

Candidate Pack

Second in English

Application Deadline:

9am, Tuesday 5 May 2026

Interviews:

Week commencing Monday 11 May 2026



THE
BRIAN CLARKE
CHURCH OF ENGLAND ACADEMY

WWW.BRIAN-CLARKE.ORG



Listening & Acting Award
2024/25

edurio

For more info visit:

careers.cranmereducationtrust.com



PROUD TO BE PART OF
Cranmer
Education Trust



Welcome from the Headteacher

Mrs Ash, MA, NPQH

Thank you for your interest in becoming our new Second in English

A role in a new school is an opportunity education professionals dream about. You will be part of a talented and committed staff team that is growing a school from Year 7 upwards, supporting the development of its ethos and embedding it into the community of school. We also have the benefit of a brand-new building, with state-of-the-art facilities, and supported by the local, successful, and experienced Cranmer Education Trust.

This is an exciting and challenging role. It is a post for a dedicated, energetic and creative professional. The demands will be varied, interesting and developmental, and will put you at the heart of a school that is in its final year of growth to capacity. The person specification sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

This is a Church of England school and the person we appoint must be able, with integrity, to uphold and model Christian values.

This is an excellent time to join the team as the school has just achieved three out of **four Outstanding judgements** - a testament to the commitment and dedication of an incredible staff team.

Working for The Brian Clarke CE Academy means that you would be part of the Cranmer Education Trust, a successful, growing Trust which prides itself on looking after its people, offering a high-level of support and access to expertise.


Alongside Brian Clarke, the Trust is made up of primary and secondary schools across Oldham and Rochdale. The Trust also incorporates a teacher training school and the East Manchester Teaching Hub and a MFL hub, which support the training and development of new and existing teachers across the North West of England.

For more information, see www.cranmereducationtrust.com



“A focused environment where pupils flourish and enjoy learning together.”

Ofsted report, 2025



Our patron, Sir Brian Clarke, donated a large stained glass window to the school, reflecting the multi-cultural nature of the school and shining light into and out of the building to the community.

The Brian Clarke Church of England Academy opened with a founding team of staff in September 2022 to 240 young people and in September 2026 will be full at 1,200 students.

We moved to our beautiful, purpose-built building in May 2023, situated on our accessible town centre site on Bloom Street, Oldham.

The school reflects the community it serves. It is multi-cultural, multi-ethnic, and multi-faith within a Church of England ethos. There is a balance between faith intake and non-faith intake from 3 concentric circles of one, two and three miles around the school. 'Faith' equally includes all Christians, as well as members of the other five major world faiths of the Interfaith Network.

The key elements of the curriculum include:

- A rich, broad EBacc curriculum up to GCSE
- Compulsory Religious Studies within the core curriculum up to GCSE
- MFL (German) to GCSE
- A rich KS3 provision which includes the arts, technology, computing, citizenship, and the Bronze Duke of Edinburgh Award in Year 9
- A sequentially planned pastoral curriculum that builds in worship, CEIAG, and form reading. This takes places daily for 30 minutes.
- An aspirational co-curricular provision built into Period 6, which runs Monday to Thursday 2.45pm – 3.30pm. All students take part in two activities per week.
- A facility to support literacy to catch up (7.45am – 8.10am) each morning.

We aim for all our students to become good human beings: good friends, good neighbours, and good citizens. People we are proud to know. Their social and emotional development, their self-respect, and their ability to self-manage are just as important as their cognitive development. Students who are happy and secure in their school learn well and become successful people. High quality pastoral care is at the core of all we do.



“There is a strong sense of belonging and community cohesion. It prepares pupils exceptionally well for life in modern Britain.”

Ofsted report, 2025



In brief, we are looking for:

- A teacher committed to ambition, excellence, and community, who will work with the Head of Department to drive the growth and development of The Brian Clarke CE Academy. You will play a key role in supporting BCA to become an outstanding provider for young people, and continuing to support staff, who are committed and ambitious for young people, take pride in and enjoy their work.
- An inspiring, informed educator with a clear understanding of what makes outstanding educational provision for all, and the ability, understanding, and experience to lead, develop and manage a staff team to achieve this.
- Someone who will go the extra mile for students, not because they are asked to but because they want to; someone who will do their utmost to ensure all our students progress to the future destinations of their choice.
- Someone who will inspire students and the staff they work with, and build strong relationships with our parents, carers and community partners.

We offer:

- Opportunities for professional development in a growing Trust.
- Schools: a strong school community that places children, families and staff at the heart of everything we do.
- A supportive team who will work with and alongside you to achieve the very best.
- Teachers' career average pension scheme with a generous employer contribution.
- Central Oldham location, close to good transport networks, less than 7 minutes from nearest bus or tram stops.

The curriculum is underpinned by a consistent pedagogy that understands how students learn, and a rigorous approach to reading and literacy to build character and resilience.



