



RAINEY ENDOWED SCHOOL

Teacher of English

PERMANENT FULL TIME

**(commencing September 2026 or
as soon as possible thereafter)**



Principal's Message



Thank you for your interest in being our new English Teacher at Rainey Endowed School.

Rainey Endowed is a wonderful school where our pupils are not only academically successful but develop individually as successful learners, confident individuals and responsible citizens.

Our academic outcomes place us frequently in the top 10 Northern Ireland Grammar and top 50 UK state schools. However, our school is much more than just about results.

Relationships between staff and pupils and parents are excellent. Our staff work extremely hard to deliver wrap-around pastoral care and outstanding teaching and learning; it is this commitment to pastoral and academic fusion that defines what we are: a school committed to excellence where our pupils are at the centre of everything that we do, and who are encouraged to be the best version of themselves and succeed.

We aim to equip our young people with life skills and key values of respect, resilience and responsibility, ensuring that they enjoy a positive and enriching school experience that prepares them for happy and successful lives at school and in their future career.

In keeping with our founder, Hugh Rainey's vision, we are proud of our pupils. Pupils are encouraged to participate in a wide range of extra-curricular activities including choir, orchestra, hockey, rugby, football, swimming, golf, athletics, netball and gymnastics. This is strengthened further by a wide offering of lunchtime clubs for pupils to participate in: chess, debating, craft, and cookery among many others. We encourage and embrace pupil leadership, whether it be as a well-being or autism ambassador, or as a subject mentor, a member of the school community group, a pastoral mentor or a member of the Heads of School and sixth form committees.

Rainey Endowed School is diverse, well balanced and a genuinely nice place to work. However, we are ambitious and are dedicated to continuous improvement to maintain the highest standards for the benefit of our entire school community. Above all, Rainey Endowed School is a caring school: we care for our pupils, for one another, for our school and community.

We are proud of all that we do but know that we can still get better, by encouraging each other to be first class versions of ourselves and succeed.

I look forward to meeting you!

Best regards,

A handwritten signature in black ink, appearing to read 'D M McCullough'.

Mr D M McCullough
Principal

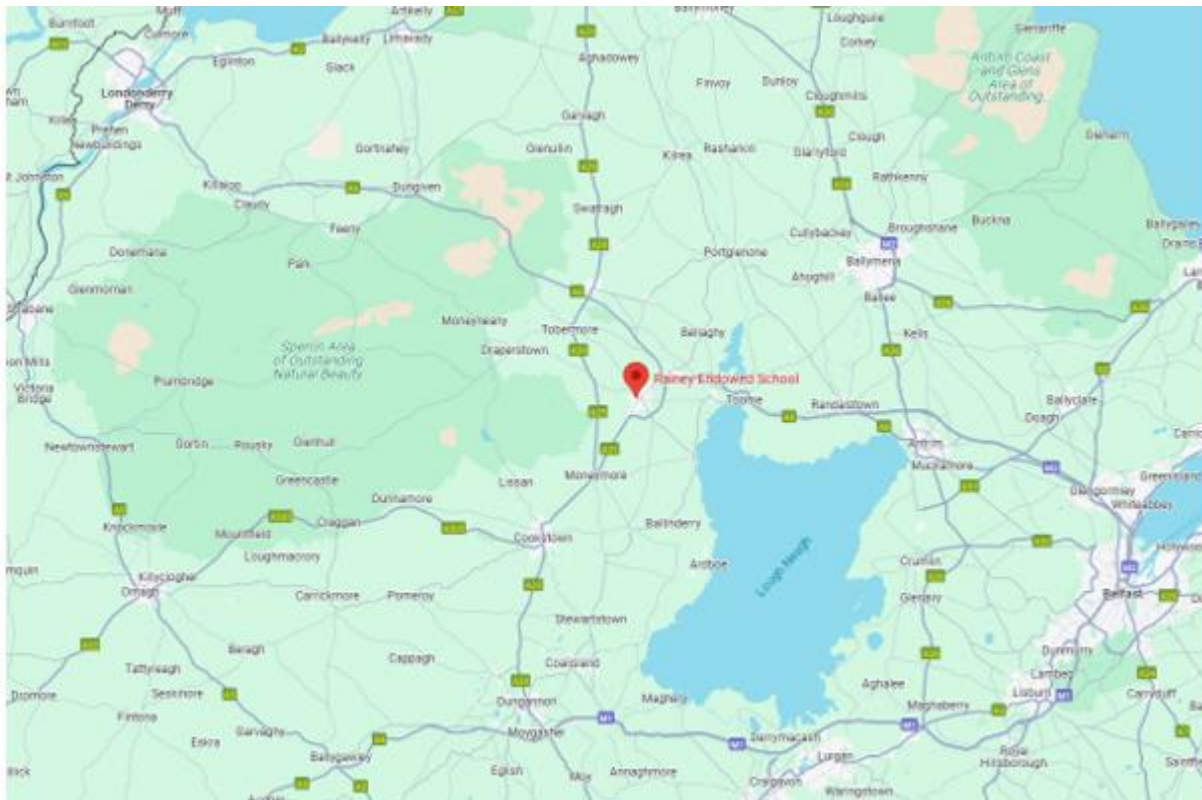
Benefits of working at Rainey Endowed School

