

Early Careers Teacher of English

Closing Date: Thursday 14th May at 9.00 a.m.

Interview Date: Tuesday 19th May



MOSAIC
LEARNING TRUST

Raising Aspirations,
Empowering Futures



**Candidate
Information Pack**

WELCOME TO THE MOSAIC LEARNING TRUST

It is with great pleasure that I introduce you to Mosaic Learning Trust and I hope this information will enable you to decide on your suitability to join our journey and become part of our growing team. As a Trust, we are determined to challenge our students inside and outside the classroom to strive for individual excellence and to achieve the highest academic standards. Our Trust is committed to supporting every student to develop to their full academic potential whilst experiencing a wide and exciting range of opportunities to equip them with the skillset for a successful future as rounded, mature and confident members of modern society.



Aspirational Learning

We aim to *Inspire Excellence* and *Unlock Potential* by creating high expectations and providing personalised learning opportunities for our children.



Empowering People

We Value Every Voice and *Nurture Every Talent*. We prioritise wellbeing, inclusivity, and active community engagement, ensuring that each person feels respected, nurtured and supported.



Collective Ambition Our belief that *Together We Achieve More*. Through sharing resources, and expertise we support each school within the trust, encouraging staff learning and enhancing outcomes for children.



I am very proud of the Trust, its students, staff and Trustees. Education at Mosaic provides much more than exam excellence. It aims to develop and nurture our children to take their place as caring and confident young people in the outside world. Our staff have opportunities to engage in high quality Continuous Professional Development, and all staff have access to our supportive, well-being packages. We would like to invest in the long-term career of an exceptional candidate and would welcome visits from prospective applicants.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Neil Moore'.

Neil Moore
Chief Executive Officer



SCHOOL WELCOME



**Standish Community
High School**

April 2026

Dear Applicant,

Welcome to Standish Community High School.

Thank you for considering an application to the permanent position of Early Careers Teacher of English at Standish Community High School. I am happy to recommend Standish Community High School to you as a high performing, vibrant, caring and forward-thinking school – where the academic achievement and personal development of each student go hand in hand.

As a school we are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Over the five years, our students make considerable strides towards adulthood - for them to achieve this all our students follow 'The Standish Way' and are encouraged to become Successful Learners, Confident Individuals and Responsible Citizens.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each student. However, what is consistent is our team of passionate, enthusiastic, caring and committed staff who work relentlessly in pursuit of excellence for the students and community we serve.

At Standish Community High School, we have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own personal development. Successful candidates will receive a high-quality induction, appraisal, continuous development programs and opportunities to contribute to whole school projects.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. I would like to thank you for your application, investment of time and - whatever the outcome – I wish you well in the future.

If you have any questions for us, do get in touch, we are always here to help.

Yours faithfully,



**Mrs L Barker
Headteacher**



ABOUT OUR SCHOOL



Standish Community High School

Standish Community High School is a thriving 11-16 school, set on an extensive and well-resourced campus in Standish, Wigan. We are a vibrant, caring and forward-thinking school, where the academic achievement and personal development of each student go hand in hand. We are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Our motto, 'Be Outstanding', captures our belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence. We are determined to help them develop skills and expertise and to become happy, well rounded and successful individuals.

Our Motto:



Successful Learners



Confident Individuals



Responsible Citizens

Be Outstanding

Our Vision

We seek to be recognised as a school that secures excellence in academic achievement, personal growth and professional development. We focus on the needs of the individual through a commitment to every student, every subject and every grade. We believe that there should be no ceiling on ambition and that potential can be realised in all our students, irrespective of background or ability. We aspire to place a deep sense of care and support at the heart of our school.