The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The Cranmer Education Trust follows Safer Recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1974, 2013 and 2020, and appointment is therefore subject to satisfactory Enhanced Disclosure form the Disclosure & Barring Service.

All applicants must be available to attend New Staff Induction Days on Thursday 27 and Friday 28 August 2026.

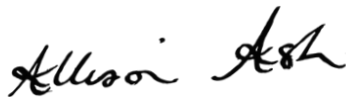
Applications closing date: Tuesday 5 May 2026

Interview date: Week commencing Monday 11 May 2026

You can apply for this post on our website, <https://www.brian-clarke.org/vacancies/working-for-us/>

Thank you for your interest. We look forward to hearing from you.

Yours faithfully



Mrs Allison Ash, MA, NPQH
Headteacher, The Brian Clarke CE Academy



“BCA provided fantastic induction training, which gave me confidence in a new school. All staff were incredibly welcoming and supportive, the friendly team made me feel at home from day one.”

~ Mrs L Goddard
Head of PE





PLACE OF WORK

The Brian Clarke Academy,
Oldham, Greater Manchester



LUNCH

Delicious food available in our school
Restaurants at just £2.80 for a
meal & dessert.



STAFF FELLOWSHIP

Regular activities for socialising
and staff wellbeing



EMPLOYEE ASSISTANCE PROGRAMME (EAP)

Confidential independent support services
available to staff when you need it.



HEALTH SUPPORT

Free support for health and
wellbeing, including a dedicate
Menopause Support Programme



PARKING

Free car parking is available on site



ANNUAL LEAVE

Annual leave allowance for non-
teaching staff rises in line with
years of service



FLEXIBLE WORKING

Flexible working arrangements for
non-teaching staff, and a supportive
culture to ensure all teaching staff
are able to work with the flexibility
they need.



EMPLOYEE PERKS

Perks, discounts and cashback
offers for major retailers, holidays,
restaurants and bars



TRANSPORT LINKS

Well-situated, with Westwood and
King Street Metrolink stops within 7
minutes' walk, and Oldham Bus
Station 4 minutes.



CAREER PROGRESSION

A growing school that offers
real career progression



BICYCLE STORAGE

Secure bicycle storage is
available on-site

Second in English

Contract
Permanent

Hours
Full time, term time

Salary
MPS / UPS + TLR2b
(£38,783.00 - £56,915.00)

As Second in English, you will be joining a highly motivated team of teachers.

Our English curriculum has been designed to ensure depth of understanding for all students and our team work collaboratively with a focus on the latest pedagogical ideas and methods.

Centralised but flexible resource planning enables teachers to teach responsively, and a sensible assessment & feedback policy ensures that students make progress at every stage and allows teachers to focus on planning excellent explanations and learning sequences. Information about our curriculum can be found here:

[Curriculum Maps - The Brian Clarke Academy](#)

Job Purpose

1. To contribute actively to building, communicating and implementing the Trust's vision of Ambition, Excellence and Community and the school's commitment to all young people to 'Let Your Light Shine'.
2. To actively model and promote the values, vision and ethos of this Christian school which serves a multi-faith, multi-ethnic community.
3. To have a clear understanding of what makes outstanding educational provision and the ability, understanding and experience to lead, develop and manage staff in the department to achieve this.
4. To lead and be responsible for the quality of a key stage in the department: curriculum, pedagogy, teaching and learning, staff development and performance; pupil progress and outcomes.
5. To deliver high quality co-curricular (period 6) and extra curricula provision so that our young people grow in learning, skills, experience and confidence.

Key responsibilities

Shaping the future: strategic direction

Under the direction of the Head of Department:

1. Ensure the provision of an academic, aspirational, broad, balanced, relevant and responsive curriculum.



“Working at Brian Clarke is special, we are part of building a legacy. We are cultivating a culture that is ambitious for all stakeholders. The staff support for one another is really special, we are one team. Be a part of our journey!”

- Mr Ahmed, Head of Years 9 and 10

2. Ensure the provision of an appropriate assessment framework that informs pupils, staff and parents what pupils know, understand and can do.
3. Lead the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies.
4. Formulate in conjunction with the subject team an annual subject improvement plan that supports the school improvement plan and priorities.
5. Support the leadership on department rewards and behaviour.
6. Contribute actively to building, communicating and implementing a shared vision of the school's future.

LEADING TEACHING AND LEARNING

1. To be evidence informed, keeping abreast of local, national and global sources of credible information and using this to inform teaching and learning, curriculum, assessment and CPD in your subject domain.
2. To be able to lead subject specific CPD in your subject domain to both develop and support staff as the team grows.
3. To understand how to effectively quality assure curriculum, teaching and learning in the department.
4. To work with new technologies and help develop their use to promote teaching, learning and experience of pupils.
5. To have knowledge of school accountability measures, data collection tools and analysis.