The opportunity to:

- Work in a high performing school that is extremely well regarded for all of its positive work within the wider community and beyond
- Teach respectful, bright and positive pupils with supportive parents
- Shape and contribute to a forward thinking supportive and motivated community
- Be involved in the wide-ranging extra-curricular activities, enrichment and pupil leadership programmes

Benefits include:

- Comprehensive induction programme and continuing professional development opportunities
- An excellent working environment with a staff laptop and dedicated IT support and training
- Medical/healthcare package
- Well-being activities
- Access to a private and confidential staff counselling service
- Active staffing committee
- Membership of staff fitness centre
- Career progression opportunities



RAINEY ENDOWED SCHOOL

Job Title	Teacher of English
Allowance	n/a
Department	English
Location	Rainey Endowed School
Line Manager	Head of English and English Literature
Coordination of	n/a
Working time	Full time as specified within the Teachers' pay and conditions

School Mission Statement:

Rainey Endowed School (RES) is a caring school, committed to excellence in all areas of its service to the local community and desires to educate its pupils to be global citizens of the 21st Century.

In connection with all staff, the Teacher of English will play a vital role in supporting our pupils to become: Successful Learners, Confident Individuals and Responsible Citizens

Closing date: Friday 14th August 2026

Applications: via school website <https://raineyendowed.com/job-vacancies/>

Teacher of English to A Level

Rainey Endowed School is seeking a passionate and innovative permanent English teacher to join our thriving department. The successful candidate will inspire and challenge pupils from Key Stage 3 through to A Level. We are looking for someone who can spark curiosity, promote independent thinking and foster collaboration in the classroom.

We welcome applications from both experienced teachers and newly qualified teachers who are committed to delivering high quality teaching, contributing positively to the wider life of the school.

Salary: Appropriate point on the Main Pay Scale for a qualified teacher.

Job Description

In addition to the professional duties of a teacher as outlined in the *Teachers' (Terms and Conditions of Service) Regulations (Northern Ireland) 1987*, the successful candidate will be expected to:

- Be responsible to the Head of Department and work collaboratively as part of the department
- Contribute to the effective running and development of the department
- Deliver high-quality teaching of English and English Literature up to A Level, inspiring curiosity and critical thinking
- Undertake pastoral responsibilities as a Form Tutor
- Share in supervisory duties undertaken by all members of staff
- Contribute to the extra-curricular life of the school
- Undertake such duties as may reasonably be assigned by the Principal from time to time

Personnel Specification

Essential Criteria

Applicants must meet the following by 1 September 2026:

1. Recognised teacher status to teach in an 11–19 school (completion of a PGCE in 2026 will be accepted)
2. An Honours degree in English (minimum 2:2)
3. Ability to deliver high-quality teaching of English to A Level
4. Competence in the use of ICT and its application to the teaching of English
5. Evidence of effective teamwork, communication, and interpersonal skills

Desirable Criteria

1. An Honours Degree at 2:1 or above
2. Recent experience of teaching English at A Level
3. Recent experience of teaching English at GCSE
4. Recent experience of teaching English at Key Stage 3
5. Willingness and ability to contribute to the wider extra-curricular life of the school

Both the application form and interview will assess the criteria outlined above.

