



A MOORLANDS LEARNING TRUST ACADEMY

# Recruitment Pack

Teacher of English

Start date: September 2026

Full Time, Permanent



## Vision

Together we belong, develop character and achieve excellence



## Values



Responsibility



Kindness



Resilience

## Curriculum Intent



Promotes a love of learning and provides an environment for all students to succeed in, whatever they aspire to do.



Places high value on the breadth, acquisition, retention and application of knowledge.



Enriches and bridges gaps in cultural knowledge.



## Teacher of English

Contract: Permanent

Closing Date: 8am on Monday 23<sup>rd</sup> February 2026

Salary Range: MPS/UPS

This is an exciting opportunity for a talented colleague to join our vibrant and ambitious school as a Teacher of English.

Benton Park School is a thriving, inclusive comprehensive school located in Rawdon, on the outskirts of Leeds. With over 1,500 students—including a vibrant Sixth Form of over 200—we are proud to serve a diverse and supportive local community. Our recent move into a £28.5 million state-of-the-art building has created an inspiring environment for learning and working, underpinned by cutting-edge classroom technologies.

As part of the Moorlands Learning Trust, we are committed to delivering a truly aspirational education for all. Our school vision—"Together we belong, develop character and achieve excellence"—captures our belief in the power of community, personal growth, and high achievement. We are proud to be a school that goes from strength to strength, with good behaviour and attendance and strong outcomes and destinations for our students.

Our values—Kindness, Resilience, and Responsibility—shape our culture and guide every interaction. They underpin our commitment to developing confident, compassionate, and capable young people who are ready to make a positive contribution to society.

We celebrate the importance of community through a rich calendar of events that bring our school to life. Highlights such as Live in LS19 music festival, Enterprise Day, Sports Day, and our school performances provide students with opportunities to showcase their talents, develop leadership and teamwork skills, and build lasting memories. These events unite students, staff, families, and the wider community, reinforcing our ethos and strengthening the sense of belonging that defines Benton Park.

Our curriculum is broad, balanced, and enriched by opportunities for personal development, leadership, and community engagement—including strong partnerships with local primary schools through the Aireborough Learning Partnership Trust. We also take pride in our unique morning meeting structure, our strong pastoral care, and our relentless focus on effective teaching and mentoring, which together ensure excellent outcomes and a strong sense of connection for every student.

Benton Park is more than a school—it's a place where students grow, belong, and flourish.



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## About Benton Park School

Benton Park School is a popular and oversubscribed comprehensive school located to the north-west of the vibrant and diverse city of Leeds. We are proud to serve a wide catchment area including Rawdon, Yeadon, Calverley and Farsley as well as areas further into Leeds and Bradford. Our families are incredibly supportive, and we work closely with a number of local primary schools through strong partnerships, including our work with the Aireborough Learning Partnership Trust.

We are fortunate to have benefited from a £28.5 million investment in our premises, resulting in a state-of-the-art learning environment that inspires both students and staff. Our bespoke Sixth Form centre has been extensively refurbished to create a welcoming and aspirational space for post-16 study, and our Sixth Form continues to grow in strength and popularity.

Our vision—"Together we belong, develop character and achieve excellence"—drives every aspect of our work. It is supported by our core values of Kindness, Resilience, and Responsibility, which underpin our inclusive ethos and commitment to developing well-rounded, confident young people. Our Personal Development Curriculum places a strong emphasis on mental health and wellbeing, helping students to build the skills and character needed for success in life beyond school.

We believe in celebrating success and fostering a culture of inclusivity and positivity. Our rewards system recognises students who go above and beyond, and our philosophy—a busy student is a successful student—is reflected in the wide range of enrichment opportunities we offer. These include lunchtime and after-school clubs, educational visits both in the UK and abroad, and a thriving Duke of Edinburgh Award programme.

Community events are central to our school identity. Annual highlights such as Live in LS19 music festival, Enterprise Day, Sports Day, and our school performances bring our community together, showcase student talent, and reinforce our values in action. These events help build character, confidence, and a strong sense of belonging—making Benton Park not just a place to learn, but a place to grow and thrive.



## Welcome from the Headteacher



Thank you for your interest in joining Benton Park School.

As a Teacher of English, you would play a vital role in supporting our vibrant school community and helping to shape a strong, positive, and successful learning experience for all students. Your contribution would be part of a wider team effort that ensures every child feels safe, supported, and ready to thrive.

We are looking for a highly motivated, positive colleague who can contribute to maintaining excellent standards in all areas of school life. A team player, you will have the ability to form high-quality relationships with staff, students, and families alike.

Benton Park is a thriving, inclusive and oversubscribed comprehensive school located in Rawdon, on the outskirts of Leeds. We serve a diverse and supportive community and we are proud to recognise and celebrate this. Our school is proud to be part of the Moorlands Learning Trust, and we continue to go from strength to strength—with excellent behaviour, great attendance and strong outcomes and destinations for our students.

