

## **APPLICANT'S INFORMATION PACK**

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For more information please visit the School's Website:

[www.wrhs1118.co.uk](http://www.wrhs1118.co.uk)

**WHALLEY RANGE 11-18 HIGH SCHOOL**  
**A member of Greater Manchester Education Trust**

**APPLICATION PROCESS**

- 1.** Please complete the enclosed application form.
- 2.** Please return the application form on or before the closing date of 12 noon on Thursday, 23<sup>rd</sup> November 2023. Electronic applications accepted.

**INTERVIEW PROCESS**

- 1.** If your application is successful, you will be notified by telephone and confirmation will be sent in a letter.
- 2.** You will not be informed immediately of the final choice of candidate and, therefore will be free to leave the school after the interview.

**FORMAT FOR SELECTION**

- 1.** Application Form
- 2.** An interview
- 3.** Lesson Observation

**DATA PROTECTION STATEMENT**

Information that you provide for the purpose of your application will be used as part of the recruitment process. Any data supplied will be held securely and access restricted to those involved in dealing with your application and the recruitment and selection process.

Once this process is completed, the data relating to unsuccessful applicants will be stored for a maximum of 6 months and then destroyed. If you are the successful candidate, your application form will be retained and form the basis of your personnel record. Information provided on the Diversity Monitoring Form will be used to monitor the school's equal opportunities policy and practices.

All processing of personal data by the school is undertaken in accordance with the principles of the Data Protection Act 2018.

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**SCHOOL PROFILE**

Whalley Range 11-18 High School is a popular high performing, diverse inner-city girls' comprehensive school, with a thriving Sixth Form, close to the heart of the Manchester city centre, bordering Moss Side, Hulme, Withington and Chorlton. The school has 1667 students on roll with 313 students in the Sixth Form. There are currently 200 staff employed at the school, both teaching and non-teaching.

Whalley Range 11-18 High School is part of the Greater Manchester Education Trust, with Levenshulme High School, The East Manchester Academy and Parrswood High School. Co-operative values underpin our work and the Trust's values of Excellence, care and Respect are at the heart of all we do.

At Whalley Range 11-18 High School, we are proud of the progress and attainment made by our students whose exam results show a rising trend and match or exceed those of girls nationally across a wide range of subjects. Attainment has risen in every aspect of the work of the school and students make exceptional progress from Key Stage 2 to Key Stage 4, with a progress 8 score of well above national average. 'A' Level courses and vocational courses from Levels 1 to 3 are offered in the Sixth Form and are extremely successful, with students progressing into higher education, apprenticeships and employment.

The school is a vibrant and lively community. We work hard to maintain a high-quality learning environment. The school has ICT rich, state of the art facilities, including a Virtual Learning Environment (VLE) to enrich and extend learning. Our ethos and atmosphere are conducive to learning and expectations of attainment and behaviour are high, with all relationships are based on mutual respect. Innovative ideas, energetic and imaginative approaches all contribute to the high quality of education we provide.

Our pastoral system is based upon year groups, with students also belonging to mixed year Houses. Student leadership in all aspects of our work has made a significant contribution to our improvements. We have created a school where students are happy, enjoy their learning and become confident citizens. We monitor every child's achievement and progress closely and challenge and support our students to achieve their best in all aspects of their academic work and personal development.

The school places great value on the need to work together as a team. Teams of teaching and support staff are all focused on ensuring every child achieves and develops the necessary skills and attitudes they need to thrive in the world. All staff are encouraged to develop their professional skills and leadership opportunities are available to all staff. Please visit our website ([www.wrhs1118.co.uk](http://www.wrhs1118.co.uk)) or follow us on twitter ([www.twitter.com/wrhs1118](https://www.twitter.com/wrhs1118)) to learn more about our mission statement, our Ofsted report and recent events in school.

The school is at the forefront of innovative and challenging educational philosophy and is keen to continue to lead the field, developing research into most effective practice to further improve outcomes for students. The school is in partnership with businesses, sport and community organisations, local schools, colleges and universities to provide many exciting and varied opportunities for enriched learning and achievement. It is essential that anyone applying for a post at the school sees their role as more than just a job and appreciates the great privilege of providing our young people with the best education possible and a positive start to their lives.

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**GREATER MANCHESTER EDUCATION TRUST**

Greater Manchester Education Trust is a newly-established multi-academy trust in South Manchester, created through the partnership between the Education and Leadership Trust and the Greater Manchester Learning Trust. There are currently 4 schools in the Trust.

