



LEARNING TRUST

Standing Together, Learning Together

Candidate Information Pack Teacher of English (suitable for ECT's)

Closing Date: Monday 24 February 2025, 12 noon
Interviews date: to be confirmed



Golborne Community
Primary School



SOUTHLANDS
HIGH SCHOOL
Endeavour for Excellence



Standish Community
High School
be Outstanding!



Chief Executive Officer: Neil Moore

It is with great pleasure that I introduce you to Mosaic Learning Trust and I hope this information will enable you to decide on your suitability to join our journey and become part of our growing team. As a Trust, we are determined to challenge our students inside and outside the classroom to strive for individual excellence and to achieve the highest academic standards. Our Trust is committed to supporting every student to develop to their full academic potential whilst experiencing a wide and exciting range of opportunities to equip them with the skillset for a successful future as rounded, mature and confident members of modern society.

I am very proud of the Trust, its students, staff and Trustees. Education at Mosaic provides much more than exam excellence. It aims to develop and nurture our children to take their place as caring and confident young people in the outside world. Our staff have opportunities to engage in high quality Continuous Professional Development and all staff have access to our supportive, well-being packages. We would like to invest in the long-term career of an exceptional candidate and would welcome visits from prospective applicants.

Who we are:

The Mosaic Learning Trust was established in 2017. The work for all in the Trust is to serve the educational interests of students in becoming successful learners, confident individuals and responsible citizens, irrespective of background or ability. We have set our Trust on achieving:

- Ambitious expectations with successful outcomes so that no child is left behind in achieving all they can
- Academies committed to excellent teaching and learning with highly performing personnel
- Well led academies across all levels working within well-established staffing structures
- Self-evaluation built around accountability, development and improvement. Each academy will have data astute and responsive management systems
- Academies that offer engaging, relevant and well-considered curricula
- Excellent Trust governance that will ensure we are a Trust that is financially viable and forward thinking
- Academies that provide safe and positive learning environments by dedicated members of support.

At **Standish Community High School**, we are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Our motto 'Be Outstanding' captures our determination and belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence and develop the skills and expertise, to become happy and well-rounded, successful individuals.

Southlands High School believes in being a strong and loyal community in which every student and every member of staff is supported to achieve their very best and reach their fullest potential. Through high quality teaching, strong pastoral systems and a focus on personal development, we seek to prepare each and every student for the bright and optimistic future ahead of them.

At **Golborne Community Primary School**, our constant aim is to facilitate children's learning in a warm, encouraging and respectful community existing in a quality and stimulating environment. Our ethos relies heavily on the concept of independent learning and self-discipline. We hope to develop in all children the desire to learn and the ability to apply their full knowledge. At the same time, we want to help each child find the self-esteem and confidence that are so necessary to live a full and happy life.

What are the Benefits of Working for the Mosaic Learning Trust?

At the Mosaic Learning Trust, we understand that investing in our staff is the best investment for our students and offer a wide range of strategies to help our teachers and support staff to be highly effective in their roles. The Trust offers:-

Salary

We offer competitive salaries for teaching staff in line with the School Teachers Pay and Conditions Document. We also offer competitive salaries to school support staff on an incremental salary scheme, paid according to agreed pay grades using national spinal column points. You will receive an increment on 1st April each year, or when you have completed six months service if appointed between October 1st and March 31st, until you reach the top of the band within your pay scale.

Pension

The Trust offers access to a substantial contributory pension scheme in line with the Teachers Pensions and Local Authorities.

Generous Holidays

Employees have a statutory right to 28 days paid holiday a year including bank holidays, the Trusts' minimum entitlement for support staff is 35 days (including bank holidays) increasing to 40 days (including bank holidays) after 5 years' continuous local government service.

Wellbeing

We are committed to supporting the physical and mental wellbeing of our staff. We offer occupational health services, Schools Advisory Service (SAS) – wellbeing services, an employee assistance program, free flu vaccinations, eye care, discounted local gym memberships and we are a part of the cycle to work scheme.

Trust 'Inset Days'

The Trust offer additional inset days to give staff non-contact time for additional training, CPD, preparations, department time, leadership time etc.

Learning and Development

Learning and Development is essential to the success of the Trust and will help us meet our objectives and address the challenges we face over the coming years. This is an on-going process and one which should therefore be continuous throughout the year. There are many opportunities in the course of day-to-day work for learning and development to take place and service-specific training is provided appropriate to the needs of the job.

We also have an e-learning portal, through the National College which provides employees with access to a range of on-line courses and resources at a time that suits you; designed to help you enhance your professional development and refresh your learning, with new courses being added regularly.



