



Education  
Partnership  
Trust

High Expectations • Commitment • Ambition

# Candidate Information Pack

English Teacher

Pleckgate High School



## A message from the Headteacher

*"Pupils at this school are strongly supported to develop aspirational goals for their future lives. They thrive in a well-established culture of high academic expectations".*

**Ofsted 2024**

Thank you for expressing an interest in the position of teacher of English at Pleckgate High School.

This is a special opportunity for a well-qualified teacher of English who is committed to the highest standards of teaching and learning to join Pleckgate High School as part of our successful English department.

Applicants should have a good degree in English Language or Literature and be able to teach GCSE English confidently to pupils aspiring to achieve grade 9. We would also welcome candidates who are interested in leading extra-curricular activities in spoken language, spelling bee competitions, poetry, drama and theatrical productions.

We welcome applications from graduates, ECTs and experienced teachers. If a graduate or ECT were appointed to the post, a high level of structured support and guidance (meeting statutory requirements) would be provided to ensure progression towards the successful completion of their training or induction period. We pride ourselves on the level of support and care given to teachers in the early stages of their careers.

The English Department is a thriving, highly effective team, currently consisting of eleven dedicated and well-qualified teachers who enthusiastically collaborate, regularly sharing innovative teaching ideas and engaging resources. The department prides itself on a clear commitment to high-quality teaching and learning, expert knowledge of English pedagogy, and securing outstanding outcomes for all pupils. Staff are actively encouraged to reflect, review, and refine their teaching practice through structured and purposeful professional development opportunities.

At Key Stage Three, pupils follow an ambitious, well-sequenced, thematic curriculum, thoughtfully designed by passionate English leaders specifically for Pleckgate pupils. The KS3 curriculum inspires a love of literature, develops pupils' reading, writing, and spoken language skills, and promotes an understanding of genre, language techniques, and context. Pupils explore a diverse and stimulating range of fiction and non-fiction texts, both pre- and post-19th century, enabling them to engage thoughtfully with significant topics such as identity, injustice, the environment, and conflict. This enriching experience fosters enthusiasm and ensures a smooth transition into Key Stage Four.

At Key Stage Four, pupils follow the AQA specification for Literature, studying GCSE texts including *Macbeth*, *An Inspector Calls*, *A Christmas Carol*, and a collection of poems exploring Power and Conflict. Through careful study of these texts, pupils are thoughtfully introduced to essential themes such as morality, social responsibility, power, and gender, providing them with strong foundations

for GCSE success and future academic pursuits. Pupils also excel through the Eduqas English Language specification. As a result, pupils thoroughly enjoy English and consistently achieve exceptional outcomes.

Pupils are further encouraged to deepen their passion for the subject by participating in our extracurricular opportunities, including theatre trips, reading groups, creative writing and poetry clubs, and dynamic involvement in theatre productions, all of which enhance pupils' enjoyment and love of English.

Pleckgate High School is a large secondary school, part of Education Partnership Trust (EPT), situated on the northern outskirts of Blackburn with Darwen. Our school community is made up of 1350 pupils and 180 staff with excellent facilities to benefit both the school and local community. Pleckgate High School is a thriving multicultural community that places the best interests of young people at the heart of everything we do. We were delighted to be judged as 'Outstanding' in all areas by Ofsted in June 2024. A copy of our full report is available from the school website.

We are an ambitious school with high expectations for ourselves and our pupils. We are committed to providing excellent teaching and learning and we want all our pupils to be safe, happy and successful. In our Ofsted report in June 2024, our school was described as offering a "harmonious and supportive environment. Pupils learn the importance of being kind and respectful towards others". Every pupil at Pleckgate is encouraged to have ambitious goals and to work hard.

We are proud of our achievements – our ambitious curriculum, our examination success, opportunities for pupils' personal development, our charity work and our community involvement. We are significantly oversubscribed and pupils achieve positive outcomes at Pleckgate.

We are a dedicated team of staff who work together to help pupils be successful and confident. We also offer opportunities for staff with an excellent professional development programme tailored to meet each member of staff's aspirations and ambition.

To apply for this post, please follow the instructions on the 'Vacancies' page on our website. For visits to the school or any other information, please contact [mwade@pleckgate.com](mailto:mwade@pleckgate.com).



**Aishling McGinty**  
Headteacher



**Education  
Partnership  
Trust**



I am delighted that you are considering a role within the EPT. The EPT was established in 2012 as a high performing multi academy trust and approved academy sponsor, that delivers the very best educational experience for our pupils within an ethos of collaboration and excellence.