**Whalley Range 11-18 High School** is a popular high performing, diverse inner-city girls' comprehensive school close to the heart of the Manchester city centre, bordering Moss Side, Hulme, Withington and Chorlton. We have created a school where girls are happy, enjoy their learning and become confident citizens. We enjoy excellent facilities for learning. The school has 1,667 students on roll with 313 students in the Sixth Form. There are currently 200 staff employed at the school, both teaching and non-teaching. We are committed to developing and sharing leadership skills and cooperative values.

**Levenshulme High School** is a popular, outstanding, 11-16 inner city girls' comprehensive school in south Manchester, with a similarly diverse community. The school enjoys excellent facilities and beautiful grounds. Co-operative values underpin our work as a school and will continue to do so in the new Trust. We are forward looking and want to prepare our young women for active leadership roles in their family, their community and our wonderful city. The school has 1,000 students on roll, and there are currently 150 staff employed at the school, both teaching and non-teaching.

**The East Manchester Academy** is a vibrant 11-16 secondary school serving families in the local community. We joined the Education and Leadership Trust in 2016, alongside Whalley Range High School and Levenshulme High School. As such we share a firm belief in the co-operative values co-operation, self-reliance, team work as absolute keys to success. The school has 1000 students on roll, and there are currently 150 staff employed at the school, both teaching and non-teaching.

**Parrs Wood High School** is a school at the heart of its community with a diverse population which truly reflects the culture of our city. Its collaborative, community ethos is a key feature of the school. The 1500 pupils on roll in the main school, plus a large and successful Post-16 college of over 400 students, achieve excellent outcomes both academically and personally year-on-year. There are over 200 staff working at the school.

All our schools are vibrant and lively learning communities. At the heart of all our work in developing excellence for pupils is a firm foundation of evidence-based practice for colleagues which all schools share. In order to deliver great outcomes for our pupils we ensure that our colleagues receive high-quality professional development which is aligned with successful research. There are opportunities for our colleagues to network and collaborate with each other and also to influence practice beyond our own Trust as they build their expertise.

We work hard to maintain a high-quality learning environment. The schools have well-developed VLEs to enrich and extend learning. Expectations of attainment and behaviour are high and all relationships are based on mutual respect. Innovative ideas, energetic and imaginative approaches all contribute to the high quality of education we provide.

The schools are at the forefront of innovative and challenging educational ideas and methods and are keen to continue to lead the field. Our schools work in partnership with regional and national organisations and collaborate closely with other Trusts to enrich their own knowledge and to support the success of more children in our context. There are close links with businesses, sport and community organisations, local, colleges and universities to provide many exciting and varied opportunities for learning and achievement. It is essential that anyone applying for a post within

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the Trust sees their role as one of continuous professional improvement and appreciates the great privilege of providing young people with the best education possible.

**Safeguarding Children**

Greater Manchester Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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**WHALLEY RANGE 11-18 GIRLS' HIGH SCHOOL**

**English & Communications Faculty Profile**

English and Communications is a dynamic and forward-thinking faculty made up of sixteen members of specialist staff. Teaching across Key Stages 3, 4 and 5, we offer GCSE English language, GCSE English literature, A level English language, A level English literature and A level media studies. Our role within the school is essential in developing students' reading, writing and communication skills so that attainment is raised, both in English and across the curriculum.

In response to the national changes to the curriculum and examinations system, the faculty has worked hard over the last few years to completely rewrite its curriculum and schemes of work so that they both address the increased rigour and changes to the syllabus while at the same time engaging the pupils in a creative and interactive way. The curriculum is sequenced and interleaved, building on and revisiting previous knowledge effectively in order to ensure retention. The English curriculum is ambitious, coherently planned and broad and balanced, while still effectively catering for those students with SEND. Vocabulary development and basic spelling, punctuation and grammar skills are effectively embedded within schemes of work, which not only cover topics relevant to the pupils but also encourage them to consider societal and contextual factors relevant to the world around them.

The faculty is well-resourced. Every room has an interactive whiteboard, a digital visualiser and all staff have access to iPads to improve the learning experience of students. The faculty also has its own class-set of laptops and three separate computer rooms for students to engage with resources and e-learning opportunities independently. The pandemic also provided staff the opportunity to hone their digital skills: Microsoft Teams is now utilised to provide an additional level of interaction with, and support for, students.

