



Education  
Partnership  
Trust

High Expectations • Commitment • Ambition

# Candidate Information Pack

Lead English Teacher

The Heights Blackburn





## A message from the Headteacher

*“The Heights mission is to prepare pupils to return to mainstream school or successfully go on to post-16 education. The school achieves this aim exceptionally well.” Ofsted - 2025*

Thank you for expressing an interest in the position of Lead English Teacher at The Heights, Blackburn.

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

We are an Alternative Provision School in Blackburn. The Heights is a thriving, ambitious community that places the best interests of young people at the heart of everything we do. We are a 150-place school, part of Education Partnership Trust (EPT), serving the community of Lancashire and outlying areas. As an established, successful school we have grown in size and popularity, with demand for places resulting in the school being oversubscribed. We have a fantastic student cohort and dedicated staff that thrive on a culture of high expectations.

In 2018, the school was judged as ‘Good’ in all areas by Ofsted. In 2025 Ofsted said, *“The Heights Blackburn has taken effective action to maintain the standards identified at the previous inspection.”* Inspectors found our school, offered “the highest standards of education to pupils”, made “a positive difference to pupils’ attitudes to learning”, and “High-quality relationships are the cornerstone of the school’s success”.

A copy of the report can be downloaded from the school’s website.

At The Heights our vision is to provide the opportunity for every young person to reach their potential and in so doing, raise standards, promote their spiritual, moral and social development including positive British values, respect and fairness. We have:

- High Expectations of ourselves, our pupils and our school community.
- A strong commitment and dedication to raising standards across our school.
- Constantly strive to improve by setting ourselves challenging goals through an ambitious curriculum.

We aim high at The Heights and expect high standards of behaviour and academic effort. Every student at The Heights is encouraged to have ambitious goals and is responsible for creating a culture of high expectations and academic excellence. We support our pupils to become conscientious, high-achieving individuals, who are able to discover their talents and passions through the opportunities we provide. Our ethos revolves around ensuring that we provide the very best educational experiences and opportunities, both in and out of the classroom environment.

We are proud of our achievements at The Heights our aspirational and exciting curriculum, our examination success, our ambitious 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.

The Heights is a successful Key stage 2 to Key stage 4 Alternative Provision school and over the past four years has achieved the following:

- Judged as Good across all four areas: Quality of Education, Behaviour and Attitude, Personal Development and Leadership and management.
- Pupil attainment is considerably above national averages for AP, making The Heights one of the top performing Alternative Provisions in the country.
- Established as the 'Alternative Provision school of choice' in the local area.

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 the School Business Manager [helen.rawnsley@theheightsfreeschool.org](mailto:helen.rawnsley@theheightsfreeschool.org)



**J. Ashworth**  
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

# Lead English Teacher

**Hours:** Full Time  
**Start Date:** ASAP  
**Salary:** MPS/UPS + TLR 2B (£5,835)

The Heights Blackburn wishes to appoint a hardworking, enthusiastic and committed Lead 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

- Contribute to the development of the English curriculum
- To raise pupil attainment in English at all levels, as evidenced by internal progress assessments and external examinations
- Teach English across key stage 3 and 4
- Undertake special initiatives associated with the role such as developing innovative approaches to learning in English
- Assist other colleagues in raising standards and improving the standard of teaching and learning
- Lead the development of good practice across the school, for example reading initiatives and oracy programme

### What are the job requirements?

- Qualified Teacher Status
- Exemplary classroom practitioner
- Ability to strategically plan a subject area
- Ability to provide subject leadership across the key stage(s)
- Experience of directing, supporting and monitoring the work of staff within the delivery of the subject
- Lead the development of good practice across the school, for example reading initiatives, writing and oracy programmes





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

- Healthcare cash back plan provided free by the Trust including optical, dental, physio, diagnostics, health assessment, NHS prescription charges, hospital cover, discounted gym memberships plus lots more
- Employee Assistance Programme including counselling, CBT, wellbeing and bereavement support
- Cycle to work scheme
- Electric Car Scheme (Salary Sacrifice)
- Automatic annual pay progression for all teachers
- Membership of the Teachers' pension scheme (TPS) with employer contributions of 23.68%.
- Free parking
- On-going CPD
- 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 4<sup>th</sup> July at 17:00

**Interview date:** Wednesday 9<sup>th</sup> July

**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

# Lead English Teacher

**Reports to:** Headteacher

**Grade:** MPS/UPS + TLR 2B

### JOB PURPOSE:

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- To raise pupil attainment in English at all levels, as evidenced by internal progress assessments and external examinations.
- Teach English across key stage 3 and 4
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### Leadership

