

Trust Principal: Mr J Whitcombe MA  
Email: [contact@swaleacademiestrust.org.uk](mailto:contact@swaleacademiestrust.org.uk)  
Web: [swaleacademiestrust.org.uk](http://swaleacademiestrust.org.uk)  
Tel: 01795 426091  
Fax: 01795 476232

Ashdown House  
Johnson Road  
Sittingbourne  
Kent  
ME10 1JS

SC/SRR/WSS

January 2019

Dear Applicant

***Teacher of English***

Thank you for expressing an interest in this post. I hope you will take a look at our website at [www.westlands.org.uk](http://www.westlands.org.uk) and take the time to consider the information enclosed with this letter.

Westlands School is outstanding. We have received this judgement from OFSTED on our previous two inspections, the most recent being in October 2012, when we achieved outstanding judgements for every category. However we are not content to sit back and maintain our position. We wish to improve further. At the heart of our desire to improve is a relentless drive to ensure that pupils make exceptional levels of progress in core subjects. There is nothing more important at Westlands than standards in English, mathematics and science. However, our curriculum is vast, and offering courses to suit pupils of all abilities is one of the reasons for our success.

To achieve our aim we place the recruitment, retention and professional development of English, mathematics and science teachers as a top priority. We therefore seek well-qualified, highly skilled, and enthusiastic teachers, who have the highest of expectations of both themselves and the pupils in their classes. We want teachers who enjoy working with young people of all abilities and differing needs.

If you became part of our team I believe we could offer you a number of benefits. Firstly, you would become part of something successful. Secondly, we can offer an exceptional package of professional development, ranging from an acclaimed NQT induction programme, training through the nationally recognised Improving and Outstanding Teacher Programmes, a subsidised Masters Degree, the NPQML, and support for aspiring heads to obtain the NPQH qualification

We want to appoint teachers of the highest calibre and realise that we also have to offer a competitive package. Additionally, therefore, we offer enhancements of up to £5,000 on an annual basis for English, mathematics and science.

Finally, you would be employed by Swale Academies Trust, of which Westlands School was the original sponsor academy. The trust has schools in Kent and Sussex and will grow further. This means that there are opportunities for teaching jobs and professional development in other schools.

We need to recruit a teacher with a proven track record of ensuring that pupils make at least good/outstanding levels of progress on a consistent basis. The position would suit someone who already has teaching experience, or an NQT looking for their first position.

Westlands School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check.

As a school dedicated to the principle of equal opportunities we aim to ensure that staff recruitment is fair and open to all regardless of age, social class, disability, religion, ethnic origin or sexual orientation within the context of a detailed person specification.

We would have high expectations of you as a teacher, but I can assure you that the rewards are significant. If you wish to apply you should send a fully completed application form and covering letter to me as soon as possible. I look forward to receiving your application.

Yours sincerely



Mr S Cox  
Headteacher  
Westlands School