The reduction of workload and the wellbeing of our colleagues are key priorities with Wellbeing Champions in each school and a designated trust lead.

Wishing you all the best with your application.



**Sharon Roscoe**  
Chief Executive

## Our Vision

Creating outstanding schools which transform learning, lives and communities

## Our Values

### **High Expectations**

of ourselves, our pupils and our school community

### **Commitment**

we are dedicated to raising standards and improving opportunities

### **Ambition**

we constantly strive to improve by setting ourselves challenging goals

## Job Advertisement

# English Teacher

**Start Date:** 1st September 2025 (Full time)  
**Salary:** MPS/UPS + Welcome Bonus £2000  
**Applications from ECT's are welcome**

Pleckgate High School wishes to appoint a hardworking, enthusiastic, and committed teacher of English. The successful candidate should be able to deliver excellence in the classroom, providing innovative and inspirational teaching and learning, and demonstrate genuine passion for pupils' learning and enjoyment of English. They will have strong, secure subject knowledge alongside a clear enthusiasm for literature, language, and the power of English to inspire and motivate pupils.

## The Job

- To successfully plan and teach the English curriculum to an excellent standard so that pupils develop a love of English and literature.
- To demonstrate secure subject knowledge and a clear understanding of current developments in the teaching of English.
- To monitor and effectively support the overall progress and development of pupils, adapting teaching strategies to meet individual learning needs.
- To effectively assess through excellent formative and summative strategies so that all pupils are successfully acquiring and retaining the most important knowledge and skills.
- To facilitate and encourage engaging learning experience which provides pupils with the opportunity to achieve their individual potential in English
- To contribute to raising standards of pupil attainment in English
- To actively promote a culture of reading for pleasure, inspiring pupils to become enthusiastic, confident and independent readers.
- To make a positive contribution to the success of the department and ensure the English department is a high-profile department in school

## What are the job requirements?

- Qualified Teacher Status
- Qualified to at least Degree Level
- Experience of teaching preferred subject throughout the Key Stages
- Ability to deliver consistently high-quality lessons to pupils of all ages and abilities.
- Knowledge of the requirements of the new National Curriculum in the subject.



**Amongst the many benefits of working within the Trust you will receive:**

- Healthcare cash back plan provided free by the Trust includes optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more.
- Employee Assistance Programme.
- Cycle to work scheme.
- Electric Car Scheme (Salary Sacrifice)
- Access to Teachers' pension scheme.
- Free parking
- Training and development opportunities
- Personal development and promotion opportunities across the Trust
- Trust wide focus on staff wellbeing
- Trust wide Intranet to share knowledge and resources

**Closing date: Friday 25th April 2025**

**Interview date: To be confirmed**

**Safeguarding**

The Education Partnership Trust is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment.

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed.

Education Partnership Trust is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

Incomplete application forms will not be shortlisted, if you need to discuss a reason for being unable to complete a section, please contact the recruitment team [HR@ept-uk.com](mailto:HR@ept-uk.com).

Applications for this exciting post are to be made through <https://ept.face-ed.co.uk/vacancies>

## Job Description

# English Teacher

**Reports to:** Head of Department  
**Grade:** MPS/UPS + Welcome Bonus £2000  
Applications from ECT's are welcome

### The successful candidate will

- be a well-qualified English specialist
- have experience of designing engaging learning opportunities which promote excellent English understanding
- have an excellent understanding of how to assess pupils' progress and make adaptations to the learning experience to allow all pupils to be successful
- be able to demonstrate skills to support learners that struggle with aspects of English
- be passionate about the teaching of English and knowledgeable of English pedagogy
- to contribute to the continuous development of the curriculum that is responsive to the needs of pupils in our school
- to actively promote a culture of reading for pleasure, inspiring pupils to become enthusiastic, confident and independent readers.
- to contribute to departmental CPD in order that all pupils receive a consistent, high quality teaching experience in the department

### Areas of Responsibility

#### Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area.
- To contribute to the subject area's Development Plan and its implementation.
- To attend all appropriate meetings.
- To plan and prepare courses and lessons.
- To contribute to the whole Academy's planning activities

#### Curriculum Provision

- To assist the Subject Leader to ensure that the curriculum area provides a range of teaching which complements the Academy's Strategic Objectives.

## **ROLE OF SECONDARY SUBJECT TEACHER**

### **Staff Development**

- To take part in the Academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy.

