



St Wilfrid's  
Church of England Academy



## Teacher of English

1 TERM (MATERNITY COVER)



CANDIDATE INFORMATION





Dear Applicant,

I am delighted that you have expressed an interest in working at St Wilfrid's Church of England Academy.

We are seeking to appoint a well-qualified, enthusiastic and dedicated teacher of English to join our high performing English Learning Area. The successful candidate must be passionate about English and a team player at heart. They must be focused, resilient and good-humoured, and be able to teach English at Key Stages 3 and 4. They should possess excellent communication skills and a thirst to see all of our learners succeed.

If you were to be successful in your application, you would be joining an Academy which strives for excellence. We benefit from purpose-built accommodation with excellent facilities. All in all, it is a wonderful place to work, learn and worship. Our vision is 'Lord Direct us to Live Life to the Full', rooted in John 10:10. Whilst Learning, we are Inspired and develop our Values through Experiences as each member flourishes. We aim to raise aspirations, realise potential and develop well-rounded successful teachers and young people.

As an Academy, we seek to embrace new methodologies whilst maintaining a balance with traditional practice, to bring about examination success. All students at KS3 and KS4 have a 1:1 mobile device; this is an example of our commitment to use modern technology to maximise learning. Recent development of the site has enhanced the resources available to staff and students, which includes an Immersive classroom space and an iMac suite.

We are looking for a high calibre, enthusiastic and outstanding teacher of English who wishes to be part of the success story of St Wilfrid's. You would be joining a forward thinking Academy with an excellent team of staff, who along with fantastic students, inspire each other and all who come to visit. Whatever your current position, we will provide tailored CPD to challenge, grow, equip and prepare you for the next phase of your career.

The closing date for applications is 9.00 am Monday 17th May 2021.

If you are interested in moving the Academy forward and are committed to making the learning tomorrow better than it is today, I would warmly encourage you to apply for this post. If you require any further information regarding this post, or would like to visit the Academy in action, please contact Mrs K Nightingale, Clerk to the Governors, via [knightingale@saintwilfrids.com](mailto:knightingale@saintwilfrids.com) who will arrange this.

Please submit the Teaching Staff application form, which can be downloaded from the Academy website, along with a letter of application of not more than two A4 sides detailing how your experiences to date qualify you for the post.

I look forward to receiving your application.

Yours faithfully,

Miss C Huddleston  
Principal

# Lord direct us to *live* life to the full

“ The Christian ethos at the Academy helps give us a sense of security and moral guidance that we can carry through for the rest of our life. ”

*Olivia - Year 13*



## KEY FACTS AND STATISTICS

Type of school	Mark 2 Academy Converter	% of PP students	24.4%
Age range	11-18	% of students with Statement of education, health and care (EHC) plan	2%
Location	Blackburn, Lancashire	% of students with EAL	13.4%
Denomination	Church of England Diocese of Blackburn	GCSE Results 2019	
Co-education or single sex	Mixed	English % 4 - 9	89.4%
Number of students	1513	Maths % 4 - 9	80%
Attendance (2018/19)	95.9%	English and Maths % 4 - 9	78.7%
Number of staff	103 Teaching 44 Support	Progress 8 Score	+0.51
		Attainment 8 Score	53.1





## LEARNING AREA: ENGLISH

The English Learning Area is a fantastic place to work: the staff are a group of hard-working and committed teachers who all have, at the very heart of their practice and approach, a belief in valuing each student and giving them the very best educational opportunities that the Academy can offer.

The excellent GCSE, AS and A2 results achieved in August 2019 bear out the reality that the Learning Area is constantly striving to build on success and to improve. We have not included the 2020 data as these were centre assessed grades - CAGS. (However, student performance did not dip as a result of this).

<b>Staff</b>	13 full time specialists 1 Assistant Principal - Pupil Premium, 1 Lead Teacher - New Technologies								
<b>Structure</b>	Learning Area Coordinator working alongside KS3, 4 and 5 Coordinators.								
<b>Examination courses for KS4</b>	We follow WJEC for both Language and Literature for the new GCSE specifications. Drama follows the AQA specification.								
<b>Examination courses for KS5</b>	We offer 4 A-Level courses: <b>English Language</b> AQA <b>English Literature</b> AQA specification B <b>Media Studies</b> WJEC <b>Drama</b> AQA								
<b>GCSE examination results</b>	<b>English Language</b>			<b>English Literature</b>			<b>Drama</b>		
		<b>9 - 4</b>	<b>9 - 5</b>	<b>9 - 7</b>		<b>9 - 4</b>	<b>9 - 5</b>	<b>9 - 7</b>	
	<b>2019</b>	85%	70%	31%	<b>2019</b>	94%	76%	38%	<b>2019</b> 100% 100% 55%
		<b>9 - 4</b>	<b>9 - 5</b>	<b>9 - 7</b>		<b>9 - 4</b>	<b>9 - 5</b>	<b>9 - 7</b>	
<b>GCSE examination results</b>		<b>2018</b>	82%	65%	25%	<b>2018</b>	89%	75%	31%
		<b>2018</b>	100%	100%	14%				
<b>Accommodation</b>	We have 9 designated English rooms and an office where all staff have a workspace. A number of rooms have 'Whiteboard Write-on Walls'.								
<b>Timetable structure</b>	<b>Year 7</b> 4 lessons per week <b>Year 8</b> 3 lessons per week <b>Year 9</b> 4 lessons per week <b>Year 10 J band</b> 4 lessons per week <b>F band</b> 5 lessons per week <b>Year 11</b> 5 lessons per week <b>KS5</b> 5 lessons per A-Level subject per week Lessons are 1 hour long (except Tuesdays when lessons are 50-55 minutes in length)								
<b>Intervention</b>	We have intervention programmes for vulnerable cohorts of Year 11. There are intervention lessons for KS3 students whose literacy skills are in need of development. We also utilise a range of in class intervention strategies at KS4 and KS5.								