Our vision—"Together we belong, develop character and achieve excellence"—drives every aspect of our work. It is underpinned by our core values of Kindness, Resilience, and Responsibility, which shape our culture and guide every interaction. We are proud to have received national recognition for our inclusive and values-driven approach, including the RED Award for Diversity and Inclusion and the UK Gold Feminista Award for promoting gender equality and student voice.

We take an evidence-informed approach to school improvement. There are no gimmicks or silver bullets—just a relentless focus on doing the simple things well, every day. Our 'warm-strict' approach instils strong learning habits and helps students become better qualified, more successful, and happier. We expect students to follow routines, wear their uniform with pride, and be fully engaged in their learning.

Our curriculum is designed to ensure students know and remember more as they progress, with clear Learning Journeys and Progression Models that promote mastery and a love of learning. We place high value on the breadth, retention, and application of knowledge, and actively work to enrich and bridge gaps in cultural capital.

We also celebrate success at every opportunity. Our positive rewards culture recognises students who go above and beyond, and our philosophy—a busy student is a successful student—is reflected in our wide range of enrichment opportunities. These include lunchtime and after-school clubs, educational visits in the UK and abroad, and a thriving Duke of Edinburgh Award programme.

Community events are central to our identity. Annual highlights such as our music events including our Live in LS19 festival, Enterprise Day, Sports Day, and our school performances bring our community together, showcase student talent, and reinforce our values in action. These events help build character, confidence, and a strong sense of belonging.



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Our Personal Development Curriculum places a strong emphasis on mental health and wellbeing—ensuring students are equipped not only for academic success but for life beyond school.

Joining Benton Park means becoming part of a school that is ambitious, inclusive, and deeply committed to making a difference. We look forward to welcoming a new colleague who shares our values and wants to contribute to our continued success.

Mr N Skilton  
Headteacher





## Teaching and Learning at Benton Park

### **I Do, We Do, You Do**

Our teaching model is built around Rosenshine's Principles of Instruction and follows I Do, We Do, You Do. Teachers ensure that they model excellence before scaffolding and guiding students to produce the best quality work possible. This enables students to then produce outstanding work during their independent practice.

### **Learning Journeys and Progression Models**

All of our teaching is built around our Learning Journeys and Progression Models. We believe that students should 'master' their learning and, in doing so, know and remember more. Our subject areas have developed high-quality and effective Learning Journeys and Progression Models to support this and ensure there are opportunities for immediate and effective feedback.

### **Subject Specialism**

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

### **Professional Development**

Developing our staff is incredibly important to use. All staff have access to professional development across the school calendar. We believe that the best professional development is not a one-off event but a process. To support the development of teaching across the school we use Teaching Walkthrus. Many of our staff also access external courses including NPQs.

### **Benton Park Fundamentals**

At Benton Park, we build our teaching around some crafted fundamentals to support teaching and learning. We explicitly teach these to our students to ensure that learning time is maximised and that transitions are effective. We pride ourselves on support all learners, including our most vulnerable, having access to the highest quality support through these fundamentals

### **Reading**

Reading, and literacy, form central pillars of our approach with students. Students have the opportunity to be read every morning to develop their reading and also their cultural capital. We expect every member of our School community to talk in full sentences at all times to support our drive for improved oracy and, subsequently, literacy levels.



## Job Description

<b>Subject:</b>	<b>English</b>
<b>Allowances:</b>	<b>MPS/UPS</b>
<b>Responsible to:</b>	<b>Director of English</b>

### PURPOSE OF THE JOB:

All teachers will make the education of their students their first concern, and be accountable for achieving the highest possible standards in work and conduct.

Promote a shared vision for English that 'creates a climate for great learning, success and opportunity' while enacting the intent of the English curriculum.

To support the work of the English Faculty and the delivery of a Department Development Plan which delivers both whole-school and department specific priorities.

Teachers must act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and be self-critical; forge positive professional relationships and work with parents in the best interests of their students.

Teachers must uphold the vision, values and aims of the school.

Teachers must meet the Teachers' Standards at all times.

### The specific responsibilities include:

Accountable to the Headteacher in the following aspects:

#### Planning, Teaching and Class Management

- To identify clear teaching objectives, specifying how they will be taught and assessed.
- To set tasks which challenge students and ensure high levels of achievement
- To deliver high quality teaching in line with the school's Teaching and Learning Policy, in order to secure 'outstanding' progress for all students.
- To provide clear structures for lessons maintaining pace, motivation and challenge.
- To use an appropriate range of teaching methods to ensure that all students achieve their potential.
- To ensure that students acquire and consolidate knowledge, skills and understanding to in line with the English curriculum intent.
- To plan teaching to achieve progression for students' learning.
- To support positively all students' individual learning needs, including students with specific learning support needs.
- To support delivery of the PSHCE programme and the school's Aspiration for All programme, including the development of CIAG across the English curriculum.
- To ensure full coverage of examination board syllabus requirements.
- To ensure the effective and efficient deployment of any classroom support.