### **Quality Assurance**

- To help to implement Academy quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy.

### **Management of Information**

- To maintain appropriate records and to provide relevant accurate and up-to-date information for Management Information Systems (MIS), registers etc.
- To complete the relevant documentation to assist in the tracking of pupils.
- To track pupil progress and use information to inform teaching and learning

### **Communications**

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the Academy.
- To follow agreed policies for communications in the Academy.

### **Management of Resources**

- To contribute to the process of the ordering and allocation of equipment and materials.



- To assist the Subject Co-ordinator to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, subject area and the pupils.

### **Pastoral System**

- To be a form tutor to an assigned group of pupils.
- To promote the general progress and well-being of individual pupils and of the form tutor group as a whole.
- To liaise with the Subject Leader to ensure the implementation of the Academy's Pastoral System.
- To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required.
- To contribute to the preparation of Action Plans and progress files and other reports
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of pupils and with persons or bodies outside the Academy concerned with the welfare of individual pupils, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship and enterprise according to Academy policy.
- To apply the Behaviour Management systems so that effective learning can take place

### **Teaching**

- To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in the Academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience of pupils.
- To undertake a designated programme of teaching.
- To ensure a high-quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.

- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, the subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

### **Other Specific Duties**

- To continue personal development as agreed at appraisal.
- To engage actively in the performance review process.
- To address the appraisal targets set by the line manager each Autumn Term.
- To undertake any other duty as specified by the School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and pupils to follow this example.
- To support the Academy in meeting its legal requirements for worship.
- To actively promote the Academy's policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code

### **Note**

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be changed at management's discretion in the future. As a general term of employment, the Trust may affect any necessary change in job content or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration and status.

As a term of your contract of employment, the Trust reserves the right to vary your hours of work and require you to work outside the range of your "typical working arrangements" specified in your Statement of Particulars. The Trust reserves the right at its discretion to affect this condition of your employment. Should this be necessary you will be given reasonable notice of any proposed changes.

