Blanchelande College

INFORMATION FOR CANDIDATES

TEACHER OF ENGLISH (part time)

For April 2027
(or September 2027 by negotiation)

This pack includes general information, a job description, a person specification and an outline of the application process.

The College

Blanchelande College in Guernsey, Channel Islands, is a Catholic, fully co-educational independent school offering a seamless education from nursery to sixth form. Nestled on a picturesque 40-acre rural estate, the college provides an exceptional all-round education that fosters academic excellence, personal growth, and strong character. Rooted in Catholic values but open to all, our inclusive community inspires pupils to achieve their best while building confidence, integrity, and a commitment to service.

Since 2016, the college has experienced rapid growth, marked by the opening of a sixth form in 2020 and a nursery in 2021. It now educates 440 pupils. Year groups follow a one-form structure from Pre-School and Reception to Year 3, expanding to two forms in Years 4, 5, and 6, and three forms in the senior school (Years 7–11). Class sizes are typically around twenty, while Sixth Form cohorts are smaller, allowing for seminar-style A-Level teaching.

Although not academically selective, new pupils must pass an entrance assessment to ensure they can access our mainstream curriculum. Many of those admitted benefit from our superb learning support department, which nurtures students with minor to moderate additional learning needs.

GCSE results reflect excellent value-added across subject areas, with pass rates and the number of grades 7–9 well above island and English national averages.

Blanchelande's holistic approach nurtures the whole child, combining academic excellence with personal development and a deep connection to the natural world. The college's rural estate provides an inspiring setting for sport and outdoor learning, with facilities such as a nature trail, eco hut, and outdoor learning area fostering curiosity, well-being, and environmental awareness. Character formation is embedded through the Blanchelande Diploma and Hero's Journey, which develop leadership, resilience, and a sense of purpose. Inquiry-based learning enhances holistic development, with cross-curricular research projects fostering independence, curiosity, and a lifelong pursuit of knowledge.

The college also offers an extensive programme of extra-curricular activities before, during, and after the school day, with all academic staff expected to contribute at least one weekly session throughout the year.

ISI

The most recent ISI inspection in April 2025 rated the college as 'met (the highest grade) in all areas highlighting 'the school's close-knit environment contributes to a tangible sense of community and self-worth'. The College is also subject to inspection by the Roman Catholic Diocese of Portsmouth.

History

Blanchelande was re-founded in 1992 by parents and members of the local community after the Sisters of Mercy withdrew their Order from Guernsey. The new school began in temporary accommodation and in its first five years grew from 40 pupils to almost 200. It has now more than doubled in size from its inception and in recent years, following the introduction of co-education, is experiencing a sustained period of strong growth.

In April 1999, the College moved to its current address at Les Vauxbelets (former site of the De La Salle boys' school) after an extensive refurbishment programme. Les Vauxbelets is a beautiful estate in a rural setting with large historical buildings. In November 2022, Blanchelande College Trust purchased Les Vauxbelets Estate from the De La Salle Brothers, which puts the College in a strong position for planning improvements and extensions to the buildings, as well as creating opportunities for imaginative use of the surrounding land to develop outdoor learning centres and other facilities.

Since 2017, a substantial number of upgrades have been made to facilities, including: the relocation of the Infant department to renovated classrooms in the main school buildings; the conversion of Victor House (formerly the Infant school) into an Arts Centre for music, drama and art; new Science laboratories; a new cricket pitch and resurfaced netball/ tennis courts; a new classroom block; a new Senior school library; new Sixth Form facilities, including a common room and seminar rooms; the conversion of The Pink Cottage into two Modern Language classrooms, and a new Design & Technology Studio and photography darkroom. Improvement in facilities is very much ongoing as the school continues to develop.

Governance

Blanchelande is administered as a charitable trust and three Trustees oversee the finances of the College. As a grant-maintained college, Blanchelande receives a degree of funding from the States of Guernsey.

The Board of Governors meets twice a term and is responsible for working with the Principal in setting the strategic direction for the school, including approval of school policies, and for monitoring and evaluating the performance of the school. The Board operates sub-committees – such as for educational issues, ICT and property management – which also meet regularly. The Trustees are responsible for the administration of the whole school site, including the financial administration of the College.