Applicants will be required to deliver a 20 minute lesson as part of the interview process. Further details will be provided to shortlisted candidates.

	Criteria	Essential	Desirable			
				A*	I*	O*
Knowledge & Skills	Excellent classroom practitioner	✓		✓		✓
	Highly competent user of ICT	✓		✓		✓
	Excellent subject knowledge	✓		✓	✓	✓
	Outstanding classroom management skills and rapport with pupils	✓		✓		✓
	Excellent communication and inter-personal skills	✓			✓	✓
	Ability to act as a role model for students and staff, being professional and respectful in your dealings in the school community	✓			✓	
	Ability to seek areas for improvement and to successfully implement change	✓		✓	✓	
	Ability to monitor, review and evaluate the work of the school against current ETI criteria	✓		✓	✓	
	Ability to interpret data and communicate the significance of data to staff, students and parents	✓		✓	✓	
	Ability to work well under pressure and meet deadlines	✓		✓	✓	
	Have a strong understanding and commitment to Child Protection, safeguarding matters and the welfare of young people	✓		✓	✓	
	Recent relevant in-service training in leadership and management		✓	✓	✓	

Qualifications	A good standard of general education including GCSEs in English and Mathematics	✓		✓		
	First or Second-Class Honours Degree in English		✓	✓		
	Qualified Teacher Status	✓		✓		
	Post Graduate qualification related to teaching and/or leadership and management e.g. MA Education		✓	✓		
Experience	Have high personal and professional standards and well-developed pastoral skills and instincts	✓			✓	
	Evidence of raising levels of achievement, in value-added terms, as demonstrated by results at Key Stage 4 and 5		✓	✓	✓	
	Successful experience of coaching and supporting others		✓	✓	✓	
	Evidence of high achievement in teaching and learning across key stages	✓		✓	✓	
	Evidence of continually improving the teaching and learning of specialist subject	✓		✓		
	Evidence of monitoring and tracking of student progress	✓		✓	✓	
	Use of assessment and attainment information to improve practice and raise standards	✓		✓	✓	
	Evidence of successfully leading a team and/or a development within a team		✓	✓		
	Experience of primary liaison work		✓	✓		
	Ability to plan and resource effective interventions to meet curricular objectives	✓		✓	✓	
Attitude & Personal Qualities	Flexible, motivated, able to work unsupervised and have an ability to deal with unpredictable situations	✓			✓	
	Strong, ongoing commitment to developing own knowledge, skills and understanding as an educator including effective use of professional development	✓		✓	✓	
	Reflective practitioner who actively seeks opportunities to continually develop own practice	✓		✓	✓	
	Self-motivated with exceptional organisational and planning skills	✓		✓		
	Tact, discretion and listens whilst maintaining confidentiality	✓			✓	
	Willingness to take part in the wider life of the school	✓		✓	✓	
	Ability to form and maintain positive relationships whilst maintaining personal boundaries with children and young people	✓			✓	
	Emotional resilience in working with challenging behaviours and attitudes; appropriate use of authority to maintain good discipline	✓			✓	
	Ability to demonstrate an awareness of equality and diversity and to promote these through working practices	✓		✓	✓	
	Ability to work flexibility and outside of normal school hours	✓			✓	

*A- Application, I- Interview, O- Observation

Posts involving work in educational institutions are subject to the provisions of the **Protection of Children and Vulnerable Adults (Northern Ireland) Order 2003**.

Successful applicants must be registered with the General Teaching Council for Northern Ireland (GTCNI) before taking up post.

The Board of Governors of Rainey Endowed School reserves the right to:

- enhance any or all of the essential or desirable criteria;
- apply any or all of the desirable criteria at shortlisting stage;
- or not make an appointment.

The Board of Governors will also pay careful attention to the quality of written communication in applications.

Closing Date:

Applications must be received no later than 10.00 am on Friday 14th August 2026.

How to Apply

To apply for this position, please submit a completed application form, available on the school website using the link below: <https://raineyendowed.com/job-vacancies/>