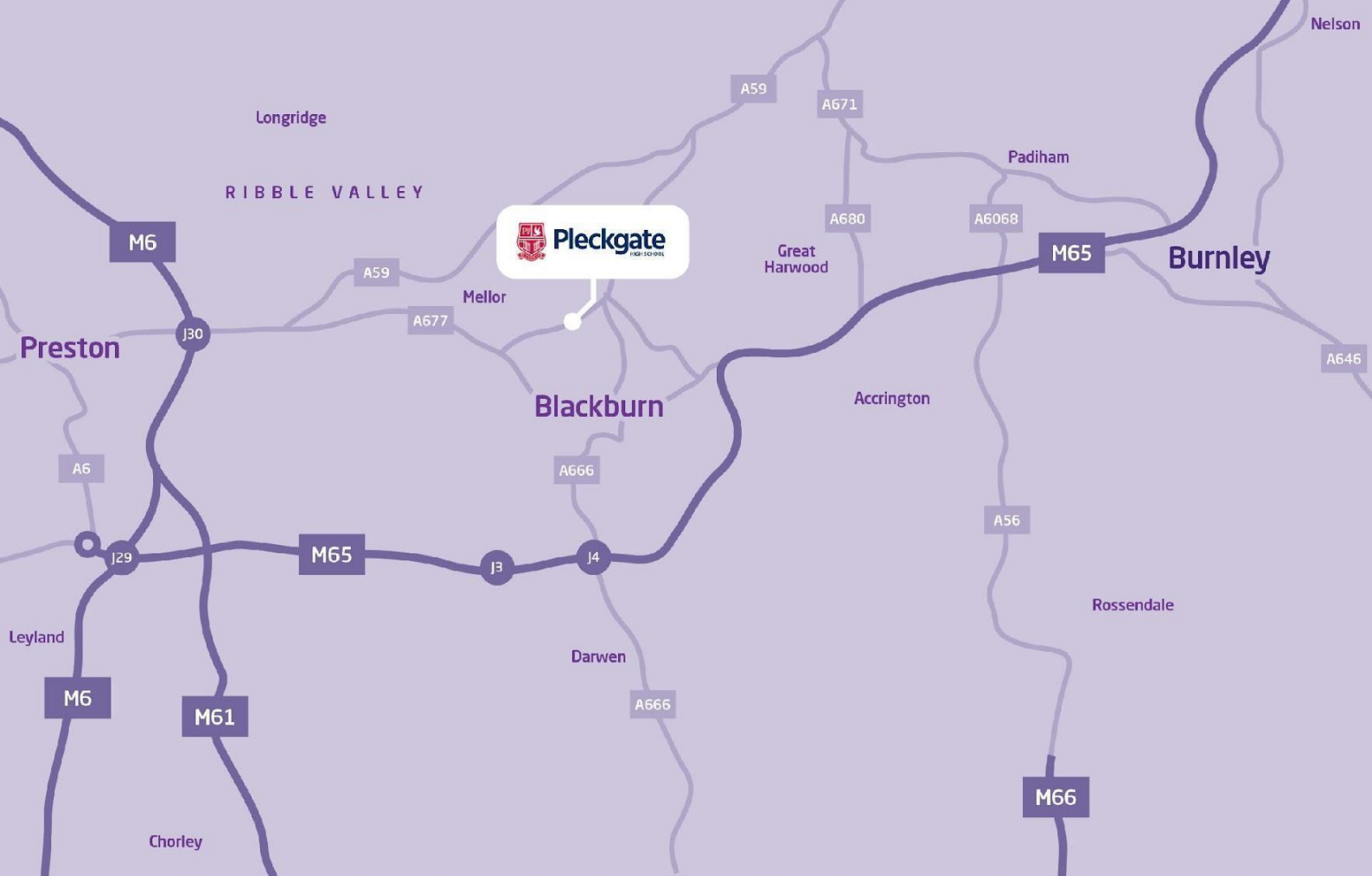
## Person Specification

# English Teacher

**Reports to:** Head of Department  
**Grade:** MPS/UPS + Welcome Bonus £2000  
 Applications from ECT's are welcome

No	CATEGORIES	Essential/ Desirable
<b>CORE BELIEFS</b>		
1.	Exceptional focus on high quality teaching and learning for all pupils	<b>E</b>
2.	A commitment to establishing and maintaining high quality relationships with children, school staff, parents, carers and the wider community to support pupils in being successful at school	<b>E</b>
3.	Committed to team work and working collaboratively with colleagues to achieve the best outcomes for pupils.	<b>E</b>
4.	Positive commitment and impact on the department and the school's areas for improvement and development	<b>E</b>
5.	A commitment to the safeguarding and welfare of all pupils.	<b>E</b>
<b>QUALIFICATIONS AND TRAINING</b>		
6.	Qualified to at least degree level in a English related subject (at least 2:1 classification)	<b>E</b>
7.	Qualified teacher status	<b>E</b>
8.	Evidence of relevant CPD relating to the successful delivery of teaching English in a secondary school	<b>D</b>
<b>KNOWLEDGE AND EXPERIENCE</b>		
9.	Ability to deliver consistently high-quality lessons in this subject to pupils of all ages and abilities and achieve excellent outcomes	<b>E</b>
10.	Experience of teaching English throughout the Key Stages	<b>E</b>
11.	A commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.	<b>E</b>
12.	Knowledge of the requirements of the National Curriculum in English and a good understanding of GCSE specifications.	<b>E</b>
13	Good knowledge of current educational developments and initiatives relating to the teaching of English	<b>D</b>

14.	Experience of or interest in marking for the exam board to further develop professional knowledge and understanding	<b>D</b>
16.	An understanding of the way children learn and how individual needs may be assessed and met in English	<b>E</b>
17.	An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards and a commitment to relentlessly implementing these strategies.	<b>E</b>
18.	Excellent understanding and knowledge of the pedagogy underpinning the successful teaching of English	<b>D</b>
<b>PROFESSIONAL SKILLS</b>		
19.	High expectations, well organised and excellent role model	<b>E</b>
20.	The ability to develop positive relationships with all young people	<b>E</b>
21.	Well-developed planning with an emphasis on achieving the best teaching experiences to develop pupils' understanding of English	<b>E</b>
<b>PERSONAL QUALITIES &amp; ATTRIBUTES</b>		
22.	A clear passion for teaching English	<b>E</b>
23.	The ability to enthuse and inspire young people to be interested, knowledgeable and successful in the study of English	<b>E</b>
24.	Committed to own professional development of continuous improvement as a successful teacher of English	<b>E</b>
25.	Confidence and self-motivation to work well and be decisive under pressure	<b>E</b>
26.	A high level of honesty and integrity	<b>E</b>
27.	A firm and constant belief in the unlimited potential of every pupil and a commitment to inclusive educational provision	<b>E</b>



# Contact

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An Education Partnership Trust School