January 2025

Dear Applicant,

Teacher of English - Full Time 1.0 FTE

Many thanks for your interest in the above position. Please find enclosed the following documents:

- ❖ Information about Southlands
- ❖ Job Description
- ❖ Person Specification
- ❖ Arranging a Visit/Application Process

Southlands High School are advertising for a permanent full time English to commence employment 1st September 2025 or sooner.

We are looking to appoint enthusiastic, self-motivated and highly organised people to contribute to the outstanding support, care and guidance that the school offers its pupils. Applications are sought from people with energy, commitment and a determination to succeed. This post is open to Teachers with QTS status and Early Careers Teachers who are new to the profession and are in their first or second year of their induction.

This full-time role will be based at Southlands High School, however as we are part of Mosaic Learning Trust, there may be occasions when you will be required to work at other schools within the Trust.

You can apply through the [mynewterm](#) platform.

Applications will be considered as soon as they are received, and the closing date will be Monday 24 February 2025 at 12 noon. Interview date to be confirmed. Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list check through the Disclosure and Barring Service (DBS), medical clearance, references, and verification of qualifications satisfactory to the Trust.

We would be delighted to arrange a visit or call me to discuss the position in more detail.

Yours faithfully,



Miss R Atherton
Trust H.R. Manager

General Information for Applicants

Southlands High School is an improving school. Our motto '**Endeavour for Excellence**' demonstrates that we expect all stakeholders, staff and students to drive for the highest standards in everything they do. Southlands High School is striving to be 'Better' than ever before as a successful and inclusive school that works in close partnership with families and the community to achieve the best for our young people.

In December 2017, we were designated as a converter academy within the Mosaic Academy Trust with Standish High School and Golborne Primary School and look forward to going from strength to strength in our partnership. The Mosaic Learning Trust as an organisation seeks to value each and every member of the community and to become a family of schools that will welcome other schools and be a Trust whose chief aim is to become stronger as a whole than by the sum of its parts. We seek for our students to be **Successful Learners, Confident Individuals and Responsible Citizens**. The Trust has a Trade Union Recognition Agreement in place.

From our most recent inspection, in February 2024, the report highlights that we are highly ambitious for our pupils to achieve. We strive to meet the needs of the individual child so that they feel safe, secure and happy and enjoy their time at Southlands. We also aim to provide the highest standards of teaching and learning so that students are able to progress and fulfil their potential. We believe that every child should be given opportunities to develop their leadership skills as part of their growth and development in order to prepare them for adult life. Many of our students go on to be very successful in all aspects of life with a number attending some of the leading universities in the country. We are committed in our drive for academic excellence whilst offering a wide range of extra-curricular activities and opportunities so that our students can achieve educational success and develop fully as individuals.

We recognise that all students have the right to the highest quality education that will equip them with the qualifications they need to progress to college, university or their chosen career. Every decision we take to create our successful school comes from a firmly held staff belief that we can always strive to be 'better' than before.

The school was inspected in February 2024 and although our overall judgement remains as requires improvement we were graded as good for both behavior and attitudes and leadership and management. The report acknowledges that pupils are increasingly benefiting from the improvements that the school has made to the quality of education that they receive and highlights many of the positive changes that have taken place in the school. Our school priorities for 2024-25 clearly continue with our culture for improvement: improving student outcomes and the development of teaching, learning and assessment.

There are 934 young people on roll with the likelihood of growing close to 1000 in the coming years. The intake profile in both socio-economic and academic terms is that of a fairly typical comprehensive school.

At Southlands we are very proud of our caring school community and place great emphasis on high standards of behaviour and respect for all through our Southlands Standard.

Hopefully, this has inspired you to take a serious look at Southlands.

I look forward to receiving your application form.

Paul Bousfield
Headteacher

Job Description

Post Title:	Teacher of English
Status:	Full time 1.0 FTE, Permanent / ECT Contract
Job Overview:	<ul style="list-style-type: none"> To teach English in key stages 3 and 4. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
Reporting to	Head of English / Assistant Headteacher
Liaising with:	Headteacher, senior leadership team, Governing Body, teachers and support staff, Trust representatives, external agencies and parents/carers.
Working time:	Full time 1.0 FTE (as specified within the STPCD)
Salary /Grade:	Classroom Teachers' Pay scale
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190-day teaching year.
Main Duties / Job Outline	<p>Purpose</p> <ul style="list-style-type: none"> Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and conditions document (STPCD). Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate. To teach English in key stages 3 and 4. Monitor and support the overall progress and development of students as a teacher / Form Tutor. Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. Contribute to raising standards of student potential. Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. <p>Operational / Strategic Planning</p> <ul style="list-style-type: none"> To assist in the development of appropriate specifications (syllabuses), resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department. To contribute to the Curriculum area taught in, and the department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities. <p>Curriculum Provision</p> <p>To assist the Curriculum Leader/Assistant Curriculum Leader and SLT to ensure that the curriculum area provides a range of teaching which complements the school's aims.</p> <p>Staffing / Staff Development</p>

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

Quality Assurance

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area/department. To seek/implement modification and improvement where required.
- To regularly reflect and evaluate methods of teaching and programmes of study.
- 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 school.

