



TRUE LEARNING PARTNERSHIP



Poynton High School
Teacher of English Recruitment Pack

<https://www.truelearning.org.uk/vacancies>



ASPIRATIONAL

We encourage everyone to dream big and pursue excellence.



COLLABORATIVE

We work together, valuing diverse perspectives and shared success.



COMPASSIONATE

We act with kindness, respect, and a genuine desire to serve others.



CURIOUS

We foster innovation and a love of learning for all through inquiry and creativity.



INCLUSIVE

We ensure everyone feels valued, supported, and able to contribute fully.



TRUE LEARNING PARTNERSHIP

Our Mission

To inspire and empower every individual within our trust to achieve their fullest potential.

We are committed to providing a safe, inclusive, and innovative learning environment where compassion and collaboration thrive. Encouraging high aspirations, courage and curiosity, we equip all members of our community with the skills, confidence, and character to make a meaningful, positive impact in their communities and beyond.



Inspiring the best in everyone

Welcome to Poynton High School, part of the True Learning Multi-Academy Trust

Dear Candidate,

Thank you for your interest in working at our school. Poynton High is a great school, full of inspirational young people and exceptionally talented staff. As Headteacher I am proud to have such a supportive, expert and engaged staff team and I hope that you will wish to move forward on your application and look to join us in due course.

We seek to appoint a well-qualified and enthusiastic English teacher to join a highly successful and innovative team. This position offers someone who has a real passion for inspiring our very motivated young people the opportunity to join our ambitious and high performing English Team.

You will have demonstrated an ability to teach KS3 and GCSE English. An ability to offer English Language, Literature or Media Studies A level would be beneficial.

This position offers someone with good communication and interpersonal skills a fantastic opportunity to join an ambitious and forward-thinking school. A willingness to contribute to and develop extra-curricular activities is essential. We would consider applicants seeking full time or part time contracts.

Our school serves the families of Poynton, Disley, Adlington and surrounding areas and we lie at the heart of this community's learning needs. We pride ourselves on being a community where every young person is challenged to reach their full potential and experience success, regardless of their background or ability. We believe that all stakeholders—students, staff, families, and the wider community of which we are a part—share the responsibility of contributing to the growth and achievement of our students. Recognising that every young person is unique, we are committed to building strong relationships and fostering an inclusive environment that values individuality, celebrates all achievements, and empowers our students to thrive academically, socially, and personally.

We have approximately 1500 students in Years 7 to 13 and offer a wide range of A levels in our large and successful Sixth Form. We are proud of the academic excellence achieved by our students and of their involvement in wider school life. We hope that as a prospective member of staff you will share our mission to “inspire and empower all within our learning community to fulfil their individual potential and ambitions so that all are able to be active and successful citizens in our global society”.

I would encourage you to visit our website (<https://www.poyntonhigh.org.uk/>) to get a better understanding of life here at Poynton High and if you have any questions that you would like to ask please do not hesitate to contact me directly on head@poyntonhigh.org.uk. I very much hope that you want to join our team and I look forward to receiving an application from you in due course. Good luck!

Matthew Dean
Headteacher

Job Description & Person Specification

POST: Teacher of English

SCALE: MPS

CONTRACT: Permanent

EFFECTIVE FROM: September 2026

The English Team

Poynton High School students are exceptional, and this is consistently shown by the strength of their examination attainment. There is, however, much more to our students. When you spend time in an English classroom you will also find that they are engaging, bright, and have an appetite for learning which makes Poynton an engaging and enjoyable place to teach.

Our curriculum, how we build classes, how we cater for the needs of individuals, and our approach to reading are driven by this. We want our students to enjoy and thrive in English, to strive not just for competence but to become experts with a passion for the subject.

The English curriculum offers a coherent and challenging journey which begins with a unit based on the history of storytelling and is logically sequenced so that all students develop a broad base of knowledge which goes well beyond the limits of the National Curriculum and of any exam syllabus.

As a teacher, you will be joining an experienced team of thirteen teaching staff, who are centred together in one area of the school. In addition to teaching rooms, there are two dedicated department work areas which are amply resourced.

English is taught in mixed ability groups both in Key Stage 3 and Key Stage 4, but do not let that label mislead you: in any 'mixed ability' class you will find that at least one third of the students will leave us with a grade 7 or above in English. The core role of the classroom teacher is to build the relationships and deliver quality-first teaching that enables every student in the room to make progress. To this end, you will find that our expectations of students and staff are high.

At Key Stage 5, we also offer A levels in Media, English Language, and English Literature. It is our aim to ensure that all staff have the opportunity to teach at this level.

The English team work hard and are driven by a passion for their subjects. We therefore seek applicants who share this ethos and want to be part of leading this department forwards.