Management and Leadership

The Senior Leadership consists of the Principal, Vice Principal, Bursar, Director of Studies and Director of Academic Staff who collectively are responsible for all strategic elements of the College.

This Senior Leadership team (SLT) is supported by the Senior Management Team (SMT) who comprises the Pastoral Manager (who is also the Designated Safeguarding Lead and Head of Careers); Heads of Phase (Head of Infants, Head of Juniors, Head of Lower Seniors, Head of Upper Seniors and Head of Sixth Form). The SMT meets weekly to collaborate on all operational aspects of College life.

Teacher of English

We are looking for a Teacher of English to join our exceptional team.

The English department

Our English Department fosters a deep love of language, literature and critical thinking. Through a rich and engaging curriculum, students explore classic and contemporary texts, honing their analytical skills and expressive abilities in both written and spoken forms. English is a core subject, with both Language and Literature studied by all students to GCSE (AQA and Edexcel) with a strong number choosing to continue to A-Level (Edexcel).

The department has strong links with the library and inquiry department, with students taking part in regular reading challenges, a year-long Y9 inquiry project that culminates in the English Language speaking and listening assessment and other inquiries such as the Y8 Gothic stories project.

Beyond the classroom, the department nurtures creativity and confidence through activities such as public speaking, debating, the spelling bee, regular creative writing competitions and theatre trips and workshops.

The postholder will embrace the opportunity to teach across Lower Seniors (KS3), Upper Seniors (KS4) and Sixth Form (KS4).

If you are passionate about shaping the future of our students, we invite you to join us in this exciting role.

Blanchelande College

THE APPLICATION PROCESS

Closing date for applications is 5pm Wednesday 9th December 2026

Applications should be sent to:
Mrs Alexa Yeoman, Principal Email recruitment@blanchelande.sch.gg

Applications for this post should consist of:

- A detailed letter of application stating how you believe you meet the criteria for this role.
- A completed application form.
- *Optional*: an up-to-date copy of your C.V.

We will assume that you are happy for us to take up references straight away, unless you state otherwise on your application form.

You may be asked for further information following shortlisting. You will be asked to provide proof of identity. Original qualification certificates may also be required at this stage (and certainly prior to confirmation of appointment).

After short listing, the selection process will then normally include:

- A tour of the College.
- An observed lesson.
- Interview, including Safeguarding, with a Governor, Principal, Head of Department and/or Director of Studies.

The Contract

The position of Teacher of English is part-time, and remuneration will be in line with the States of Guernsey Teachers pay scale and will reflect the qualifications and experience of the successful candidate. A Guernsey housing licence is also available for this post.

All Blanchelande staff are admitted to the contributory Guernsey Civil Service Pension Scheme.

All staff are required to undergo a current police check, a medical declaration, provide proof of qualifications and identity and have (or be eligible for) a Guernsey residency permit.

Further information about Blanchelande College can also be obtained from our website, www.blanchelande.co.uk. Our prospectus can be downloaded from the homepage.

If you have any further questions or need any clarification, please contact the Principal's P.A., Mrs Tracy Feehan.

Tel 01481 237200 Email feehant@blanchelande.sch.gg

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PERSON SPECIFICATION

	Essential	Desirable
Qualifications	• A minimum of English and Maths at GCSE (grades A-C) • Degree in a related subject	• Qualified Teacher Status
Experience	• Previous experience of teaching English	• Previous experience teaching English to GCSE or A-Level • Experience of external review or inspection
Knowledge and understanding	• Evidence of up-to-date knowledge and training relating to the subject	• Understanding of external examination progress
Skills	• Excellent planning and organisational skills • Effective listening skills • Excellent written and verbal communication skills and the ability to correspond effectively with parents • Motivation and commitment to driving up standards of achievement • Ability to use a range of ICT to gain participation and encourage learning • Insight into children's learning needs	
Personal qualities & characteristics	• Flexible • The ability to work independently in a small department • Able to relate well to children in and out of the classroom • Reliable, punctual and well organised • Approachable, enthusiastic, self-motivated and able to motivate others • Supportive of the Catholic identity and mission of the College • Commitment to own continuing professional development	
Safeguarding and pastoral	• Committed to safeguarding and promoting the welfare of children and young people • A satisfactory Enhanced Disclosure from the DBS	

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BLANCHELANDE COLLEGE – TEACHER

MAIN PURPOSE OF THE JOB

Teaching at Blanchelande is a hugely stimulating and rewarding experience. All teachers are expected to participate fully both in the life of their academic department and the wider life of the School, and are encouraged to pursue their own professional development.