**Job Title:**  
Teacher of English

**Reporting to:**  
Learning Area Coordinator

**Salary:**  
MPR/UPR

**Contract:**  
Full Time (Starting September 2021, 1 term)

### **Main Purpose:**

To impact positively on student achievement and attainment through planning and developing high quality lessons, using a variety of approaches to continually enhance teaching and learning.

## **1 Key Responsibilities**

- 1.1 Plan teaching to achieve at least good progress in students' learning
- 1.2 Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and the development of positive and productive relationships
- 1.3 Use a variety of teaching methods and resources, including 1:1 devices, which sustain the momentum of students' work and keeps all students engaged
- 1.4 Use assessment information to inform planning and maximise progress
- 1.5 Mark and monitor students' work providing constructive feedback and setting appropriate targets to maximise progress
- 1.6 Contribute to the development and evaluation of Schemes of Learning
- 1.7 Be familiar with the statutory assessment and reporting requirements and be able to communicate effectively with parents
- 1.8 Attend and contribute fully to meetings and parents' evenings as required
- 1.9 Carry out the roles and responsibilities of a Form Tutor
- 1.10 Contribute to the wider life of the Academy and uphold its Mission Statement



## **2 Wider Responsibilities**

- 2.1 Support the Academy House System
- 2.2 Provide pastoral support for students to the best standard possible
- 2.3 Contribute where possible to Academy events and extra-curricular activities
- 2.4 Actively support and promote the Christian ethos of the Academy
- 2.5 Actively promote the Academy within the community
- 2.6 Be aware of and adhere to policies and procedures relating to Safeguarding, Child Protection, Health and Safety, Confidentiality and Data Protection, reporting all concerns to the appropriate persons
- 2.7 Fully participate in the Academy's Appraisal programme
- 2.8 Undertake any other duties and responsibilities as required which are covered by the general scope of the post

2.9 Undertake any other reasonable duties at the request of the Principal

### 3 Developing Oneself and Working with Others

3.1 Evaluate one's own teaching critically and use this to improve effectiveness

3.2 Treat people fairly, equitably, with dignity and respect, to create and maintain a positive culture within the Academy

3.3 Develop and maintain a culture of high expectations for all and take appropriate action when performance is unsatisfactory

3.4 Review one's own practice, set personal targets and take responsibility for one's own personal development

3.5 Manage one's own workload and that of others to allow an appropriate work/life balance

### 4 Securing Accountability

4.1 Fulfil commitments arising from contractual accountability to the governing body

### 5 Strengthening Community

5.1 Create and maintain effective partnerships with parents and carers to support and improve students' academic achievement, in addition to their spiritual, moral, social and cultural development

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*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. The appointment is subject to the current conditions of employment in the current School Teacher's Pay and Conditions.*



## Person Specification

This person specification lists the requirements that are necessary to do this job and how these will be assessed (Application - A, Interview - I and References - R).

In the application and supporting statement, the applicant should state clearly how they meet the requirements being assessed by APPLICATION. The panel will reach a decision on whether or not to short-list the applicant based on the information that is provided in BOTH the form and the statement.

CRITERIA	ESSENTIAL / DESIRABLE	A / I / R
<b>QUALIFICATIONS AND TRAINING</b>		
5 good GCSEs (or equivalent) including English and Mathematics	E	A
A-Levels or equivalent	E	A
Degree or equivalent	E	A
QTS Status	E	A
An ability to pass a DBS check (non-negotiable)	E	A
<b>EXPERIENCE</b>		
Be an excellent teacher demonstrating enthusiasm and a commitment to education	E	I
Have experience of teaching English up to GCSE standard	E	A / I
Have experience of building and sustaining effective relationships with colleagues	E	A / I
Have experience of teaching in an 11-18 environment	D	A / I
<b>SKILLS AND ATTRIBUTES</b>		
Have an excellent understanding of the National Curriculum requirements for English	E	A / I
Have strong analytical and problem-solving skills	E	I
Have excellent communication and interpersonal skills	E	I
Have a clear understanding of safeguarding procedures	E	I / R
Have an ability to motivate young people	E	A / I / R
Have demonstrably high professional standards	E	A / I / R
Have effective communication skills, both written and verbal	E	A / I / R
Have the ability to research innovative practice	D	A / I
Have good IT skills	D	A / I / R
<b>PERSONAL QUALITIES</b>		
Be passionate about English	E	A / I
Be able to actively support and promote the Christian Ethos of the Academy	E	A / I / R
Be a team player used to working collaboratively	E	I / R
Be a resilient and reflective individual	E	I / R
Be willing to undergo training as necessary	E	A / I
Possess a good sense of humour	E	I
Be able to lead by example and demonstrate professional values, securing the ethos of the Academy	E	A / I / R
Have energy, tenacity and the ability to work under pressure	E	I

Prepared on: 29/04/2021

By: CH / KC