Person Specification

QUALIFICATIONS AND TRAINING	
Essential	Evidence
1. To be a qualified teacher.	AF
2. To have a degree or equivalent in English	AF
3. To have recent experience of teaching students in the secondary sector of education.	AF
PROFESSIONAL SKILLS AND EXPERIENCE	
Essential	
1. To have proven excellent classroom teaching and examination success teamed with a commitment to high standards of achievement for students of all ability levels.	AF + LO
2. To have experience of target setting.	I
3. To have experience of teaching English to KS3 and KS4.	AF
4. To have the ability to use ICT effectively in teaching.	I + AF
5. To have an appropriate profile of in-service activities.	AF
Desirable	
1. To understand the role of new technologies and be willing to learn about new packages.	I
2. To have relevant experience of post-16 developments and teaching.	AF
KNOWLEDGE AND UNDERSTANDING	
Essential	
1. To have effective behaviour management strategies.	LO + I
2. To use strategies for ensuring inclusion, diversity and access.	I
3. To understand the outcomes of Every Child Matters.	I
4. To have the ability to input into personalising the curriculum in order to meet the needs of all students.	I
5. To have knowledge of current thinking in teaching and learning within English	I
Desirable	
1. The ability to teach either A level English Language, Literature or Media Studies	AF
2. Knowledge of recent children's literature.	I
ABILITIES	
Essential	
1. To be able to lead and motivate students, setting high standards and providing a focus for improvement.	I
2. To foster an open, fair, equitable culture.	I + R
3. To be able to prioritise, plan and organise yourself and students	I + LO + R
4. To use high quality interpersonal and communication skills which acknowledge excellence and challenge poor performance.	I + R
COMMITMENT	
Essential	
1. To be committed to the promotion of Poynton High School, a school at the heart of learning in the community.	I
2. To believe in equality and celebrate diversity.	I
3. To be committed to inclusion and the right for all to fulfil their potential.	I
4. To be committed to the development of the professional effectiveness of all staff within the department.	I
5. To ensure that all students reach their full potential in English	I
6. To provide the choice and flexibility in learning to meet the personalised learning needs of every child.	I

Key to evidence source:

AF = Application Form

LO = Lesson Observation

I = Interview

R = Reference

Core Responsibilities for all Trust Employees

Health & Safety

All staff within True Learning Partnership are required to remain vigilant, observe all relevant Health and Safety policies and procedures, take reasonable care of their own and others' Health and Safety, report all accidents and incidents, and raise concerns through their line manager, the Director of Business & Operations, the site management team or another member of SLT as appropriate.

Equality & Diversity

Staff employed by True Learning Partnership are expected to promote equality of opportunity for all students and staff, both current and prospective, and to support an environment that values diversity and respect. True Learning Partnership believes that all individuals are of equal value and we are committed to equal opportunities for all.

Data Protection

All staff within True Learning Partnership have a responsibility to ensure that data they are responsible for is accurate and appropriate to the needs of the organisation, and that they are responsible for ensuring any personal data processed for any purpose or purposes in connection with their role in the Trust shall not be kept for longer than is necessary for that purpose or those purposes, in accordance with GDPR 2018.

Safeguarding & Child Protection

True Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the Trust's Safeguarding and Child Protection policy and procedures at all times.

Notwithstanding the detail in this job description, in accordance with the Trust's Flexibility Policy the job holder will undertake such work as may be determined by the CEO from time to time, up to or at a level consistent with the main responsibilities of the job.

Key Information regarding the Application Process

To Apply

Completed application forms should be submitted via My New Term.

Please **do not** include your name when completing your supporting statement.

Only completed application forms will be submitted for shortlisting, CVs will not be accepted.

Key Dates

Closing date for applications: Tuesday 14th April 2026

Interviews will take place week commencing 20th April 2026

Benefits

At True Learning Partnership, we're proud to support our staff both in and outside of work. We're committed to your wellbeing, professional growth, and maintaining a healthy work-life balance.

Our benefits package includes a wide range of support and resources, such as wellbeing tools, a confidential Employee Assistance Programme (EAP), learning and development opportunities, and access to discounts on everyday spending and lifestyle services.

Other benefits include;

- Pension Scheme
- Cycle to Work Scheme
- Eye Care Vouchers
- Seasonal Flu Jabs
- Access to free CPD courses
- Strava – True Learning Runners

Safer Recruitment Information

True Learning Partnership is an inclusive Equal Employment Opportunity employer that considers applicants without regard to gender, gender identity, sexual orientation, race, ethnicity, disabled or veteran status, or any other characteristic protected by law. We welcome applications from all individuals regardless of individual background or circumstance. Please note if you are shortlisted, an online search will be carried out before interview which may identify any incidents or issues that have happened, and are publicly available online, which we might want to explore with you at interview.

True Learning Partnership is committed to safeguarding and promoting the welfare of all children and young people and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.

The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (one of which must be from the current/latest employer) and evidence of the formal qualifications required for the role.

Trust Safeguarding Statement

True Learning Partnership recognises the important role that our schools and their staff have in the wider safeguarding system for children. ALL staff have a responsibility to provide a safe environment in which children can learn. True Learning Partnership fully adopts statutory guidance "Keeping Children Safe in Education" (September 2025).

True Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our schools are a safe place for children, where our responsibilities for safeguarding children are taken seriously. As a Trust, we are responsible for ensuring that all our schools have thorough and robust child protection and safeguarding policies and procedures.

Should you have safeguarding concerns regarding any pupil at any of our schools, please speak to one of the Designated Safeguarding Leads at that school.

True Learning Partnership Designated Safeguarding Officer is Catherine Holyland, Deputy Head Teacher at Poynton High School. If you wish to contact her directly please e mail Cholyland@truelearning.org.uk

TLP's Trust Board safeguarding representative is currently TBC. If you wish to raise a concern, please email info@truelearning.org.uk stating that the email relates to a safeguarding issue.

Our schools' Local Governing Bodies are regularly updated about child protection, bullying and safeguarding policies and practices by the relevant school Head Teachers, and other members of the Senior Leadership Team. This information is reported to the Trust Board.

For further details on roles and responsibilities, and recording information regarding Safeguarding, please see the Safeguarding Policy and Procedures documents held by each school in our Trust.



**TRUE LEARNING
PARTNERSHIP**

Contact Us



True Learning Partnership

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W: www.truelearning.org.uk/

E: recruitment@truelearning.org.uk