STAFF MANAGEMENT AND DEVELOPMENT

1. To lead, develop and enhance the teaching practice of others through the line management process.
2. To train, mentor and coach staff in the development of teaching and management skills.
3. To build capacity within the department to deliver and sustain the highest quality of provision and achievement for pupils.
4. To support the Head of Department in providing work when colleagues are absent.



“Brian Clarke is a truly special place. Brilliant staff and students and a wonderful culture and routines that allow everyone to shine!”

- Mrs Carey, Library
Manager and Worship
Co-ordinator

PUPIL PROGRESS AND OUTCOMES

1. To ensure the effective operation of target setting, monitoring and evaluation systems for the key stage you are responsible for.
2. To understand strategies for raising achievement and achieving excellence in the personal development of young people.

PASTORAL

3. To act as a form tutor and to carry out duties associated with that role, including delivering the pastoral curriculum, monitoring attendance and punctuality, communicating with parents, and internal and external agencies as appropriate.
4. To model, implement and champion consistently 'The Brian Clarke Way Every Day' within the department and across the school so that effective learning can take place.

MARKETING AND LIAISON

1. To contribute to the school liaison and marketing activities. For example, providing news for social media and the website, or contributing to newsletters to parents/carers.
2. To contribute to the effective promotion of the department on Open Days / Evenings and other events.
3. To contribute to the development of effective subject links with partner schools and the community according to school policy.
4. To actively promote the development of effective subject links with external agencies and organisations.

While every effort has been made to set out the main duties and responsibilities of the post, each individual task undertaken may not be identified.

This post is subject to an enhanced DBS disclosure check through the Disclosure & Barring Service.

This job description is a guide to the duties and should be read in conjunction with the accompanying person specification (please see next page).



“As a member of the founding team, I have had the pleasure of growing the BCA family.

Our talented team of support staff, teachers and leaders provides the most supportive professional environment you could wish for; one where you can flourish and progress your career.”

- Ms Dickinson, Director of English

Second in English

In your application form there will be a section about Knowledge and Experience. In this section, please explain to us as fully as you can how you meet the criteria listed in the Person Specification below. Use real-life examples of your work and its impact where possible.

Please do not include a Curriculum Vitae.

Person Specification – Second in Department	Essential or Desirable	How identified Application (A)/ Interview (I)
Educational Qualifications		
Good honours degree (or equiv.) in relevant subject	E	A
PGCE or equivalent and Qualified Teacher Status	E	A
Relevant and successful teaching experience	E	A
Higher degree or further professional qualification	D	A
Relevant experience in team-leadership/ project leadership which has had an impact on both pupils and teachers	E	A/I
Teaching and Learning		
An exceptional teacher in your own right with a proven track record of impact on progress for the pupils you teach	E	A/I
Aware and knowledgeable about best practice in your curriculum area, pedagogy, and how to support and develop staff	E	A/I
Experience in supporting/mentoring/coaching staff	D	A/I
A broad awareness and understanding of educational research on 'what works' in improving curriculum, pedagogy and teaching and learning.	E	A/I
Track record of success which has improved provision, progress and outcomes	D	A/I
Data-smart: able to use data analysis and ask the right questions to promote thinking and improvement	E	A/I
Track record of effective and successful project input, and contributions to change with some change leadership	E	A/I
Track record of leading successful extra/co-curricular provision	E	A/I
Knowledge, understanding and some direct experience of Initial Teacher Training and the Early Career Framework	D	A/I
Personal and Professional Qualities		
Strategic, future-orientated, able to balance long and short-term horizons	E	A/I
Intellectually and organisationally agile and well-organised: open to new directions, continuously proactive and thinking ahead, whilst planning and structuring what needs to be done to translate aspiration into reality	E	A/I
Outstanding communicator: persuasive and inspiring at a group level, with high emotional intelligence and influencing skills 1:1 and with smaller groups	E	A/I
A good networker: flexible, receptive, persuasive	D	A/I
Resourceful and creative	E	A/I
Excellent time manager	E	A/I
Resilient, intuitive, tactful	E	A/I
Ethos		
Ability to support, uphold and model the Christian ethos of the school within a multi-faith, multi-ethnic school community	E	A/I
The ability and willingness to lead Christian worship with integrity. All staff are fully supported in leading worship by the school's Worship Coordinator	E	A/I
Safeguarding		
Committed to the protection and safeguarding of children and young people	E	A/I

Any candidate with a disability who meets the essential criteria will be guaranteed an interview.

How to apply

We only accept applications via our online portal,
www.tinyurl.com/brian-clarke-jobs

Applications must be received by
9am on Tuesday 5 May 2026

Interviews for this post will take place on
week commencing Monday 11 May 2026

If you have any questions or queries, or would just like
to chat about the role, please get in touch via e-mail on
hr@brian-clarke.org

We look forward to hearing from you!