Our Aims:

- To ensure our students become conscientious and resilient so that they thrive as learners
- To prepare students for 21st century adulthood through the provision of a broad and balanced curriculum
- To be recognised as a centre of excellence for teaching and learning
- To flourish as an inclusive school that prepares our students to be responsible citizens
- To ensure that all pastoral structures and systems of support are designed to help students be confident with high self esteem
- To recognise leadership at all levels and across all areas of school life
- To equip our students to have the skills and emotional intelligence to be able to adapt and succeed in an ever-changing society.

“Pupils feel happy and safe at Standish Community High School.” OFSTED



MOSAIC LEARNING TRUST

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Empowering Futures

April 2026

Dear Applicant,

Early Careers Teacher of English (1.0 FTE) – Permanent

Many thanks for your interest in the above position. Please find enclosed the following documents:

- Job Description
- Person Specification
- Application Process

Standish Community High is advertising for a permanent Early Careers Teacher of English to commence employment from 1st September 2026.

We are looking to appoint enthusiastic, self-motivated, and highly organised individual to contribute to the outstanding support, care, and guidance that the school offers its students. Applications are sought from individuals with energy, commitment, and a determination to succeed. This post is open to Early Careers Teachers who are new to the profession and are in their first or second year of their induction.

This full-time role will be based at Standish Community High School, however as we are part of the Trust, there may be occasions when you will be required to work at other schools within the Trust.

We encourage applicants to apply through [MyNewTerm](#). Applicants can also apply through [Teacher Vacancies](#) or by filling in the Trust's application form found on the [School Website](#). Late applications will not be considered. Completed application forms should be forwarded by email to: recruitment@standishchs.wigan.sch.uk

Applications will be considered as soon as they are received, and the closing date will be Thursday 14th May 2026 at 9.00 a.m. Interviews are scheduled to take place Tuesday 19th May 2026. Online searches will be carried out on shortlisted candidates (in line for the KCSIE 2023 guidance).

Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list check through the Disclosure and Barring Service (DBS), medical clearance, references, and verification of qualifications satisfactory to the Trust.

Yours faithfully,

A handwritten signature in black ink that reads "R Atherton". The signature is written in a cursive, slightly slanted style.

Miss R Atherton

Trust H.R. Manager

JOB DESCRIPTION



1. INTRODUCTION

Post Title	Early Careers Teacher of English
Status	Permanent, subject to the successful completion of the two-year Early Career Teacher (ECT) induction period.
Purpose	<p>Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD)</p> <p>Implement and deliver an appropriately broad, balanced, relevant, and differentiated curriculum for students and support a designated curriculum area as appropriate</p> <p>Commit to professional development in order to teach Media Studies GCSE classes as a second specialism (no prior experience necessary).</p> <p>Monitor and support the overall progress and development of students as a teacher / Form Tutor</p> <p>Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential</p> <p>Contribute to raising standards of student potential</p> <p>Share and support the school's responsibility to provide and monitor opportunities for personal and academic growth</p>
Line Management	Reporting to – Head of Department / SLT Link No line manager responsibly
Liaising with	Headteacher, Senior Leadership Team, Governing Body, teachers and support staff, LA representatives, external agencies, and parents / carers
Working time	Full time (1.0 FTE) as specified within the STPCD
Salary/Grade	Classroom Teachers' Main Pay Scale M1 or M2
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190-day teaching year.

2. TEACHING

- 2.1 To carry out duties in accordance with the Teachers Standards.
- 2.2 Work positively to the implementation of Teaching and Learning developments in line with the school SSDP and current Teaching & Learning foci.
- 2.3 Teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- 2.4 Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.

- 2.5 Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- 2.6 Ensure that Literacy and Numeracy are promoted and reflected in the teaching / learning experience of students.
- 2.7 Undertake a designated programme of teaching.
- 2.8 Ensure a high-quality learning experience for students which meets internal and external quality standards and ensures all students make progress.
- 2.9 Prepare and update subject materials.
- 2.10 Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- 2.11 Maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- 2.12 Undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- 2.13 Mark, grade and give written / verbal and diagnostic feedback in line with the school policy.
- 2.14 As part of your contractual obligations you may be required to teach identified classes in our partner primary and high schools as part of our outreach work. This may be done either here at Standish or in those schools.

