



HEREFORD
CATHEDRAL
SCHOOL

CANDIDATE INFORMATION

KS2 TEACHER WITH A SPECIALISM
IN ENGLISH

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HEADMASTER'S WELCOME



Hereford Cathedral School is a place where both staff and pupils alike are happy, purposeful, and fulfilled. Situated in the beautiful Cathedral Close, we seek to live out our Christian values, which include kindness, compassion and care for one another. We believe in holistic education where impressive academic outcomes are supported by artistic, sporting and cultural achievements, individualised pastoral care, and an emphasis on character education.

I believe that there has never been a more exciting time to join HCS. While we are the fifth oldest school in the UK, our eyes are firmly fixed on the future with a clear vision to provide a sector-leading educational provision which values continuous professional development, a culture of

collaboration, reflective practice, and where colleagues are nurtured, supported and encouraged in their careers.

I look forward to meeting you and hope that you will want to join our wonderful community.

Yours ever,
Michael



AIMS, ETHOS & VISION

We provide boys and girls aged 3 to 18 with an excellent standard of teaching and individual care, offering them a broad range of opportunities to develop every aspect of their potential. Hereford Cathedral School culture produces well balanced, confident and considerate young adults ready for the wider world.

We seek:

- To meet pupils' academic and personal needs and to promote virtuous character and Christian values;
- To provide an environment in which pupils feel valued and learn to work collaboratively;
- To provide a balanced, innovative and challenging curriculum with a wide range of extra-curricular opportunities;
- To encourage pupils to achieve their academic potential and to foster a culture in which teaching and learning of high quality are given central priority;
- To ensure the highest quality of pastoral care, support and guidance; and
- To equip all pupils to thrive in a rapidly changing world.

As part of an ancient Cathedral foundation, and as a Choir School, which has the privilege of a Cathedral as its chapel, we are a Christian School in the Anglican tradition, although we welcome and value those of other denominations and faiths. Each pupil is encouraged to consider seriously and openly the Christian tradition within which the School is founded.

We believe that the best education is a partnership between school and family; we place great value on maintaining close, constructive communication with parents and seek to establish the education of each pupil as a joint endeavour. While the academic development of each pupil is a central objective of both the School and the parent body, we seek, through example and ethos, to prepare our pupils for life beyond school by developing certain attributes, dispositions and values. These include: self-discipline, diligence, acceptance of responsibility and challenge, regard for proper authority, honesty, courtesy, fairness, trustworthiness, loyalty, sensitivity to the needs and views of others, courage, and the capacity to look to the future.

Our aim is to fulfil our charitable status through service to the local community by support for Cathedral choristers, charitable fundraising, the loan of buildings and other services to the community. Through competitive fee levels and the award of choristerships, scholarships, and bursaries, the pupil body reflects a wide cross-section of the local population.





A BRIEF HISTORY

Hereford Cathedral School is one of the UK's oldest schools, most likely dating back to 676AD when the Diocese of Hereford was founded. This would make it the sixth oldest school in the country, originating as a song school attached to the Cathedral. The educating of the Cathedral choristers has continued unbroken to this day.

The School has always been situated in the beautiful Cathedral Close and has expanded significantly since the late 19th century from around 100 boys to its current total of around 750 pupils, with the introduction of girls from 1970. Boarding has always been an integral part of the School's history with School House, Number One and the Old Deanery all having been pupil accommodation at various times. In 2018, the School re-introduced boarding through the acquisition and opening of Wilmot House in How Caple, which is home to around 40 pupils from across the world.

The Cathedral Prep School was founded in 1898 and moved to its present site on Castle Street in 1925 before becoming Hereford Cathedral Junior School upon its acquisition in 1987 by the Hereford Cathedral School Foundation. Hereford Cathedral School has a long and venerable history, but its eyes are firmly fixed on the future as it prepares the current generation for the opportunities and challenges of the decades and centuries which lie ahead.