- Lead regular English departmental meetings
- Work inclusively with the Headteacher and other leaders to create and implement an improvement plan in line with school objectives
- Support the monitoring and evaluation the quality of provision in English.
- Ensure linkages with other areas of the school
- Supporting staff in dealing effectively with student behaviour in order to remove barriers to learning
- Provide guidance, vision and support to staff
- Support the implementation and monitoring of intervention strategies

### Operational Responsibilities

- Carry out agreed standard class teaching duties as agreed
- Use coaching and mentoring strategies to help colleagues develop in a supportive and positive environment
- Contribute to curriculum development as required
- Contribute to the induction and professional development of support staff, teachers and trainees as required

- Contribute to the development and delivery of whole school initiatives as required
- Use data and other information to evaluate learners' achievement, identifying priorities for development as a result
- Produce relevant reports to the SLT and the Governing body as required.
- Promote the use of Assessment for Learning strategies
- Maintain a high quality of teaching practice at all times so that it is continually recognised as offering a model of Excellent Practice

#### **Professional development of colleagues**

- Prepare and run training and development courses for staff in the school
- Support colleagues in developing strategies to improve outcomes for pupils
- Engage in professional dialogue with colleagues which emphasizes improvements in teaching and learning
- Promote effective teaching and learning practice by modelling, CPD, team teaching, sharing resources and reading materials
- Keep colleagues up to date with developments in best practice in English.
- Be proactive in designing opportunities for collaborative working with other members of staff

#### **Professional development of self**

- Attend relevant trust and LA meetings
- Attend relevant CPD training sessions to enhance skills and knowledge.
- Be proactive in seeking out networks and research in order to identify best practice and latest developments
- Keep fully up to date with current practice by reading widely and carrying out action research as required
- Ensure all management time is used wisely and effectively for tasks appropriate to your role