## **Monitoring, Assessment, Recording, Reporting**

- To assess how well learning objectives have been achieved and use them to improve specific aspects of teaching making effective use of agreed subject progression maps and models.
- To regularly mark and monitor students' work, providing feedback and setting targets for progress and development.
- To assess and record students' progress systematically, keeping appropriate records.
- To undertake assessment of students as required by examination boards and departmental/school procedures.
- To use comparative data to set clear targets for student achievement and follow reporting procedures within the school.
- To support educational enrichment activities within the faculty including booster classes as necessary to provide a breadth of experience that will improve student enjoyment, learning and progress.

## **Manage behaviour effectively to ensure a good and safe learning environment**

- To have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's ATL policy.
- To have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- To manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- To communicate effectively with parents / carers with regard to students' achievements and well-being
- To make a significant contribution to English Department so that the department meets the school's aims and vision.

## **Wider professional responsibilities**

- Support and promote the school's policies on diversity and equality of opportunity.
- To be aware of and comply with policies and procedures relating to child protection and safeguarding ensuring all concerns are reported appropriately in a timely manner.
- To be aware of and comply with policies and procedures relating to data protection and the security and confidentiality of data, ensuring all concerns are reported appropriately in a timely manner.
- To communicate effectively with all members of the Faculty so that they are familiar (and work in line with) the aims, objectives and curriculum intent of the department and the school.
- To make a positive contribution to the wider life and ethos of the school.
- To develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- To carry out the duties of a Form Tutor, offering support and guidance for students and delivering the Form Tutor Programme.
- To be trained as a Mental Health First Aider



## GENERAL DUTIES

As defined by the School Teachers' Pay and Conditions Act 1991 and subsequent orders as listed in the most recent School Teachers' Pay and Conditions document.

## VARIATION IN ROLE

Given the dynamic nature of the role and structure of Benton Park School, it must be accepted that, as the School's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the post holder.

## HEALTH & SAFETY

**All staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work and ensure that they lead their faculty in Health and Safety requirements**

## THE STATUTORY REQUIREMENTS

The appointment is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and other current legislation.

## VARIATION IN ROLE

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



## Person Specification

Attributes	Essential	Desirable	How Identified
<b>Physical</b>	<ul style="list-style-type: none"><li>• Energy and Drive</li></ul>		
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Good honours degree</li><li>• Qualified Teacher Status</li></ul>	<ul style="list-style-type: none"><li>• Good Honours Degree in English</li><li>• Evidence on-going professional development</li></ul>	<ul style="list-style-type: none"><li>• Application</li><li>• Certification</li></ul>
<b>In Service Training</b>	<ul style="list-style-type: none"><li>• Attendance at any relevant CPD</li></ul>	<ul style="list-style-type: none"><li>• Evidence of taking charge of own development by proactively seeking out opportunities to improve</li></ul>	<ul style="list-style-type: none"><li>• Application</li><li>• Interview</li><li>• References</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Good to Outstanding classroom teaching.</li><li>• Experience of the use of ICT within English</li><li>• Experience of delivering English up to and including KS4.</li><li>• Development and delivery of enrichment activities</li></ul>	<ul style="list-style-type: none"><li>• Experience of teaching A 'level English.</li><li>• Track record of raising standards (for own classes).</li></ul>	<ul style="list-style-type: none"><li>• Application</li><li>• Interview</li><li>• References</li></ul>
<b>Special Knowledge</b>	<ul style="list-style-type: none"><li>• National Curriculum requirements at all key Stages</li><li>• Range of teaching and learning styles</li><li>• Up to date knowledge of effective pedagogy</li></ul>	<ul style="list-style-type: none"><li>• Understanding of performance data in an educational setting</li></ul>	<ul style="list-style-type: none"><li>• Application</li><li>• Interview</li><li>• References</li></ul>
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"><li>• Good organisation</li><li>• Effective communicator and motivator</li><li>• Innovative thinker</li><li>• Visionary ideas</li></ul>		
<b>Disposition Attitude</b>	<ul style="list-style-type: none"><li>• Sense of humour</li><li>• Energetic</li><li>• Team player</li><li>• Enthusiastic and committed.</li></ul>	<ul style="list-style-type: none"><li>• Commitment to sharing best practice</li><li>• Commitment to extra-curricular activities</li></ul>	



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- Relentless focus on raising standards through Teaching and Learning
- A desire to become involved in new initiatives including enrichment activities

***We are actively committed to safeguarding and promoting the welfare of our pupils and expect all staff and volunteers to share this commitment. All appointments will be made subject to an enhanced DBS disclosure.***

***We promote diversity and want a workforce which reflects the population of Leeds.***



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