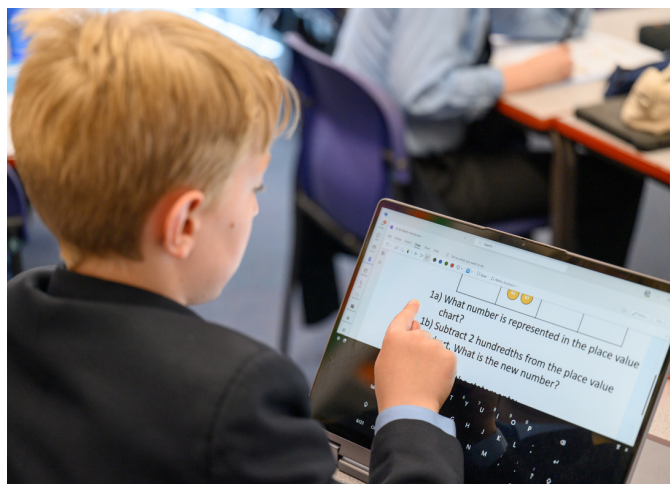




LIFE AT THE SCHOOL

We are very much a family school, catering for pupils from age 3 to 18. Many of our pupils have siblings at the school, and in some cases their parents were here too. Pupils and parents are very loyal and supportive of 'their' school. We have a reputation for outstanding pastoral care and as a result, pupils are remarkably tolerant and understanding of one another. It is important to us that every child is valued within our community. We seek to provide young people with the necessary skills and self-confidence to become well-rounded, balanced adults who will make a positive contribution to those around them.

As a Cathedral School we expect pupils and staff to be sympathetic to and supportive of our Christian ethos, although we welcome and value those of other faiths, too.





A BEAUTIFUL CITY, CULTURE AND A TASTE OF TRANQUIL COUNTRYSIDE

As a school we are fortunate to enjoy a position at the very heart of a fine cathedral city, at the centre of one of England's least spoiled counties.

Hereford and the county beyond – with a range of housing to suit all tastes and price brackets, and ready access to beautiful countryside – affords an enviable quality of life. The River Wye flows past our doorstep through the city down to the Forest of Dean, while the Brecon Beacons, the Malvern Hills, Hay-on-Wye, with its internationally acclaimed literary festival, and Ludlow, famous for its food festival, are all within easy commuting distance.

Hereford itself also offers a wide range of independent eateries and great places to eat and drink, including the award-winning, world-famous Beefy Boys. The city is home to The Courtyard Theatre, a vibrant arts venue hosting high-quality drama, music, dance and community events throughout the year. With an Odeon cinema and a modern shopping centre, there is plenty to enjoy and commuting is straightforward, with excellent transport links to London, Birmingham and Cardiff.

A city renowned for its wonderful music, Hereford was also home to the composer Elgar for a significant period in his life. The Cathedral and School play host to the Three Choirs Festival every three years, and everyday choral music of the very highest standard can be enjoyed at Evensong. For those with a more eclectic taste, the county is home to a host of talented musicians who regularly perform at venues and festivals across the region. It is little wonder that many people who have visited Hereford on holiday choose to settle in the area permanently.

Find out more about what Herefordshire has to offer on the [Visit Herefordshire](#) website.



JOB DESCRIPTION: KEY STAGE 2 TEACHER WITH SPECIALISM IN ENGLISH

Post title: KS2 Teacher

Location: Hereford Cathedral Junior School

Contract: Permanent

Hours/weeks: Full-time

Salary: Competitive

Start date: January 2027

Purpose of this job description:

Hereford Cathedral School considers this document as a “snapshot” of the job. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance.

The job description which follows is not exhaustive and may, occasionally, be reasonably amended by the Headmaster.

OPPORTUNITY

To provide high-quality teaching and learning for pupils in Key Stage 2, ensuring that all children make excellent academic and personal progress.

The successful candidate will be an enthusiastic, reflective and committed teacher who can create a stimulating, inclusive and purposeful learning environment. They will have a particular passion for English, with the knowledge and expertise to develop pupils’ reading, writing, speaking and listening skills and inspire a genuine love of language and literature.

The postholder will work collaboratively with colleagues to plan and deliver an ambitious, engaging and inclusive curriculum that meets the needs of all learners.

OUR OFFER

- Opportunity to join a wonderful team of people
- A beautiful place to work in the most idyllic settings
- A highly talented and supportive staff and governing body
- Competitive salary
- Access to our effective Professional Learning programme which includes our vision for ‘Cultures of Thinking’
- Free lunch provided in term time
- Enrichment opportunities through our exceptional extra-curricular opportunities
- And finally, the chance to work with outstanding students

REPORTING LINES

The post holder reports to the Deputy Head of the Junior School.

THE ROLE:KS2 TEACHER

FROM JANUARY 2027

Key Responsibilities

Teaching and Learning

- Plan and deliver consistently high-quality lessons in accordance with the school's curriculum framework.
- Set high expectations for pupil achievement, behaviour, presentation and personal development.
- Use a range of effective teaching strategies to engage, challenge and support pupils.
- Adapt teaching to meet the needs of pupils with differing abilities, including pupils with SEND and those working above age-related expectations.
- Monitor and assess pupil progress regularly and use assessment information to inform future planning and teaching.
- Provide constructive and timely feedback that enables pupils to understand how to improve.
- Promote independence, resilience, curiosity and a positive attitude towards learning.
- Maintain a stimulating, well-organised and inclusive classroom environment.