#### **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

# Lead English Teacher

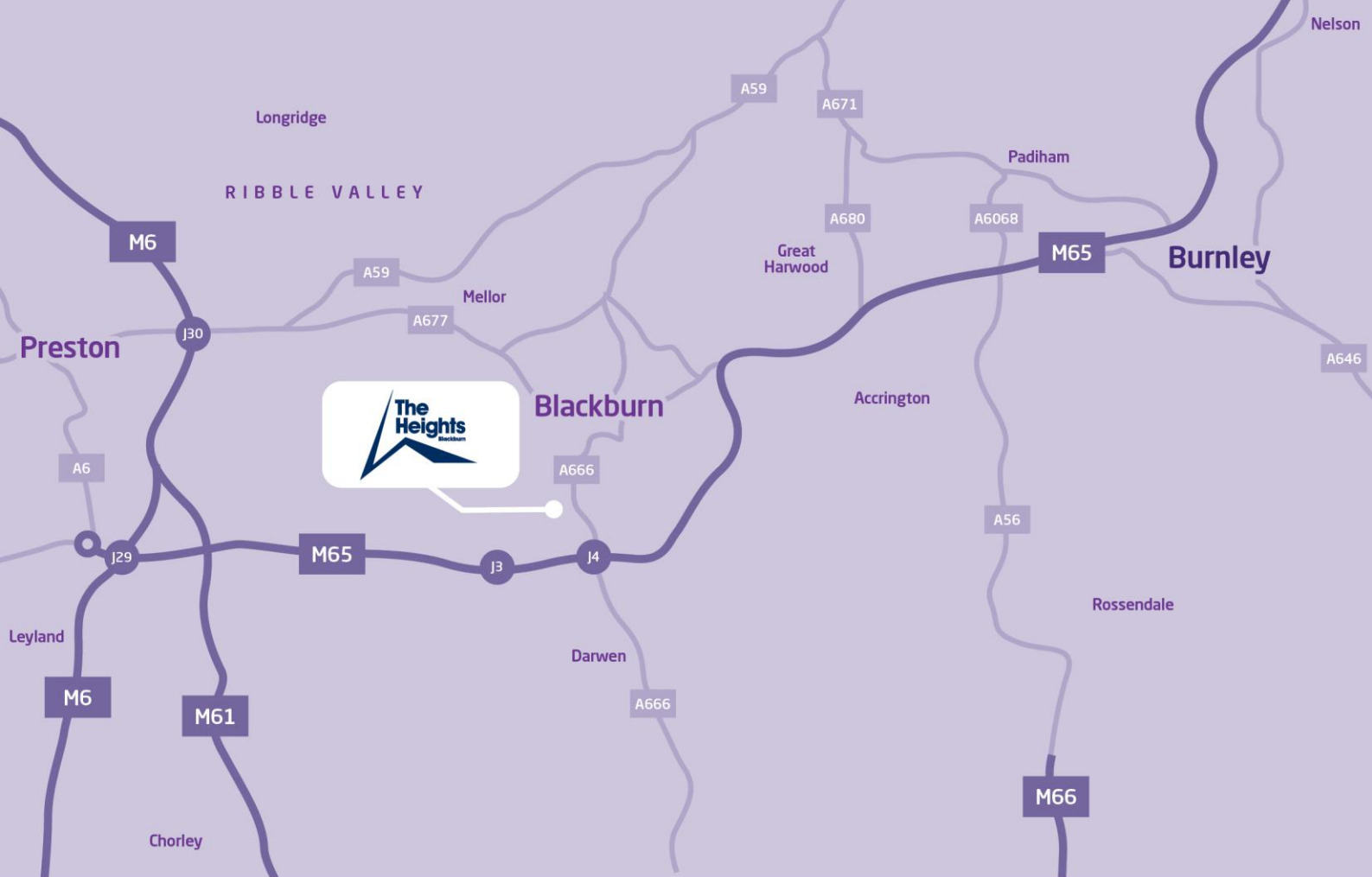
**Reports to:** Headteacher

**Grade:** MPS/UPS + TLR 2B

| No  | CATEGORIES  | Essential/<br>Desirable |
|-----|---|-------------------------|
| 1.  | Experience of developing and implementing some whole school policies within the subject area                  | E                       |
| 2.  | Experience of using a range of information and evidence to raise pupil achievement                            | E                       |
| 3.  | Ability to strategically plan a subject area  | E                       |
| 4.  | Experience of developing and successfully delivering inclusive practice to ensure equal opportunities for all | E                       |
| 5.  | Ability to identify realistic and challenging targets for improvement in the subject area                     | E                       |
| 6.  | Ability to ensure that those involved in the delivery of the subject are confident to do so                   | E                       |
| 7.  | Evidence of involvement with governors and working in partnership with parents                                | D                       |
| 8.  | Exemplary classroom practitioner  | E                       |
| 9.  | Ability to ensure curriculum coverage continuity and progression in the subject, for all pupils               | E                       |
| 10. | Ability to set targets in the subject area using current data to map onto and GCSE and/or equivalent          | E                       |
| 11. | Experience of evaluating the quality of teaching and learning   | E                       |
| 12. | Experience of providing support, advice and guidance to colleagues on teaching and learning                   | E                       |
| 13. | Experience of using inclusive practices to ensure equal opportunities for all in the subject area             | E                       |
| 14. | Teaching experience in the secondary/specialist phase of SEN  | D                       |

|     |   |   |
|-----|---|---|
| 15. | Experience of implementing the principles and practices in behaviour management and strategies                                | D |
| 16. | Experience of national strategies and their impact on teaching and learning in special education.                             | D |
| 17. | Experience of the delivery of the national curriculum within relevant key stage(s) and its assessment tools                   | D |
| 18. | Experience of extending the subject curriculum to develop effective links with the local community                            | D |
| 19. | Ability to provide subject leadership across the key stage(s)   | E |
| 20. | Ability to conduct an audit and identify priorities for development and training needs within the subject area                | E |
| 21. | Well-developed interpersonal and personnel management skills.   | E |
| 22. | Contribute information to ensure that the Headteacher, senior managers and governors are well informed about subject policies | E |
| 23. | Experience in delivering in-service training  | D |
| 24. | Experience of appraising staff as required by the school policy   | D |
| 25. | Experience of directing, supporting and monitoring the work of staff within the delivery of the subject                       | E |
| 26. | Ability to maintain existing resources and to plan for opportunities for further development                                  | E |
| 27. | Ability to use accommodation to create an effective and stimulating environment   | E |
| 28. | Experience of ensuring that the learning environment is safe and that risks are adequately assessed                           | E |
| 29. | Experience of resource allocation and budget management   | D |
| 30. | Qualified teacher status  | E |
| 31. | Evidence of recent and appropriate professional development   | E |
| 32. | Sound up to date subject knowledge  | E |
| 33. | Understanding the role of the professional portfolio as a part of CPD   | D |
| 34. | Post graduate level qualification in Special needs  | D |
| 35. | Completion of a recognised behaviour management training course   | D |
| 36. | Excellent communication and interpersonal skills  | E |
| 37. | Confident ICT user  | D |
| 38. | Ability to motivate staff and set example of high personal standards  | E |

|     |  |   |
|-----|--|---|
| 39. | Ability to work sensitively with a variety of people                     | E |
| 40. | Ability to promote the positive image of the school                      | E |
| 41. | Be enthusiastic and have the energy for working in Alternative Provision | E |
| 42. | Good sense of humour   | D |
| 43. | Be committed to equal opportunities                                      | E |
| 44. | A range of interests outside education                                   | D |



# Contact

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An Education Partnership Trust School