3. STRATEGIC / OPERATIONAL PLANNING

- 3.1 Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and department.
- 3.2 Contribute to the curriculum area and department's development plan and its implementation.
- 3.3 Plan and prepare courses and lessons.
- 3.4 Contribute to the whole school's planning activities.

4. CURRICULUM PROVISION

- 4.1 Assist the Head of Department, the Senior Leadership Team, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.

5. CURRICULUM DEVELOPMENT

- 5.1 Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's mission and strategic objectives.

6. STAFFING

- 6.1 Take part in the school's staff development programme by participating in arrangements for further training and professional development.
- 6.2 Continue own professional development in the relevant areas including subject knowledge and teaching methods.
- 6.3 Engage actively in the performance management review process.

- 6.4 Ensure the effective / efficient deployment of classroom support.
- 6.5 Work as a member of a designated team and to contribute positively to effective working relations within the school.

7. QUALITY ASSURANCE

- 7.1 Help to implement school quality procedures and to adhere to those.
- 7.2 Contribute to the process of monitoring and evaluation of the curriculum area / department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek / implement modification and improvement where required.
- 7.3 Review from time to time methods of teaching and programmes of work.
- 7.4 Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

8. MANAGEMENT INFORMATION

- 8.1 Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- 8.2 Complete the relevant documentation to assist in the tracking of students.
- 8.3 Track student progress and use information to inform teaching and learning.

9. COMMUNICATION AND LIASON

- 9.1 Communicate effectively with the parents / carers of students as appropriate.
- 9.2 Where appropriate, communicate and co-operate with persons or bodies outside the school.
- 9.3 Follow agreed policies for communications in the school.
- 9.4 Take part in liaison activities such as parent's evenings and liaison events with partner schools.
- 9.5 Contribute to the development of effective subject links with external agencies.

10. MANAGEMENT OF RESOURCES

- 10.1 Contribute to the process of the ordering and allocation of equipment and materials.
- 10.2 Assist the Head of Department to identify resource needs and to contribute to the efficient / effective use of physical resources.
- 10.3 Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department, and the students.

11. PASTORAL SYSTEM

- 11.1 Be a Form Tutor to an assigned group of students.
- 11.2 Promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- 11.3 Liaise with a Pastoral Leader to ensure the implementation of the school's pastoral system.

- 11.4 Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- 11.5 Evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- 11.6 Contribute to the preparation of action plans and progress files and other reports.
- 11.7 Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- 11.8 Communicate as appropriate, with the parents / carers of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- 11.9 Contribute to PSHCE and citizenship and enterprise according to school policy.
- 11.10 Apply the behaviour for learning policy so that effective learning can take place.
- 11.7 Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- 11.8 Communicate as appropriate, with the parents / carers of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- 11.9 Contribute to PSHCE and citizenship and enterprise according to school policy.
- 11.10 Apply the behaviour for learning policy so that effective learning can take place.

12. SCHOOL ETHOS

- 12.1 Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example.
- 12.2 Support the school in meeting its legal requirements for worship.
- 12.3 Promote actively the school's corporate policies.
- 12.4 Comply with the school's health and safety policy and undertake risk assessments as appropriate

SIGNATURES

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis 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 grade.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

Signed
(Early Careers Teacher of English)

Signed
(Headteacher)

Dated
(Early Careers Teacher of English)

Dated
(Headteacher)