English Specialism

- Demonstrate strong subject knowledge across the Primary age English curriculum.
- Inspire pupils through high-quality texts, reading experiences and opportunities for writing.
- Develop pupils' reading fluency, comprehension, vocabulary and critical thinking.
- Provide purposeful opportunities for pupils to write for a range of audiences and purposes.
- Develop pupils' grammar, punctuation, spelling and spoken language.
- Promote a strong culture of reading for pleasure across the classroom and wider school.
- Support colleagues in developing effective English teaching where appropriate.
- Contribute to the development and evaluation of the school's English curriculum and resources.

Assessment and Progress

- Maintain accurate records of pupil attainment and progress.
- Use formative and summative assessment effectively to identify gaps and inform intervention.
- Set challenging but achievable targets for pupils.
- Contribute to moderation and assessment activities.
- Communicate pupils' progress effectively to parents/carers and colleagues.

Inclusion and Pastoral Care

- Establish positive relationships with pupils based on mutual respect and high expectations.
- Ensure that all pupils feel valued, included and supported.
- Identify and respond appropriately to pupils' academic, social and emotional needs.
- Work closely with the SENCO, pastoral staff and external professionals where appropriate.
- Promote equality, diversity and inclusion throughout school life.

Professional Responsibilities

- Work collaboratively as part of the teaching team and wider school community.
- Contribute positively to staff meetings, professional development and school improvement activities.
- Maintain effective communication with parents and carers.

THE ROLE CONTINUED:

- Participate in school events, enrichment activities and wider curriculum opportunities.
- Engage in continuing professional development and reflect on professional practice.
- Uphold the school's policies, values and ethos at all times.
- Carry out duties in accordance with relevant statutory requirements, including safeguarding and health and safety.

Whole School Responsibilities:

- To attend, and participate in as required, general school functions, meetings, cultural and social events, including those held out of school hours during term time
- Safeguard and promote the general well-being of pupils and to be a role model for pupils at all times
- Attend CPD sessions such as BSA or BAISIS training for certificates in Boarding
- To adhere to all the School's Policies
- You may also be required to undertake such other comparable duties as the School requires from time to time

It is not possible to present a definitive list of responsibilities as the role will be developed around the skills and experiences of the successful candidate and will be subject to periodic review.

SAFEGUARDING & PROTECTION OF CHILDREN AND YOUNG PEOPLE

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent them from working with children. Staff must inform the school if they are subject to criminal investigations or convicted while in the employment of the School.

HEALTH & SAFETY

As an employee you are expected to:

- Take reasonable care of your own health and safety
- Take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don't do in the course of your work
- Co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies
- Not interfere with or misuse anything that's been provided for your health, safety or welfare
- Report any injuries, strains or illnesses you suffer as a result of doing your job
- Tell your employer if something happens that might affect your ability to work (e.g. becoming pregnant or suffering an injury)
- If you drive or operate machinery, to tell your employer if you take medication that makes you drowsy

PERSON SPECIFICATION		
	Essential Criteria	Desirable Criteria
Qualifications	• Qualified Teacher Status (QTS) or equivalent.	
Experience and Knowledge	• Experience teaching primary-aged pupils (ideally Key Stage 2).	• Understanding of high-quality pedagogy and deeper learning approaches.
Skills and Abilities	• Strong classroom management and organisational skills. • Commitment to pastoral care and holistic education.	• Excellent interpersonal and communication skills. • Interest in enrichment activities such as music, sport, outdoor learning, or the arts.

Continued overleaf

PERSON SPECIFICATION		
	Essential Criteria	Desirable Criteria
Aptitude	• Good judgement in dealing with pastoral and discipline issues • Naturally demonstrates a 'can do' helpful attitude • Reliability and integrity • Commitment, honesty and dedication • Shares the School's values and vision and committed to the School's vision for learning experience and outcomes for pupils	
Safeguarding Children, Young People and Vulnerable Adults	• Understands their role in the context of safeguarding children, young people and vulnerable adults • Ability to form and maintain appropriate relationships and personal boundaries with children and young people	
Equal Opportunities	• Understanding of the requirements of Equality and Diversity	

HOW TO APPLY

An application form and information pack may be downloaded from the school website:
www.herefordcs.com/about/work-at-hcs/

Completed applications should be accompanied by a covering letter and sent to Mrs Cath Knowles, Hereford Cathedral School, Old Deanery, The Cathedral Close, Hereford HR1 2NG or to recruitment@herefordcs.com

The closing date for applications is **9am on 28 September 2026**

The School is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references and other safer recruitment checks. Further information on the School's safeguarding can be found on the school website.

Hereford Cathedral School is committed to being an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

The School retains the right to interview suitable applicants and appoint before the deadline.

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