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for management information systems, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
To track student progress and use information to inform teaching and learning.

Communications and Liaison

- Represent the department's views and interests.
- Contribute to the planning and delivery of school liaison activities.
- Work with the curriculum leader in the development of effective subject links with partner schools and the community, promoting subjects effectively at liaison events in school, partner schools and the wider community.

Pastoral System

- Monitor and support the overall progress and development of students within the department.
- Monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- Act as a Form Tutor if required and to carry out the duties associated with that role as outlined in the generic job description/staff handbook.
- Contribute to Personal Development including Life Skills.
- Ensure the behaviour management system is implemented in the department so that effective learning can take place.

Management of Resources

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Curriculum Leader 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 School, department and the students

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Health and Safety Training	<ul style="list-style-type: none"> • To undertake Health and Safety Training on areas within the designated work area • During fire evacuations follow procedures explained in the Fire Safety and Evacuation Procedures Policy •
Other Specific Duties	<ul style="list-style-type: none"> • To carry out the duties in the most effective, efficient and economic manner available • To continue personal development in the relevant area • To support the development and promotion of an image that is consistent with the aims of the school • Be aware of and comply with policies and procedures relating to child protection, security, confidentiality and data protection, reporting all concerns to an appropriate person • Commitment and support to ensure equal opportunities for all • Contribute to the overall ethos / work / aims of the school • Appreciate and support the role of other professionals • Attend and participate in relevant meetings as may be reasonably directed
School Ethos	<ul style="list-style-type: none"> • Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example • Promote actively the school's corporate policies • Comply with the school's health and safety policy and undertake risk assessments as appropriate

Signatures

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Signed
Teacher of English

Signed
Headteacher

Dated
Teacher of English

Dated
Headteacher

Safeguarding of Children and Young People

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Date: January 2025

Person Specification

Requirements	Essential / Desirable
Experience	
Substantial recent experience of successfully teaching your subject through the 11-16 age range.	E
Proven skills in working with a wide range of student abilities	E
High expectations of your colleagues and all students	E
Training & Qualifications	
Graduate level qualification in an appropriate discipline	E
Qualified Teacher Status	E
Secure knowledge of safeguarding policies and procedures	E
High standard of numeracy and literacy	E
Recent participation in relevant professional development	E
Knowledge & Understanding	
Applicants should be able to demonstrate knowledge and understanding of the following areas relevant to the post	
Secure knowledge of safeguarding policies and procedures and it's promotion as a responsibility of every staff member.	E
Knowledge of appropriate Key Stage National Curriculum	E
Understanding the key current developments and issues in relation to curriculum area.	E
Personal Skills, Abilities and Competencies	
Applicants should be able to provide evidence that they have the necessary skills and abilities required	
Ability to deliver polite, courteous and efficient service	E
Excellent communication skills to deal with staff, students and visitors regularly	E
Ability to use initiative to respond to and resolve problems	E
Ability to work effectively as part of a team and individually	E
Ability to respond to and resolve routine problems	E
Ability to work in accordance with the schools health and safety policies	E
Maintain confidentiality where appropriate	E
Adaptable, flexible, diplomatic, tactful and committed to success	E
Willingness to work occasional unsocial hours	E
Be aware of best practice with regard to working with young people	E
Ability to keep calm and focused in pressurised situations	E
Ability to work efficiently, organised and pays attention to detail	E
Professional appearance and manner, with the ability to promote a positive ethos in school	E

Personal Qualities	
Tact and a sense of humour	E
A personal and friendly nature	E
Honesty and Integrity	E
Application	
Accurate completion of school application form	E
Supporting statement which addresses person specification	E
High standards in spelling and writing	E
Legal Issues	
Legally entitled to work in the UK	E
Enhanced DBS Clearance	E
Valid UK Driving Licence, access to a vehicle with business insurance	D

Arranging a visit:

Candidates wishing to visit the school or arrange a telephone discussion can contact Caroline Mears, mearsc@southlands.lancs.sch.uk who will arrange a suitable time.

Application process:

To apply, please use the [mynewterm](#) application form.

Closing date: Monday 24 February 2025

Interview date: to be confirmed

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures ([link to policies](#)). Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.southlands.lancs.sch.uk

When completing your [mynewterm](#), please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your application. Your supporting statement should be no more than 2000 words. Please note that late applications will not be considered.

