

gateways

because there's more
than one way to be educated



Recruitment pack English Teacher (Freelance)



...a place of healing where every student is respected, recognised and accepted, so they have an equal opportunity to become who they deserve to be.

About Gateways

Gateways is an alternative education provider that exists to support the countless young people today, between the ages of 14-25, who are or have struggled to remain in mainstream education due to social, emotional, mental health challenges.

We believe that every young person should have the same opportunity to progress and thrive, regardless of the challenges they face. Gateways delivers a broad curriculum, academic and vocational, that caters for the interests, abilities and specific needs of each young person that attends. We aim to prepare them for a life beyond education.



1.7m

young people persistently missed school in 2024... an alarming

800,000

increase since pre-pandemic

What has been achieved over the last year

The Gateways programme launched in 2014 and is the only provider of its kind in the UK Jewish community.

125 admission enquiries

were received last year from distressed parents, carers and refereeing organisations.



23 partnerships with referring organisations, schools, local authorities and other charities too.



76 students

all of whom had previously been persistently absent from school, have attended weekly lessons in our new purpose built home in Hendon.



636 therapy hours were delivered in, including art therapy, set in purposefully designed rooms



12 subjects

on offer, including Maths, English, Science, Life Skills, Hair and Beauty, Cooking, Gym Instruction, Art and IT.



91% average attendance rate compared to a prior mainstream schools average of 34%

15 students graduated from Gateways in July 2024, starting careers, apprenticeships and moving onto further education.

100% pass-rate seen in August 2024 for all vocational qualifications taken

91% pass-rate seen in August 2024 for GCSEs and Functional Skill Certificates



A message from Laurence Field

Founder & CEO

When I founded Gateways in 2014, I never anticipated the profound impact it would have on so many lives. Over the years, I have been continually inspired by the resilience and determination of our students as they overcome challenges to receive the education they truly deserve.

It is this powerful impact that drives me to expand Gateways further. I am more committed than ever to ensuring that we can reach and support anyone in need, helping them lead fulfilling and productive lives. With the increasing demand for our services, we are keen to continue to grow and develop our service to help even more young people.

For Gateways to continue to thrive and flourish, we need the support of a dedicated and passionate team. That's why we are seeking someone special for the role of English teacher. Your contribution will be pivotal in shaping the future of Gateways.

Thank you for considering making an application for the role of English teacher.

Laurence

Laurence
CEO, Gateways



English Teacher (Freelance)

Job description



JOB TITLE:	English Teacher (Freelance)
SALARY:	£45 per hour
DAYS & HOURS:	Monday, Tuesday and Wednesday - 9:30am - 3:00pm (5 hours 30 mins a day)
START DATE:	Monday 23rd February
LOCATION:	Hendon, NW4
REPORTING TO:	Director of Education

Planning and preparation

- Plan and prepare lessons in order to deliver engaging, informative and participative lessons, ensuring effective breadth and balance is delivered
- Design and implement an individualised learning programme for each student
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Identify clear teaching objectives and learning outcomes for each student, with clear expectations, appropriate challenge and a sense of achievement
- Identify & adopt the most effective approaches for students with a variety of different needs

Teaching and learning

- Deliver lessons face-to-face and online
- Prepare students for exams in either GCSE English Language/Literature, Functional Skills or Entry Level qualifications
- Support the learning of English in a way which re-engages learners, taking into account their own interests
- Work with the exams officer to ensure students are registered for the appropriate qualifications
- Work with the SENCO to ensure lessons are appropriate for the ability of each student.
- Act as a 'listener' and mentor where appropriate
- Consult with the head of pastoral care regularly, discussing any safeguarding concerns that arise and acting on any agreed decisions
- Be flexible and responsive to the demands of the environment including unpredictable events, deadlines, and frequent interruptions
- Be able to teach at all levels including Entry level, Functional skills & GCSE

Additional information

- You will be required to attend a termly staff meeting (paid) and a once-a-year parents evening (paid)

Person specification

Qualifications

- Degree level education, with QTS
- Experienced teacher with English specialism preferred
- Satisfactory enhanced Disclosure & Barring Service (DBS) clearance

Skills/Knowledge

- Good understanding of the educational needs of children who may have mental health problems (e.g. anxiety, depression, PTSD), school-related anxieties or refusal, SEN, extremely low academic confidence and self-esteem, and to adjust teaching strategies to meet individual student needs
- Effective and empathetic student support skills
- Good written and verbal communication skills

Qualities

- Innovative and creative
- Ability to show initiative
- Resilient
- Flexible and with the ability to 'think on your feet'
- Excellent communicator who works well in a team

Experience

- Teaching small groups or one-to-one experience preferred
- Previous employment teaching students who have experienced trauma or mental health difficulties preferred

How to Apply

To apply for the role of English Teacher, please [click here](#).

If you would like to find out more information about this role, please feel free to email the CEO for more information at laurence@gateways.org.uk.

Deadline for applications: **Friday 30th January 2026**

Interviews will take place: **W/C 2nd February 2026**

All Candidates invited to interview will be required to bring the following documentation:

- An original identification document (e.g. passport or driving license)
- If applicable, proof of eligibility to work/reside in the UK
- Documents confirming educational and professional qualifications.

Please see our Safer Recruitment, Selection and Disclosure Policy here:

<https://gateways.org.uk/wp-content/uploads/2024/05/Gateways-Safer-Recruitment-Selection-and-Disclosure-Policy-May-2024.pdf>

Gateways is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Any candidate wishing to seek additional information should contact:

Gateways Edgeworth Close London NW4 4HJ

T: 020 8183 0164 **E:** info@gateways.org.uk www.gateways.org.uk

CEO & Founder: Laurence Field

Trustees: Ruth Green (Chair), Julia Alberga, Nicki Cohen, Dr. Andrew Hope,
Mark Hurst, Sami Miller, Sam Sanders, Aviva Steinberg

Honorary President: Prof. David S Latchman CBE