As well as upskilling themselves digitally, staff within the faculty are keen to keep up-to-date with the latest educational initiatives and pedagogy. Regular faculty and whole-school CPD take place to ensure staff are familiar with the latest research in effective teaching practice, to discuss how this research could be applied to their own practice, to standardise and moderate assessments, and to evaluate and reflect on all aspects of our curriculum and practice. Sharing good practice is common in the faculty and a regular agenda item at faculty meetings. As a result, the English and Communications faculty is proud to achieve excellent examination results year after year and is constantly striving to improve the progress and results of the pupils further.

The teaching of English underpins everything that takes place in school. Reading and communication through oracy are both high priorities and pushed through the faculty and throughout the school. Our team of enthusiastic, vibrant and committed teachers believes passionately in the value that a quality education can provide for our pupils.

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**WHALLEY RANGE 11-18 GIRLS' HIGH SCHOOL**

**CHILD PROTECTION POLICY**

**AIMS:**

- To establish a safe environment in which children can learn and develop.
- To ensure we practice safer recruitment in checking the suitability of staff and safeguard students when deploying volunteers to work with children.
- To raise awareness of child protection issues and equip children with the skills needed to keep them safe.
- To develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse.
- To support students who have been abused in accordance with his/her agreed child protection plan.

**WE WILL:**

- Follow guidance on procedures and practice set out by Manchester City Council and the DfE and respond to relevant legislation.
- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the school whom they can approach if they are worried.
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- Ensure we have a designated member of the Senior Leadership Team responsible for child protection (the Designated Safeguarding Lead – DSL), who has received appropriate training and support for this role.
- Ensure we have a nominated governor responsible for child protection.
- Ensure every member of staff (including temporary and supply staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection, and are aware of the procedures to be followed.
- Ensure Child Protection procedures are included in the Staff Handbook and that every member of staff, teaching and support will be given a copy of this document.
- Undertake Child Protection training as part of the induction process for all new staff appointed to the school.

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- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main student file, and in locked locations.
- Follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safer recruitment practices are always followed.

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**DISCLOSURE**

<b>Post: Teacher of English</b>
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<b>Level of Disclosure Required</b>
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<b>Enhanced</b>
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The post that you have applied for meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. If you are shortlisted for the post, you will be asked to reveal any convictions, cautions, final warnings and reprimands, but these will not be looked at unless you are selected for the position. All applicants who are offered employment will be subject to an enhanced DBS check, which will be made with the Disclosure & Barring Service before the appointment is confirmed.

The Trust is an equal opportunities employer and is committed to eliminating prejudice in employment and taking positive action to counter effects of disadvantage.

We recognise that people with criminal convictions face discrimination when seeking employment and so have procedures as part of the recruitment and selection process to guard against further disadvantage.

**ANY INFORMATION WILL BE TREATED IN THE STRICTEST CONFIDENCE AND YOU WILL ONLY BE PREVENTED FROM OBTAINING EMPLOYMENT IF THE TRUST CONSIDERS YOU HAVE A CRIMINAL RECORD THAT MAKES YOU UNSUITABLE FOR THE POST IN QUESTION.**

The Trust will ignore convictions which are not relevant to the post you are applying for. If a conviction may be relevant, the appointing panel will carefully consider the nature of the offence and the requirements of the post. The panel will also look at when the offence occurred and if there is a pattern of unrelated offences. Some serious offences will, however, almost certainly prevent the panel from making an appointment.

The Trust's full Policy on Employment of Ex-Offenders is included in the Trust's Recruitment Policy. The Code of Practice issued by the Disclosure & Barring Service, which guides the Trust's use of Disclosures in Recruitment, is available from the HR Office upon request.

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***DIRECTIONS TO THE SCHOOL  
BY ROAD  
FROM THE NORTH***

Aim for the M60 then leave the motorway at Jct.5, following the signs for Manchester City Centre (A5103 – known as ‘Princess Road’).

\*Stay in the centre lane until you have crossed ‘Barlow Moor Road’ when you should take the left hand lane. When you reach the traffic lights at ‘Mauldeth Road’ go straight on and then take the next left turn onto ‘Wilbraham Road’. Our school is immediately on your left and the entrance is on the left leading to the car park.

**FROM THE SOUTH/WEST**

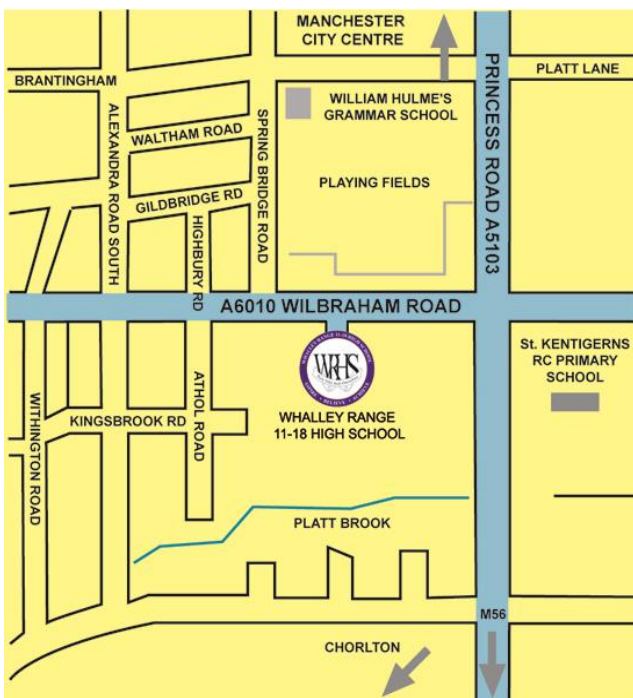
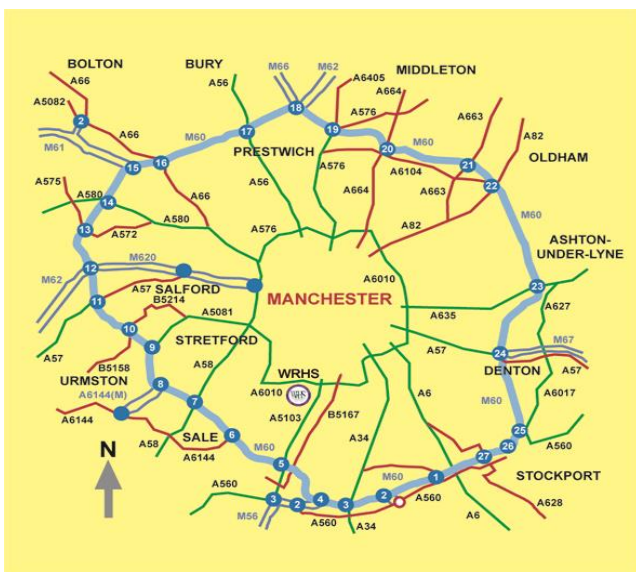
Aim for the M56 Northbound and look for Jct.3 where the road becomes the A5103 ‘Princess Road’

Now follow the ‘From the North’ directions after the\*

**FROM THE EAST**

Aim for the M60 then leave the motorway At Jct.5, following the signs for Manchester City Centre, (A5103 – known as ‘Princess Road’).

Now follow the ‘From the North’ directions after the \*



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**PERSON SPECIFICATION**

**POST: Teacher of English (Mat Leave Cover)**

<b>QUALITIES AND ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>EVIDENCED BY</b>
<b>TEACHING</b>			
Qualified Teacher Status at Secondary Level	✓		Application
Honours degree or equivalent	✓		Application
Highly effective classroom practitioner	✓		Application/Interview
Ability to teach English across key stages	✓		Application/Interview
<b>KNOWLEDGE/UNDERSTANDING</b>			
Appreciation and application of current research on professional development, teaching and learning – curriculum, pedagogy and assessment	✓		Application/Interview
Secure knowledge and understanding of all National Curriculum requirements, behaviour, attendance and safeguarding strategies and policies	✓		Application/Interview
Secure knowledge and understanding of the curriculum of subject/s to be taught at KS3/4/5 and of how this relates to other faculty subjects and the whole school curriculum	✓		Application/Interview
Knowledge of effective strategies and implementation of research-based strategies within the classroom	✓		Application/Interview
Knowledge and understanding of the current OFSTED framework	✓		Application/Interview
<b>GENERAL/PERSONAL QUALITIES AND CHARACTERISTICS</b>			
An effective team player, but can think and work independently	✓		Interview
Able to motivate students and staff	✓		Interview
Commitment to undertake personal and professional development	✓		Interview
Strong interpersonal skills, with good sense of humour	✓		Interview
Enthusiastic, ambitious and resilient	✓		Interview
An effective decision maker	✓		Interview
Willingness to support colleagues	✓		Interview
Able to work under pressure and meet deadlines	✓		Interview
Commitment to school's co-operative values and British values	✓		Interview
Behave in a way which will not bring the school into disrepute	✓		Interview
Commitment to staying fully informed of IT developments and their potential for raising standards	✓		Interview
Commitment to the school and Trust aims and strategies for improving standards	✓		Interview

## JOB DESCRIPTION

**Role:** Teacher of English (Mat Leave Cover)

**Accountable to:** Head of English & Communications Faculty

**Grade:** Teachers' Main Pay Scale

<b>PURPOSE</b>	<b>The post holder will be expected to match the characteristics described in the Teachers' Standards Framework for a subject teacher and will be required to exercise his/her professional judgement to carry out, in a collaborative manner, the professional duties set out below.</b>	
		<b>Key Standards or KPIs</b>
<b>Key Performance Area 1</b>	<b>Knowledge, Understanding and Personal Development</b>	
	<b>Knowledge and understanding of:</b> <ul style="list-style-type: none"> <li>• Safeguarding practice</li> <li>• The relationship of the subject to the curriculum and the development of literacy and numeracy skills</li> <li>• The characteristics of high-quality teaching and learning and the main strategies for improving and sustaining high standards of teaching, learning and achievement of all students;</li> <li>• Professional responsibilities in relation to all school policies and practices</li> <li>• The implications of the Code of Practice for Special Education Needs (SEND) for teaching and learning;</li> <li>• The need to take responsibility for your personal professional development and keep up to date with research and development in pedagogy and in the subject/s taught</li> <li>• How to achieve challenging and professional goals</li> <li>• How to be a good role model to the students in all aspects of the professional role.</li> </ul>	<ul style="list-style-type: none"> <li>• Contribution to lesson/medium term planning in line with curriculum plans</li> <li>• IEPs and differentiated provision in place</li> <li>• QA processes</li> </ul>

<b>Performance Area 2</b>	<b>Planning, Assessment and Evaluation</b>	
	<ul style="list-style-type: none"> <li>• Ensure that good quality lesson plans with clear learning objectives are in place.</li> <li>• Mark and monitor students' class and homework, providing constructive oral and written feedback, setting clear targets for students' progress, in line with faculty/whole school practice.</li> <li>• Analyse school data/external data, including prior attainment or achievement to inform policy and practice, target setting, Teaching and Learning, always ensuring high expectations.</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson planning/resources in place in line with medium plans</li> <li>• Regular feedback to students with and curriculum targets set, in line with school and faculty policy</li> </ul>

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	<ul style="list-style-type: none"> <li>• Work with the Inclusion Faculty to set subject specific targets for identified students who have SEND or who are higher prior attaining.</li> <li>• Contribute to the production of the Faculty Development Plan, as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Action is taken to support delivery of IEPs</li> </ul>
<b>Key Performance Area 3</b>	<b>Teaching, Learning and Achievement</b>	
	<ul style="list-style-type: none"> <li>• Ensure effective teaching of whole classes, groups and individuals so that teaching intentions are met, pace and challenge is maintained and best use is made of teaching time.</li> <li>• Set high expectations of student behaviour, establishing and maintaining a good standard of classroom management, through well focused teaching and positive relationships.</li> <li>• Use teaching methods which keep students engaged and challenged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.</li> <li>• Through concise and consistent planning and assessment of lessons, secure progress towards student targets.</li> </ul>	<ul style="list-style-type: none"> <li>• Lesson plans/resources are in line with medium term plans</li> <li>• School procedures followed re: Behaviour for Learning</li> <li>• Feedback provided to students via marking/ assessment and discussions</li> <li>• Assessment data on SIMS</li> </ul>
<b>Key Performance Area 4</b>	<b>Resource Management</b>	
	<ul style="list-style-type: none"> <li>• Promote an ethos of team work and a culture of sharing good practice.</li> <li>• Provide an effective role model in terms of classroom practice.</li> <li>• Select and make use of textbooks, ICT and other learning resources which enable teaching objectives to be met.</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting with support staff, colleagues and others</li> </ul>
<b>Key Performance Area 5</b>	<b>Developing Others and Wider Responsibilities</b>	
	<ul style="list-style-type: none"> <li>• Establish effective working relationships with professional colleagues, including support staff.</li> <li>• Through whole school assessment practice, develop secure 'reporting to parents/carers' practice.</li> <li>• Develop additional learning opportunities through extra-curricular practice.</li> <li>• Contribute to the impact of the school's co-operative and British values.</li> </ul>	<ul style="list-style-type: none"> <li>• Assessment procedures followed</li> </ul>

**This Job Specification may be reviewed by the Academy Headteacher, as necessary, and may be amended at any time after consultation with you.**