



Education
Partnership
Trust

High Expectations • Commitment • Ambition

Candidate Information Pack

ENGLISH TEACHER

Pleckgate High School



A message from the Headteacher

“Pupils enjoy learning and are kind to each other. They feel happy and safe and part of a caring community and trust staff to support them when they need it”. **Ofsted 2023**

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

This is a special opportunity for an outstanding, ambitious and dynamic English Teacher to join an outstanding school at an exciting stage of its journey.

We are 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.

In January 2019, the school was judged as outstanding in all areas by Ofsted, a copy of the report can be downloaded from the school’s website. Inspectors found our school to have a “great sense of industry and endeavour” and described the school as “harmonious” with a “common goal to excel”. A copy of the report can be downloaded from the school’s website.

At Pleckgate everyone is committed to providing the best educational experiences and opportunities for our pupils. At the heart of the school’s work is a commitment to high quality teaching and learning and achievement for all: for our pupils to be safe, happy and successful developing as individuals into caring, responsible citizens who participate fully in school life and are proud of their achievements. Every pupil at Pleckgate is encouraged to have ambitious goals and everybody is responsible for creating a culture of high expectations and academic excellence.

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 committed to the pursuit of outstanding teaching and learning alongside the highest possible academic, personal and moral standards.

This commitment is built upon a shared belief in hard work, self-reflection and a culture of respect and support for others.

Pleckgate is a successful 11 – 16 high school and over the past three years has achieved the following:

- Judged as outstanding across all four areas: Leadership and management, quality of teaching, outcomes and personal development and welfare.
- Outcomes in 2019 continued to demonstrate excellent progress with a fifth successive year of positive Progress 8 and in the top 20% of schools nationally.
- For the past four years each year group in school has been significantly oversubscribed

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.



A. 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.

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: 2nd September 2024 (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 English Teacher. If you are experienced, enthusiastic, open to new ideas and have a flexible 'can do' approach, we would welcome an application from you.

The Job

- To successfully deliver a well-structured, English curriculum for pupils at KS3 and KS4
- To teach a range of English lessons to KS3 and KS4 pupils providing high quality teaching and learning for all pupils
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

What are the job requirements?

- Qualified to degree level ideally in the subject discipline
- Qualified teacher status.
- Ability to deliver consistently high-quality lessons to pupils of all ages and abilities.
- Passionate and knowledgeable about the teaching and learning of English with an understanding of developments in education, specifically the new 9-1 GCSE syllabus.
- Enthusiastic with regard to curriculum implementation and extra-curricular opportunities.
- Positive, with a 'can do' attitude.
- Experience of the strategies required to establish high aspirations and academic / behaviour standards and consistency in implementing these strategies.
- A commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.

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.

- 6 sessions of free counselling including CBT, wellbeing and bereavement.
- 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: Monday 20th May 2024
Interview date: w/c Monday 20th May 2024

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.

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.

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

Job Purpose

- To successfully deliver a well-structured, English curriculum for pupils at KS3 and KS4
- To teach a range of English lessons to KS3 and KS4 pupils providing high quality teaching and learning for all pupils
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Key Responsibilities and Accountabilities

- 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 student 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 co-operate 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 co-operate 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 student 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 student in 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 student 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 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 promote actively 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	Application Form	Interview
Qualifications and Training				
1	Qualified to degree level.	E	x	
2	Qualified Teacher Status	E	x	
3	Evidence of relevant CPD	D		x
Knowledge and Experience				
4	Ability to deliver consistently high-quality lessons in this subject to pupils of all ages and abilities – including evidence of impact	E	x	
5	Experience of teaching the subject throughout the Key Stages	E	x	
6	Knowledge of the requirements of the National Curriculum in the subject.	E	x	
7	Knowledge of the current educational developments and initiatives and their implications relating to the subject	E	x	
8	Knowledge of the ways in which children learn and how individual needs may be assessed and met.	E	x	
9	Knowledge and experience of the strategies required to establish high aspirations and academic/behaviour standards and consistency in implementing these strategies.	E		x
10	Commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop	E	x	
Professional Skills				
11	Excellent interpersonal and listening skills and a high degree of emotional intelligence.	E		x
12	Well-developed planning and organisational skills including time management and prioritisation.	E		x
13	Ability to develop positive relationships with all ages	E		x
Personal Qualities and Attributes				
14	A relentless approach to improvement of teaching and learning	E	x	
15	Committed to team work and working collaboratively with colleagues, pupils, parents/carers and the wider community	E		x



16	Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and directions.	E		X
17	Confident and self-motivated wot work well and decisive under pressure	E		x
18	The ability to enthuse and inspire young people.	E		x
19	A firm and constant believe in the unlimited potential of every student and a commitment to inclusive educational provision	E		x
20	A high level of honesty and integrity	E		x
21	A commitment to the safeguarding and welfare of all pupils.	E		x



Contact

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An Education Partnership Trust School