



**Pleckgate**  
HIGH SCHOOL

Aspire & Believe. Act & Succeed.

**Ofsted**  
Outstanding  
Provider

# English Teacher (maternity cover)

## Candidate Information





## A message from the Headteacher

*"This is an outstanding school. The community of Pleckgate has a local secondary school it can be proud of. It provides an excellent education for all its pupils. They flourish in a bright, positive and secure environment"*

Ofsted, January 2019

Dear Candidate,

Applications are welcome for the position of English Teacher (maternity cover) at Pleckgate High School. This is a special opportunity for an outstanding, ambitious and dynamic teacher join an outstanding school at an exciting stage of its journey. You will be joining an experienced and successful department and school with many strengths and successes. These strengths include: 2017 & 2018 English results with successive positive Progress 8 scores, outstanding facilities, hardworking and motivated students and a committed body of teacher and support staff.

We are a large secondary school under the sponsorship of the Education Partnership Trust (EPT), situated on the northern outskirts of Blackburn with Darwen. Our school community is made up of 1100 students and 180 staff with state of the art facilities that 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 as part of this pack. 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".

At Pleckgate everyone is committed to providing the best educational experiences and opportunities for our students. At the heart of the school's work is a commitment to high quality teaching and learning and achievement for all: for our students 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 student 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 examination success, our extra-curricular programme, 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 success and strength of the English Department was recently highlighted recently by Ofsted.

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.
- Improving progress 8 score, highlighted by an impressive P8 score of +0.4 placing us in the top 18% of schools nationally in 2017.
- Pleckgate students also achieved 28 grade 9's in English and maths, demonstrating success at the very highest level.
- Outcomes in 2018 continued to demonstrate excellent progress with a fourth successive year of positive Progress 8.
- Admission numbers to Pleckgate in September 2018 have shown a 20% increase in first choices and for the first time in three years the school is oversubscribed.

If you have any questions about our school, or the role itself, please don't hesitate to get in touch and please visit our school website [www.pleckgate.com](http://www.pleckgate.com) to get a flavour of what we have to offer.

**Mark Cocker**  
Headteacher



# Why Pleckgate?



Named as a  
Beacon of  
Success  
by the Institute for  
Public Policy Research



Secondary  
School  
of the Year



Placed in the  
top five schools  
in the UK

based on results for schools  
with similar prior attainment

Progress 8 Score:

This school's  
Progress 8 score is

**0.4**

**Well below  
average**

About **12%** of  
schools in England

**Below  
average**

About **18%** of  
schools in England

**Average**

About **40%** of  
schools in England

**Above  
average**

About **18%** of  
schools in England

**Well above  
average**

About **12%** of  
schools in England



**Education  
Partnership  
Trust**

An Education Partnership Trust School

# Job Description



## FTE English Teacher (Maternity Cover)

We will also consider part time applications from 0.6 FTE

Required: September (or earlier) 2019 MPS/UPS

“Pupils make strong progress in most other subjects, and particularly so in English”

Ofsted, January 2019

The Governing Body wish to appoint a dynamic and inspiring English teacher to join a committed and dedicated team of staff within the English Department. The English Department consists of 12 staff and celebrated excellent results in 2017 & 2018. We are keen that all of our students can develop their English Language and Literacy skills to enable them to access the school curriculum and make outstanding progress in all of their chosen subjects.

This post offers outstanding opportunities for continuous personal and professional development for a highly motivated and ambitious teacher looking for career advancement. The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. All posts are subject to enhanced DBS clearance.

We are looking for someone who is:

- Committed to outstanding teaching and learning practices, which result in successful outcomes for all of our students.
- Able to think strategically and creatively with an excellent understanding of developments in the English curriculum.
- Able to engage, motivate and inspire students and colleagues.
- Enthusiastic with regard to curriculum implementation and extra-curricular opportunities
- A successful practitioner with a track record or clear commitment to high expectations and successful outcomes.
- Committed to their own professional development

You will play a central role to lead and build on the strengths and successes of the English Department and the school. These strengths include:

- A culturally and socially diverse student body who behave well and are keen to learn.
- Consistently strong outcomes for students.
- A team of subject specialists with a passion for high quality English.
- An ICT rich environment where all students have mini iPads and all teachers have iPads and a MacBook.
- Part of a growing MAT with associated benefits such as Health & Dental care plans for staff.

If you have any questions about our school, or the role itself, please don't hesitate to get in touch and please visit our school website [www.pleckgate.com](http://www.pleckgate.com) to get a flavour of what we have to offer.

**Closing Date: Thursday 18th April**

**Interviews: Wednesday 24th April**

# Job Description



## FTE English Teacher (Maternity Cover)

We will also consider part time applications from 0.6 FTE

Required: September (or earlier) 2019 MPS/UPS

### **JOB PURPOSE**

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/form tutor.
- To facilitate and encourage a learning experience which provides students 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.

### **AREAS OF RESPONSIBILITY**

#### **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 students.
- To track student progress and use information to inform teaching and learning

## Communications

- To communicate effectively with the parents of students 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 students.

## Pastoral System

- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students 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 students, 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 students 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 students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the Academy concerned with the welfare of individual students, 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 students 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 students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students 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 students 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 students 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.

# Person Specification



<b>School:</b>	<b>Pleckgate High School</b>
<b>Job Title:</b>	<b>FTE English Teacher (Maternity Cover)</b>
<b>Grade:</b>	<b>MPS / UPS</b>

<b>No</b>	<b>CATEGORIES</b>	<b>Essential / Desirable</b>
<b>CORE BELIEFS</b>		
1.	A relentless approach to securing the improvement of teaching and learning.	E
2.	A commitment to establishing and maintaining honest, meaningful working relationships with children, school staff, parents, carers and the wider community.	E
3.	Committed to team work and working collaboratively with colleagues.	E
4.	Clear vision of what you want to achieve with the department, aligned to Pleckgate High School's vision and values.	E
5.	A commitment to the safeguarding and welfare of all students.	E
<b>QUALIFICATIONS AND TRAINING</b>		
6.	Qualified to at least degree level in the subject discipline.	E
7.	Qualified teacher status.	E
8.	Evidence of relevant CPD.	D
<b>KNOWLEDGE AND EXPERIENCE</b>		
9.	Ability to deliver consistently high quality lessons in humanities subjects to students of all ages and abilities.	E
10.	Experience of teaching the subject throughout the Key Stages and securing good outcomes.	E
11.	A commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.	E
12.	Knowledge of the requirements of the new National Curriculum.	E
13.	Good knowledge of current educational developments and initiatives relating to the subject and their implications.	D
14.	An understanding of the ways children learn and how individual needs may be assessed and met.	E
15.	An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards and a commitment to relentlessly implementing these strategies.	E
<b>PROFESSIONAL SKILLS</b>		
16.	Excellent interpersonal and listening skills and a high degree of emotional intelligence.	E
17.	The ability to develop positive relationships with all young people and members of the department.	E
18.	Well-developed planning and organising skills including time management and prioritisation.	E
<b>PERSONAL QUALITIES &amp; ATTRIBUTES</b>		
19.	A clear passion for your subject.	E
20.	The ability to enthuse and inspire young people.	E
21.	Passion, resilience, flexibility, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.	E
22.	Confidence and self-motivation to work well and be decisive under pressure.	E
23.	A high level of honesty and integrity.	E
24.	A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision.	E





# Contact

Mrs J Ferguson, PA to the Headteacher

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<b>Twitter</b>	<a href="https://twitter.com/PleckgateHigh">@PleckgateHigh</a>



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