RESPONSIBILITIES AND DUTIES:

1. TEACHING

(a) Planning and preparing appropriate course and lessons in accordance with departmental and school policy;

(b) Teaching, according to their educational needs, the pupils assigned including the regular setting and prompt marking of pupils' work;

(c) Promoting the progress and academic development of pupils, differentiating for ability where appropriate;

(d) Assessing, recording and reporting on the development, progress and attainment of pupils according to the normal practice of the College;

(e) Preparing pupils for and participating as appropriate in the College's arrangements for pupils taking public examinations.

2. OTHER ACTIVITIES

(a) Supporting the Catholic ethos and mission of Blanchelande College and participating in its religious life, as appropriate (eg facilitating prayers in form time, attending assemblies, ensuring good behaviour during services, etc.).

(b) Any duties required as a result of accepting a position of Responsibility and the accompanying Responsibility Allowance;

(c) Acting as a Form Tutor as required and fostering the general progress and well-being of individual pupils of any class or group of pupils assigned, implementing the programme set by the Phase Leader/ SLT;

(d) Taking an interest in the personal and social needs of pupils, and communicating as appropriate with the relevant Form Tutor or Phase Leader;

(e) Playing a full role in the wider life of the School, contributing actively to the extra-curricular programme (ie a weekly club or activity throughout the year);

(f) Providing guidance and advice to pupils on educational and social matters and making relevant records and reports;

(g) Making records of and reports on the personal and social needs of pupils;

(h) Communicating and consulting with the parents of pupils as necessary and attending all parents' evenings and official functions;

(i) Providing or contributing to oral and written assessments, reports and references relating to individual pupils or groups of pupils;

(j) Supporting pupils as appropriate at major school events and in other activities, eg: plays, concerts, matches etc.

(k) Accompanying students on school trips (including residentials), as required (trips being inclusive of salary).

(k) Monitoring and ordering books, supplies or other materials required for your subject or department.

3. REVIEW AND PROFESSIONAL DEVELOPMENT

(a) The College may review from time to time your methods of teaching and programmes of work and you will be required to participate in the Performance Management (Appraisal) process for teachers;

(b) Attendance at INSET days is required as is attendance on assigned courses; the College will support and participate in arrangements for your further training and professional development as a teacher and professional.

4. CURRICULUM DEVELOPMENT

(a) Advising and co-operating with the Principal and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

5. DISCIPLINE AND WELLBEING

(a) Maintaining good order and promoting self-discipline among pupils and taking reasonable care for their safety and wellbeing, whilst in your charge whether they are engaged in school activities on or off the property;

(b) Undertaking supervisory duties, as required;

(c) Actively implementing the College's policies on rewards and sanctions.

6. STAFF MEETINGS

(a) Attending staff meetings which relate to the College curriculum or to the administration or organisation of the College, including pastoral arrangements. Such meetings shall normally be held at the College and be of reasonable duration, and attendance may be required at meetings held on a day when part-time staff may not be teaching.

7. ADMINISTRATION

(a) Where appropriate, taking responsibility of the maintenance of an accurate register of the pupil's attendance at the College;

(b) Taking a reasonable share of the supervision of pupils on the school premises whether before, during or after school sessions;

(c) Taking such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School.

(d) Participating, as required, in administrative tasks related to the curriculum, pastoral and organisational tasks of the School.

(e) Attending assemblies, as required;

(f) Exercising reasonable care for the classroom and other relevant teaching areas and all the equipment therein, which may include auditing and visually checking classroom equipment;

(g) Contributing, where appropriate, to the professional development of other teachers;

(h) Setting high personal and professional standards at all times.

FLEXIBILITY

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required by the Principal. The particular duties / responsibilities listed here may be reviewed from time to time at the request of the Principal or post holder as circumstances make necessary.

(For completion upon appointment) I hereby confirm acceptance of the above job description:

Signed:

Date: