



TEACHER OF ENGLISH

RECRUITMENT PACK



# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Thank you for your interest in a position within the Great Schools Trust family of Schools. The Great Schools Trust is an education charity that has a proven track record of successful school start up and improvement whilst transforming the lives of children and young people through our unique values driven approach to education.

You will be joining a values driven, highly innovative, inspirational and ambitious organisation, so we are seeking an outstanding candidate who can realise the highest possible quality of services to support our educational vision, strong leadership and effective support to colleagues, to enable the trust to achieve the best possible outcomes for students. This is an exciting and very rewarding role and we look forward to receiving your application.

Yours faithfully

**Shane Ierston**

**CEO**

## OUR VISION

To develop a family of Great Schools that allow all students, irrespective of starting point or background, to access university or a career of their choice and succeed in life.





# PRINCIPAL'S WELCOME

I am delighted to welcome you to the King's Leadership Phoenix Academy, for what is proving to be a very exciting and transformational period for our centre and our students. At King's Leadership Phoenix Academy, we believe every child can succeed and that great teaching is the key to that success. This sentiment is reflected in our motto, 'Credimus', which translated from Latin literally means we believe. At King's Phoenix we have the Phoenix Five which is a blueprint to a successful day at King's Phoenix.



Kings Leadership Phoenix Academy is part of The Great Schools Trust, a growing multi-academy trust situated in the Northwest of England. There are currently eight King's Leadership Academy's within the trust, located in Bolton, Warrington, Liverpool and Sefton.

King's Leadership Phoenix Academy is an alternative provision school that provides a full-time education for 11-16-year-old students from Vortex House on Wavertree Technology Park. Our academy hosts excellent facilities and a broad curriculum. a wealth of additional space and facilities to expand and broaden our curriculum offer to include science teaching in a specialist lab, an IT suite, a gymnasium, specialist Food Technology and Art and Design rooms, a family dining area, as well as dedicated therapy rooms. The space will also allow us to have dedicated classrooms for the teaching of a full national curriculum.

We recognise that mainstream school and education is not for everyone, but we are unwavering in our belief that expectations should not be lowered for students who attend alternative provision, in fact, they should be higher, especially when considering only 5% of students who attend alternative provision nationally pass English and Mathematics We will therefore, offer a broad and balanced curriculum to class sizes no more than 8 students, offering GCSE and GCSE equivalent qualifications, flexible approaches ensuring curriculum is adapted and tailored to each student and personalised literacy and numeracy programmes. Increased time is dedicated to our ASPIRE personal development programme to focus on qualities of character development and leadership skills in order to prepare students to become successful citizens who can go on to positively contribute to society. We know that our relationships and our ability to truly nurture each student will lay foundations and be at the heart of all achievements.

We take the development and well-being of our staff equally as seriously. We hold CPD twice a week with one taking place on Friday afternoons once students leave at lunchtime. All academies in The Great Schools Trust finish early on a Friday to allow for cross trust CPD. All staff are provided with a laptop and there will be state of the art ICT infrastructure in the new building with interactive clever touch screens in each classroom. Daily SLT support is also provided through keeping in touch sessions to discuss events of the day and actions for tomorrow.

We seek to find individuals who are committed to changing the life chances of students, who will be relentless in their drive to set high expectations for student progress and to ensure that no child who leaves the provision will fail when returning back to mainstream or those who go onto further education, employment or training.

I welcome you to King's Leadership Phoenix Academy and hope that you find the information in this pack informative. Please do get in touch if you wish to discuss the post in more detail.

**Mr Danny Cross**

**Principal**

## Teacher of English

**Salary:** MPS/UPS

**Contract:** Permanent

**Hours:** 32.5 hours per week

**Location:** King's Leadership Phoenix Academy

**Reporting to:** Senior Leadership Team

**Commencing:** September 2026 or Earlier

### Working at King's Phoenix

King's Leadership Phoenix Academy is seeking to appoint an **inspirational and dedicated Teacher of English** to join our expanding team.

Located in Wavertree Technology Park, Liverpool, our school benefits from excellent access to the city centre and local train stations. Class sizes are below average, allowing for meaningful learning experiences and strong relationships with students. Innovation is one of our strengths, supporting a modern approach to education alongside our unwavering commitment to high expectations and academic excellence.

We are looking for an enthusiastic English teacher who is passionate about their subject and committed to inspiring a love of reading, writing, and language in all our students. The successful candidate will:

- Deliver high-quality, engaging English lessons.
- Contribute to a culture of high expectations and student achievement.
- Play an active role in the wider life of the school community.
- Support the ongoing development of the English curriculum and enrichment opportunities.

King's Leadership Phoenix Academy is committed to creating a diverse workforce. We welcome and encourage applications from all suitably qualified candidates, regardless of sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.





## Why Join Us?

At King's Leadership Phoenix Academy, we believe that great schools are built by happy, supported and inspired staff. As part of our growing Trust, you'll be joining a team that genuinely values your well-being, your professional growth, and your future.

**Our staff enjoy a fantastic range of benefits designed to help you thrive both in and out of the classroom:**

- Well-being at the heart of what we do**  
 We are proud to be a trust that prioritises staff well-being, because we know that when you feel valued, supported and balanced, students benefit too.
- Flexible working opportunities**  
 We understand that life is about balance and offer flexible working arrangements to support you in managing work and home life effectively.
- Excellent pension and financial benefits**  
 Access the Teacher Pension Scheme or Local Government Pension Scheme, giving you security and peace of mind for the future.
- Generous holiday entitlement**  
 30 days for support staff, ensuring you have the time to rest, recharge and enjoy life outside of work.
- Comprehensive well-being support**  
 Through the BUPA Employee Assistance Programme, you'll have access to expert resources to help you manage your well-being, including confidential counselling, guidance on health and lifestyle, and practical support with child and dependant care.
- Family-friendly policies**  
 Our strong occupational sickness and maternity/paternity schemes ensure that you're supported during life's most important moments.
- Professional growth and career development**  
 We take a unique approach to Performance Leadership — focused on collaboration, growth and empowerment, not box-ticking. Every staff member receives tailored training and development opportunities to help them flourish.
- Opportunities across the Trust**  
 As part of a growing network of academies, you'll have exciting pathways to develop your career both within and across the Trust.
- Salary sacrifice schemes**  
 Including Cycle to Work — helping you save money and make healthy, sustainable choices.





## Job Purpose

It is expected that the successful teacher will be committed and demonstrate strong emotional intelligence, whilst also upholding the following qualities:

1. Strong subject knowledge and a passion for sharing it in the classroom.
2. A genuine like of children and the patience required to make them succeed.
3. Ability to plan good lessons in response to the strengths and weaknesses of the students.
4. Ability to lead a class well, developing strong norms and expectations.
5. Participation in regular professional development to attune classroom practice.
6. Promote high expectations for all students in your care.
7. Ability to inspire and motivate the students to believe in themselves and apply effort to succeed.
8. Accept feedback from more experienced staff and act on it, whilst refusing to accept low performance from students.
9. Desire to participate in our accelerated promotion opportunities.
10. Be prepared to go the extra mile when required.



## Duties & Responsibilities

It is expected that the teacher will be hard-working, resilient and demonstrate the following qualities:

### Core Competencies

- Degree-level qualifications and appropriate route into teaching
- Passion for the subject and ability to convey this to young people
- Share and uphold the beliefs of Great Schools Trust through strong moral values.
- Be committed to your own professional development and the application of learning theories in the classroom
- Have high expectations for yourself, colleagues and pupils
- Show respect to other colleagues; treating others as you would like to be treated
- Fully attend and complete ECT and/or induction programmes.



## Teaching & Learning

- Undertake an appropriate programme of teaching at the academy
- Use your non-contact time appropriately (e.g. student feedback/assessment, walkthroughs, supporting colleagues)
- Assist in the development of appropriate learning plans, resources, schemes of work and teaching strategies in your curriculum area
- Contribute to the curriculum area you teach and support the department's development plan as required by your leadership link
- Attend appropriate meetings and training





- Teach students according to their educational needs, including the personalisation of resources or approach where appropriate in line with individual support plans (SEND)
- Review your students' progress based on various performance indicators such as assessment data, homework, feedback from other teachers and parents etc.
- Respond to the performance of the children, re-teaching or explaining aspects of work that have been misunderstood
- Ensure that your lessons are planned in accordance with the department approach and long-term curriculum planning
- Adhere and comply with all relevant external examination board regulations and specifications in your subject area
- Participate in the academy's supportive procedures for learning checks
- Take personal responsibility for your own career development by participating fully in the Trust People-centered leadership programme and school CPD programme.

### Strategic Planning

- To actively monitor and follow up on student progress in your class based on various performance indicators such as assessment point information, homework, feedback from other teachers and parents etc.
- To respond to the performance of the children, re-teaching or explaining aspects of work that have been misunderstood
- To ensure that work in the curriculum area fully reflects the school's distinctive ethos and mission.
- To review student performance in light of your own teaching.
- To aspire to become a leader or master teacher so that you can have a bigger impact on the lives of more children.

### Quality Systems

- To participate in the academy's supportive procedures for learning checks
- To ensure the effective operation of quality control systems such as work submission or controlled assessment, if appropriate
- To set improvement targets within your subject area and to work towards their achievement
- To seek improvement and self-development as a practitioner
- To support other colleagues with their practice in areas that you have developed strengths.





## Person Specification

### Qualifications & Experience

- Qualified Teacher Status (QTS) or equivalent recognised teaching qualification (E)
- A degree in a relevant subject area (E)
- Experience of teaching in the relevant key stage or undertaking route into teaching (E)
- Evidence of ongoing professional development in education and teaching practice (E)
- Additional qualifications in specific subject areas or special educational needs. (SEN) (D)

### Knowledge & Understanding

- Awareness of safeguarding procedures and commitment to promoting the welfare of young people (E)
- Strong understanding of the national curriculum and assessment frameworks (E)
- Knowledge of effective teaching and learning strategies (E)
- Understanding of child development and how to support students' academic, social, and emotional growth (E)
- Knowledge of current educational research and how it can be applied in the classroom (D)
- Familiarity with the use of technology to enhance teaching and learning (E)
- Knowledge of how AI can be used to further enhance education. (D)

### Skills & Abilities

- Excellent classroom management skills, with the ability to create a positive and inclusive learning environment (E)
- Strong communication skills, both written and verbal, with the ability to engage effectively with students, parents, and colleagues (E)
- Ability to plan, deliver, and evaluate high-quality lessons that meet the needs of all students (E)
- Effective use of assessment to monitor progress, provide feedback, and inform future teaching (E)
- Ability to work collaboratively as part of a team and contribute to the wider school community (E)
- Ability to lead co-curricular activities or contribute to school initiatives. (E)
- Awareness of how to use data to drive improvements in student outcomes. (D)

### Personal Qualities

- Passionate about education and committed to making a positive difference in students' lives (E)
- Reflective and open to feedback, with a willingness to continuously improve and develop professionally (E)





- Resilient, adaptable, and able to manage workload effectively in a dynamic school environment (E)
- Strong sense of integrity, professionalism, and commitment to upholding the trust's values and ethos (E)
- Creative and innovative in approach to teaching and problem-solving (D)
- Ability to build positive relationships with students, fostering a love of learning. (D)

#### Additional Requirements

- Satisfactory completion of all pre-employment checks, including enhanced DBS clearance (E)
- Compliance with the Trust staff communication and social media policy (E)
- Compliance with the school code of conduct (E)
- Commitment to equality, diversity, and inclusion in education (E)
- Willingness to participate in and contribute to wider school events, meetings, and professional development opportunities. (E)

The Great Schools Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check and satisfactory references.



## Terms

*The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed. This job description is current but may be reviewed at any time 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 scale.*

*This appointment is with the Local Academy Council of the School, with the Trust as employers. The 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 reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Contract'. This Job Description is not intended to be either prescriptive or exhaustive: it is issued as a framework to outline the main areas of responsibility. The trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for applicants who may have a disability or continued employment for any employee who develops a disabling condition.*

## References and Pre-Employment Checks

We will seek references for candidates once the position has been offered and we may approach previous employers for information to verify particular experience or qualifications before interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

## Our Commitment to Safeguarding

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

Any offer made to a successful candidate will be conditional upon relevant pre-employment checks, including:

- Two **satisfactory references**, one of which must be from your most **recent employer**;
- Proof of **identity, address and right to work** in the UK;
- Verification of relevant **qualifications**;
- Candidates who have worked or been resident **overseas** for three months or more within the last five years will be subject to **criminal record checks** from the relevant **jurisdiction(s)**;
- Verification of **medical fitness** for the role;
- Confirmation that the applicant is not named on the **Children's Barred List**, administered by the DBS;
- A satisfactory **enhanced disclosure** from the DBS.
- Satisfactory completion of the **probationary period**;
- Candidates in **managerial roles** will be subject to a **Prohibition from Management check** (Section 128 check).
- **Prohibition check** (where applicable)