SAFEGUARDING OF CHILDREN AND YOUNG PEOPLE

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

PERSON SPECIFICATION



	ESSENTIAL	DESIRABLE
EXPERIENCE		
Experience of successfully planning lessons and following schemes of work	Y	
Experience of supporting the Head of Department in delivering Development Plans to enhance performance		Y
Experience of creating intervention strategies to improve student performance		Y
Ability to deal successfully with students, parents and carers to resolve issues		Y
Experience of using tracking systems to enhance student performance	Y	
Prior experience of successful teaching in the relevant curriculum area		Y
TRAINING & QUALIFICATIONS		
Qualified Teacher Status	Y	
Graduate level qualification in appropriate discipline	Y	
KNOWLEDGE & UNDERSTANDING		
Understanding of curriculum requirements and requirements for assessment, record and reporting of student's attainment and progress	Y	
Be fully aware of the Ofsted standards for teaching and able to deliver lessons appropriately	Y	
Be accountable to the Teachers standards	Y	
An understanding of current educational issues in relation to the post	Y	
Ability to write reports providing quality information to students and parents/carers		Y
Secure knowledge of Safeguarding policies and procedures	Y	
PERSONAL SKILLS, ABILITIES AND COMPETENCIES		
High levels of communication skills both oral and written	Y	
Be empathetic in dealing with students, parents and carers	Y	
High levels of inter-personal skills	Y	
Ability to work under pressure and to strict deadlines	Y	
Ability to use ICT to support teaching and learning	Y	
Able to work as part of a team	Y	
Ability to work unsupervised and under own initiative as required	Y	
Ability to manage own workload	Y	
Willingness to work flexibly across the day, week, and year	Y	
Ability to find solutions to immediate, medium, and long-term problems		Y
PERSONAL QUALITIES		
Integrity, professionalism and diplomacy	Y	
Tact and a sense of humour	Y	
A personal and friendly nature	Y	
APPLICATION		
Accurate completion of application form	Y	
Supporting Statement which addresses person specification, evidence in letter and application	Y	

High standards in spelling and writing	Y	
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LEGAL ISSUES

Legally entitled to work in the UK	Y	
Enhanced DBS Clearance	Y	
Valid UK Driving Licence, access to a vehicle with business insurance		Y

STAFF BENEFITS



Pension

The Trust offers an excellent pension scheme with the Local Government Pension Scheme and Teachers Pension Scheme, which you can join from your start date.

Trust Inset Days

The Trust offer additional Inset days to give staff non-contract time for additional training, CPD, preparations, department time, leadership time etc.

Wellbeing

The Trust is committed to your wellbeing and offers a range of support services, including an Employee Assistance Programme (EAP), Occupational Health support, and access to wellbeing services through the Schools Advisory Service. We also provide free flu vaccinations and eye care to help you stay well.

Salary

The Trust offer competitive salaries for teaching staff in line with the School Teachers Pay and Conditions Document and for school support staff in line with the National Joint Council.

Learning & Development

The Trust values continuous learning and development to help meet future challenges. We provide tailored support for Early Career Teachers through trained mentors, Teaching School Hubs, and dedicated time for professional growth. Staff also have access to flexible online training via the National College. Career progression is encouraged, with opportunities to move between schools and central teams.

Additional Benefits

Generous holidays for support staff, enhanced contractual sick pay, a cycle to work scheme and discounted gym memberships.



HOW TO APPLY



Arranging a Visit:

Candidates wishing to visit the school or arrange a telephone discussion can contact Charlotte Davies, HR Administrator, who will arrange a suitable time: 01257 478733

Key Dates

Advertising date: 28th April 2026
Closing date: 14th May at 9.00 a.m.
Short listing: 14th – 15th May 2026
Interview date: 19th May 2026

To apply for this role, please visit [MyNewTerm](#), [Teacher Vacancies](#), or the [School Website](#).

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures ([link to policies](#)). Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.standishchs.org.uk

When completing your application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your application. Your supporting statement should be no more than 2000 words. Please note that late applications will not be considered.





CONTACT US



01257 422265



recruitment@standishchs.wigan.sch.uk



www.standishchs.org.uk



Kenyon Road, Standish, Wigan, WN6 0NX