this by having high expectations of students and staff, by continually raising aspirations and by promoting our students' self-belief alongside strong moral values.



Academic outcomes at The Weald are consistently high. In the summer of 2025, our Year 13 students achieved results which put us, yet again, in the top 10% of all schools and colleges nationally. 95% of our students applying to university secured their first choices.

Our Year 11 students also attained excellent results: our most recent Progress 8 measure (from 2024*) is +0.43, meaning that our students typically make, on average, almost half of a grade more progress in each GCSE than students in the rest of the UK.

These results follow an upward trend of improving results over time and underpins our ethos of striving for academic success alongside character education.

* There are no Progress 8 measures for 2025 due to students not sitting Year 6 SATS.

Our curriculum is broad and balanced and offers many exciting opportunities for all students, both in school and out. Students study Key Stage 4 over three years. This presents real opportunities for creativity and varied approaches to learning through both GCSE and BTEC vocational qualifications. There are tremendous extracurricular opportunities at The Weald through sport, performing arts, Radio Weald, Weald TV, links with partner schools in Europe and Africa, the Duke of Edinburgh award, as well as a number of other trips. In short, we believe there is something for everyone at the school.



We believe achievement is not just about qualifications. Personal development is key to what we do. We have a very active School Council and a strong student voice within the school. We also have a close and effective partnership with our parents and carers. We listen to their views and use them to inform the work of the school. Attendance at school events is high, and an effective governing body has a full representation of parents.

I genuinely feel it is an honour and privilege for me to be able to lead and develop further the education of the children at The Weald. Our students are a joy to work with. Visitors describe them as polite, courteous and respectful, making the school is a fantastic place both to study as a student, and to work as a member of staff.

About the school

The Weald School serves the local community from a pleasant 25-acre site on the edge of Billingshurst. Our size offers us many advantages. We have excellent facilities, allowing us to offer a wide and varied range of academic and vocational courses at all levels. The Weald campus has been steadily improved in recent years.



An £11m expansion programme completed in 2017 funded a new teaching block for maths and art and a 400-seat dining facility. Additional improvements include new science

laboratories, media room and TV studio, changing rooms, drama suite, music block and a pastoral provision area. There is also a swimming pool and fitness centre (adjoining the school site and run by DC Leisure / Horsham District Council), and two multi-use games areas.

The Weald School offers all students:

- A well-planned, broad and balanced curriculum
- A record of excellent examination results
- Well qualified specialist staff combining innovative and traditional methods in the classroom
- A secure, supportive, encouraging and happy environment
- A wide range of extra-curricular and residential activities.

What our students think about the school:

- *"Lessons are fun, and the school has a good atmosphere" - Year 7 student*
- *"The teachers have a good attitude to learning and we are encouraged and can hold our own opinions" - Year 10 student*
- *"We are able to talk to our teachers about issues and they make a real difference in our lives" - Year 9 student*
- *"I love the opportunities we get to work with younger students - it's great fun and really rewarding to support them with different aspects of their work." - Year 12 student*
- *"There is fantastic support for researching progression options for when we move on from the Sixth Form. The Sixth Form staff are always there to help with the UCAS process." - Year 13 student*

Sarah Edwards
Headteacher

September 2025